

# Benchmarking Review

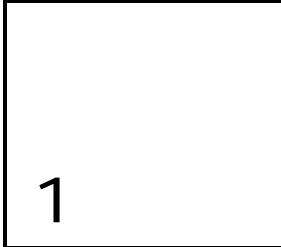
A joint project of Community Legal Centres NSW Inc.,  
National Association of Community Legal Centres Inc.,  
Federation of Community Legal Centres (Vic) Inc.,  
Association of Community Legal Centres (Western  
Australia) Inc. and  
Queensland Association of Independent Legal Services  
(QAILS) Inc.

June 2011  
(amended July 2012)

## MERCER

## Contents

1. Background and Methodology .....	1
2. Work Value Assessment.....	3
3. Detailed Market Comparison .....	8
4. Conclusions.....	21
5. Recommendations.....	24
Appendices.....	25



## Background and Methodology

Mercer was engaged by National Association of Community Legal Centres Inc (NACLC) in 2006 to conduct work value assessments and provide remuneration recommendations for the following 6 roles across Community Legal Centres (CLCs):

- Principal Solicitor
- Manager/Coordinator
- Solicitor
- Community Worker
- Administrator
- Administrative Assistant

Community Legal Centres NSW Inc. (CLCNSW) has engaged Mercer to review and update the work value of these six core roles across the CLCs and to provide high level remuneration comparison with reference to relevant markets, updating data provided in 2006 to reflect 2011 status.

In undertaking this review, CLCNSW has collaborated with:

- The National Association of CLCs (NACLC) Inc;
- Federation of CLCs (Victoria) Inc;
- Community Legal Centres Association (WA) Inc. and;
- Queensland Association of Independent Legal Services (QAILS) Inc.

In conducting the work required, Mercer undertook the following steps:

- Reviewed position descriptions (2 for each benchmark role) and relevant documentation relating to Community Legal Centres.
- Conducted discussions with nominated job experts to gain a more detailed understanding of the expertise requirements and accountabilities of each of the benchmark roles.
- Evaluated the 6 positions based on Mercer's CED Job Evaluation Methodology to determine work value outcomes. (Refer to Appendix 1 for more information on the Mercer CED Job Evaluation Methodology)

- Conducted internal peer review of the work value outcomes.
- Facilitated meetings with NACLC stakeholders to test and validate the evaluation outcomes and to confirm classification within benchmark comparator references such as the NSW SACS Award.

In completing this report, Mercer has used the NSW SACS Award as the anchor comparator reference. This was undertaken to provide a consistent point of reference between the 2006 and 2011 reports.

In July 2012 amendments were made to incorporate more reliable data and accurate labelling, with reference to data from the Australia Public Sector (APS) salary survey. As a result, some data and resulting ratios were amended and the recommendations were adjusted. Minor adjustments were also made to the Attorney-General's Department salary tables and associated commentary.

Whilst implementation of SCHADSIA has occurred across many States and Territories, there is still a period of transition occurring until full implementation of the award is finalised.

It must therefore be noted that in providing remuneration data for the NSW SACS Award and other comparator references, data used reflects current state, pre-Modern Award salaries and does not take into account transition arrangements that may be occurring under any Notional Agreements Preserving a State Award (NAPSA).

2

## Work Value Assessment

Mercer completed the evaluations using Mercer's CED Job Evaluation Methodology to determine work value points for each position.

### **Mercer CED Job Evaluation Methodology**

The Mercer CED Job Evaluation methodology provides a systematic and analytical approach to defining jobs in terms of compensable factors such as size, scope, complexity, specific knowledge and experience requirements and accountability. The Mercer CED methodology examines the major components believed to be present in all jobs, which are grouped into three main "factors". These are:

- **Expertise** – the knowledge, skills and experience required for the job, as well as the breadth of functions and interpersonal skill demands
- **Judgement** – the policies and guidelines which exist and impact upon the reasoning and thinking challenges faced by the position
- **Accountability** – the measured outcomes expected from the position

A brief explanation of these factors and their eight sub-factors is attached in Appendix 1.

Each factor is given a rating to determine a job evaluation profile, which is converted to points. The total points result in an overall work value score for the position. It results in a quantitative measure of work value that can be used as a mechanism to access market remuneration data for jobs of equivalent size for comparative purposes.

Table 1 shows the work value profiles for each of the 6 roles addressed as part of this report.

**Table 1: Work Value Profiles for CLC positions**

Position	Impact	Expertise	Judgement	Accountability	Total Points
Centre Manager	Advice	F- 4- d (234)	D+ 4 (161)	E- 2- d (203)	598
Principal Solicitor	Advice	F 3+ d (203)	D+ 4+ (177)	E 1+ d (203)	583
Solicitor	Advice	E+ 3 c+ (153)	D- 4- (125)	D+ 1 d (134)	412
Community Worker	Advice	E 3- c+ (134)	C+ 4- (94)	D 1 d (116)	344
Finance Officer*	Service	D+ 2+ c (88)	C+ 3+ (76)	C+ 1 c (66)	230
Administrator	Service	D 2+ c (76)	C- 3 (62)	C 1 c (58)	196

These evaluations are conducted on the understanding that Community Legal Centres (CLCs) are independent, Not-for-Profit (NFP) organisations that provide legal services focussing on disadvantaged people and communities with special needs. There are around 200 community legal centres across Australia, which ranges from centres with no paid staff to others with approximately 30 staff.

Evaluation profiles reflect Mercer's understanding of an 'average' of similar positions across all CLCs.

*\* We note that there is a difference in the titling of benchmark positions between the report of 2006 and the 2011 report. The position previously referred to as "Administrative Assistant" is now titled Finance Officer. This is to reflect more accurately the position understanding developed by Mercer following reference to the benchmark position descriptions provided and discussion with the job expert for the role, where the focus of the position was found to be book-keeping/finance.*

The section below details Mercer's understanding of the benchmark positions. This understanding provided the rationale underpinning the evaluation profile determined through the job evaluation process.

## Centre Manager

### Our understanding of the position

The Centre Manager is responsible for the management of the community legal centre, which incorporates management of staff averaging from 3 - 30 staff. This position is key in the implementation of the centre's strategic direction, as determined by the management committee, and is responsible for coordinating the annual strategic and business planning processes.

The position is accountable for organising and monitoring all the funding for the Centre, which includes investigating funding sources, preparation of funding submissions and reporting against funding agreements. This requires liaising with external stakeholders for relationship management and community engagement purposes. In addition, the position manages all of the centre's human resource activities.

### Job Evaluation Profile

Position	Impact	Expertise	Judgement	Accountability	Total Points
Centre Manager	Advice	F- 4- d (234)	D+ 4 (161)	E- 2- d (203)	598

## Principal Solicitor

### Our understanding of the position

The Principal Solicitor manages and has legal and professional responsibility for all aspects of the centre's legal practice and is the principal legal expert. The position is responsible not only for the management and supervision of legal staff and volunteers of the Centre's legal practice but also for risk management in relation to potential legal consequences of all centre workers' activities.

The position holder usually provides advice and/or conducts casework themselves, provides higher level or specialist legal advice to other solicitors and centre workers on their casework and may be involved in law reform and community legal education activities. The Principal Solicitor is required to undertake professional development activities.

### Job Evaluation Profile

Position	Impact	Expertise	Judgement	Accountability	Total Points
Principal Solicitor	Advice	F 3+ d (203)	D+ 4+ (177)	E 1+ d (203)	583

## Solicitor

### Our understanding of the position

The Solicitor provides legal advice and information and may undertake casework in accordance with the Centre's guidelines and policies and annual strategic plan targets. The position obtains guidance from the Principal Solicitor for allocation of casework and more complex and/or specialist legal advice. This position is also likely to undertake and participate in community legal and law reform activities.

### Job Evaluation Profile

Position	Impact	Expertise	Judgement	Accountability	Total Points
Solicitor	Advice	E+ 3 c+ (153)	D- 4- (125)	D+ 1 d (134)	412

## Community Worker

### Our understanding of the position

The Community Worker engages in community development work with the Centre's nominated target client group/s, as identified in the Annual Strategic Plan. This includes researching, designing, planning and conducting community legal education and other capacity development programs for those client groups. The position may also coordinate the roster, training and induction for volunteers of the Centre.

### Job Evaluation Profile

Position	Impact	Expertise	Judgement	Accountability	Total Points
Community Worker	Advice	E 3- c+ (134)	C+ 4- (94)	D 1 d (116)	344

## Finance Officer

### Our understanding of the position

The Finance Officer is responsible for all the book-keeping and financial reporting activities of the centre. The position coordinates all of the Centre's insurance, taxation and payroll related compliance requirements. The Finance Officer also performs or oversees the performance of all accounts and other administration duties, including data entry, payment of accounts and banking, for the Centre. Additionally, the position may conduct or coordinate tasks related to Information Technology housekeeping for the Centre, as well as other general administrative tasks.



**Job Evaluation Profile**

Position	Impact	Expertise	Judgement	Accountability	Total Points
Finance Officer	Service	D+ 2+ c (88)	C+ 3+ (76)	C+ 1 c (66)	230

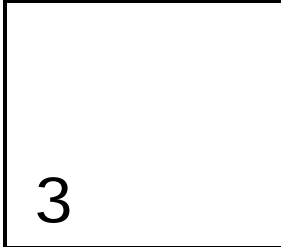
**Administrator**

**Our understanding of the position**

The Administrator, as the usual first point of contact for the Centre, provides information and referrals for clients and answers general enquiries. The position performs front desk administration duties such as maintaining mail and client administration systems as well as any administrative support required by solicitors. The Administrator may be responsible for the Centre’s desktop publishing and data collection activities and may be involved in coordinating or supporting volunteers.

**Job Evaluation Profile**

Position	Impact	Expertise	Judgement	Accountability	Total Points
Administrator	Service	D 2+ c (76)	C- 3 (62)	C 1 c (58)	196



## Detailed Market Comparison

In conducting this benchmark work, Mercer has provided comparison with and evaluated competitiveness against selected references including:

- Crown Employees Administration and Clerical Officers Award (NSW)
- Crown Employees Legal Officers Award (NSW)
- Australian Public Service Salary data
- Commonwealth Attorney-General's Department Salary Scale
- Social, Community, Home Care and Disability Services Industry Award (SCHDSIA) 2010
- Western Australian Government Officers Salaries, Allowances and Conditions (GOSAC)
- Public Service Agreement (QLD)
- Queensland Community Services Crisis Accommodation (QCSCA) Award
- Victoria Legal Aid Certified Agreement (2005-2008)

As in the 2006 report, Mercer has utilised the classification of the benchmark positions within the state based NSW Social and Community Services Award (SACS) as the basis for comparison with the agreed comparator references.

Whilst implementation of SCHADSIA has occurred across many States and Territories, there is still a period of transition occurring until full implementation of the award is finalised.

It must therefore be noted that in providing remuneration data for the NSW SACS Award and other comparator references, data used reflects current state, pre-Modern Award salaries and does not take into account transition arrangements that may be occurring under any Notional Agreements Preserving a State Award (NAPSA).

Within the scope of this project, Mercer has not evaluated the competitiveness of the six core CLC roles against salaries of positions within the private sector. We note, however, that salaries for lawyers employed in the private sector are widely recognised to be higher than salaries for lawyers employed in either the government or community sectors.

For the purposes of this report and to ensure consistency with the approach utilised in 2006, comparisons have been made based on the highest level of experience for each relevant salary grade.

The following section compares the competitiveness of the current NSW Social and Community Services Award Base Salary remuneration against a number of Federal and State awards and data sources (listed above).

Please note that comparisons have been made only on the basis of Base Salary (again consistent with the methodology utilised in 2006 and because this is the most stable data reference).

Benefits available under awards and factors that vary across organisations/awards such as salary sacrificing, annual leave, leave loading are not taken into consideration for the purposes of this report.

The competitiveness of remuneration is analysed using compa-ratio analysis. Compa-ratios are often used to review and monitor the competitiveness of existing remuneration levels.

A compa-ratio is a representation of relativity defined as a ratio between the fair or competitive market rate and the individual's rate of pay. For example:

$$\frac{\text{Actual Pay}}{\text{Market Pay}} = \frac{\$35,000}{\$40,000} = .85 \text{ compa-ratio (15\% below market)}$$

The closer the ratio is to 1.00, the more closely actual remuneration is aligned to market practice.

Market practice typically defines organisations that remunerate employees within a  $\pm 15\%$  range (i.e. a compa-ratio range of 0.85 to 1.15) of the desired market positioning as competitive. If current compa-ratio is more than 15% below the market, (i.e. a compa-ratio of less than 0.85), remuneration positioning is defined as below the market. If current compa-ratio is more than 15% above the market, (i.e. a compa-ratio of more than 1.15), remuneration positioning is defined as above the market.

For the basis of this report, the NSW SACS Award has been used as the anchor point for comparison against the comparator references.

Table 2 shows the work value profiles and the classification of each benchmark position within the NSW SACS Award (salary data effective as from 28 September 2009). Refer to Appendix 2 for further detail on NSW SACS salary rates.

**Table 2: CLC positions and relevant NSW SACS Grades and Salary**

Position	Relevant NSW SACS grade/year	NSW SACS Base Salary
Centre Manager	Grade 6 Year 2	\$64,077
Principal Solicitor	Grade 6 Year 2	\$64,077
Solicitor	Grade 5 Year 2	\$55,857
Community Worker	Grade 4 Year 4	\$52,102
Finance Officer	Grade 4 Year 4	\$52,102
	Grade 3 Year 5	\$46,586
Administrator	Grade 4 Year 4	\$52,102
	Grade 3 Year 5	\$46,586

### Classification Rationale

Positions were classified within the NSW SACS Award using reference to grading on position descriptions provided combined with Mercer determination of relativities.

### Market Comparisons

Using the classification of the positions within the NSW SACS Award and the associated remuneration at the relevant Grade level, Mercer then completed a compa-ratio analysis within the agreed comparator references, following classification of each of the benchmark positions within the grades/levels of the comparator award.

The following tables show comparison between current NSW SACS Award salaries with salaries within the range of comparator references utilised.

Table 3 shows a comparison between current NSW SACS Award Base Salary with Crown Employees Administration & Clerical Officers Award (NSW) (salary data effective as of 1 July 2008 and valid to 1 July 2011). Refer to Appendix 3 for further detail on Crown Employees Administration & Clerical Officers Award salary rates.

**Table 3: Comparison of NSW SACS Award with Crown Employees Administration & Clerical Officers Award (NSW)**

Position	Relevant NSW SACS Grade/Year	NSW SACS Base Salary	MCED Points	Equivalent A&C Grade	Equivalent A&C Base Salary	Compa Ratio
Centre Manager	Grade 6 Year 2	\$64,077	598	12 (Thereafter 1st year of service)	\$119,149	0.54
Principal Solicitor	Grade 6 Year 2	\$64,077	583	11 (Thereafter 1st year of service)	\$107,394	0.60
Solicitor	Grade 5 Year 2	\$55,857	412	8 (Thereafter 1st year of service)	\$86,498	0.65
Community Worker	Grade 4 Year 4	\$52,102	344	7 (Thereafter 1st year of service)	\$80,479	0.65
Finance Officer	Grade 4 Year 4	\$52,102	230	4 (Thereafter 1st year of service)	\$63,781	0.82
	Grade 3 Year 5	\$46,586	230	4 (1st year of service)	\$61,878	0.75
Administrator	Grade 4 Year 4	\$52,102	196	3 (Thereafter 1st year of service)	\$60,005	0.87
	Grade 3 Year 5	\$46,586	196	3 (1st year of service)	\$58,249	0.80

### Classification Rationale

Classification within the Crown Employees Administration & Clerical Officers Award (NSW) was made with reference to the points to grade table underpinning the Award grading structure.

### Observations

For most of the benchmark positions, remuneration levels within the NSW SACS Award are not considered competitive in comparison to remuneration levels within the Crown Employees Administration & Clerical Award (NSW).

The Centre Manager is the least competitive at 0.54 and the Administrator position would be considered competitive (at its highest level) with a 0.87 compa-ratio.

Table 4 shows a comparison between current NSW SACS Award Base Salary with Crown Employees Legal Officers Award (NSW) (salary schedule effective as from 31 July 2007). Refer to Appendix 4 for further detail on Crown Employees Legal Officers Award salary rates.

Please note that for this Award, data is only applicable for legal positions.

**Table 4: Comparison of NSW SACS Award with Crown Employees Legal Officers Award (NSW)**

Position	Relevant NSW SACS Grade/Year	NSW SACS Base Salary	MCED Points	Equivalent Crown Employee LO Grade	Equivalent Crown Employee LO Base Salary	Compa Ratio
Centre Manager	Grade 6 Year 2	\$64,077	598	-	-	-
Principal Solicitor	Grade 6 Year 2	\$64,077	583	6 (2nd year of service)	\$103,591	0.62
Solicitor	Grade 5 Year 2	\$55,857	412	3 (3rd year of service)	\$82,244	0.68
Community Worker	Grade 4 Year 4	\$52,102	344	-	-	-
Finance Officer	Grade 4 Year 4	\$52,102	230	-	-	-
	Grade 3 Year 5	\$46,586	230	-	-	-
Administrator	Grade 4 Year 4	\$52,102	196	-	-	-
	Grade 3 Year 5	\$46,586	196	-	-	-

### Classification Rationale

Positions were classified within the Crown Legal Officers Award (NSW) as determined by hierarchical consistency and position relativities. Additionally, classification was guided by Clause 5 (ii) within the award, which states “After twelve months service on the maximum salary prescribed for Grade II an officer shall be eligible to be considered for progression to Grade III. Upon such occurrence, the appropriate Department Head shall review the quality of work being performed or the quality of work which is available to be assigned to the officer”.

### Observations

Remuneration within the NSW SACS Award for Legal related positions is not considered competitive and is positioned well below Crown Legal Officers Award (NSW) remuneration.

Table 5 shows a comparison between current NSW SACS Award Base Salary with Australian Public Service salary data as sourced from the 2010 APS non-SES Remuneration Survey (prepared by Mercer). Refer to Appendix 5 for further detail on the survey and data.

**Table 5: Comparison of NSW SACS salaries and reported APS salary data \***

Position	Relevant NSW SACS Grade/Year	NSW SACS Base Salary	MCED Points	APS Classification	APS Base Salary	Compa Ratio
Centre Manager	Grade 6 Year 2	\$64,077	598	EL 2	\$120,840	0.53
Principal Solicitor	Grade 6 Year 2	\$64,077	583	EL 2	\$120,840	0.53
Solicitor	Grade 5 Year 2	\$55,857	412	APS 6	\$77,824	0.72
Community Worker	Grade 4 Year 4	\$52,102	344	APS 5	\$67,017	0.78
Finance Officer*	Grade 4 Year 4	\$52,102	230	APS 4	\$61,299	0.85
	Grade 3 Year 5	\$46,586	230	APS 4	\$61,299	0.76
Administrator	Grade 4 Year 4	\$52,102	196	APS 3	\$54,577	0.95
	Grade 3 Year 5	\$46,586	196	APS 3	\$54,577	0.85

- *Please note that we have used the median of the APS salary data, consistent with methodology in 2006 and because the median is the position where 50% of agencies pay less and 50% of organisations pay more for a similarly graded role.*

### Classification Rationale

Classification within the APS levels was made using the underpinning points to grade table. The total work value points for the positions and their classification within APS levels has been used to reference remuneration data for positions at an equivalent level from the APS survey data.

### Observations

Remuneration within NSW SACS Award for the positions of Centre Manager, Principal Solicitor, Solicitor and Community Worker is not considered competitive in relation to reported APS salaries.

The role of Administrator would be remunerated competitively when compared to APS reported salaries with compa-ratios of 0.85 and 0.95 and for the Finance Officer (at its highest level) with a compa-ratio of 0.85.

Table 6 shows a comparison between current NSW SACS Award Base Salary with Commonwealth Attorney-General's Department (A-G) Salary Scales (salary schedule effective as from 5 August 2010). Refer to Appendix 6 for further detail on Commonwealth Attorney-General's Department salary rates.

**Table 6: Comparison of NSW SACS Award with Commonwealth Attorney-General's Department (A-G) Salary Scales**

Position	Relevant NSW SACS Grade/Year	NSW SACS Base Salary	MCED Points	Equivalent A-G Grade	Equivalent A-G Base Salary	Compa Ratio
Centre Manager	Grade 6 Year 2	\$64,077	598	EL 2.5	\$120,690	0.53
Principal Solicitor	Grade 6 Year 2	\$64,077	583	EL 2.5 (PLO5)	\$120,690	0.53
Solicitor	Grade 5 Year 2	\$55,857	412	APS 6.3 (LO9)	\$80,175	0.70
Community Worker	Grade 4 Year 4	\$52,102	344	APS 5.2	\$67,017	0.78
Finance Officer	Grade 4 Year 4	\$52,102	230	APS 4.4	\$61,522	0.85
	Grade 3 Year 5	\$46,586	230	APS 4.1	\$56,662	0.82
Administrator	Grade 4 Year 4	\$52,102	196	APS 3.4	\$54,870	0.95
	Grade 3 Year 5	\$46,586	196	APS 3.1	\$50,841	0.92

### Classification Rationale

Classification within the Commonwealth Attorney-General's Department Salary Scales was made with reference to the points to grade table underpinning the Enterprise Agreement.

### Observations

The Finance Officer (at its highest level) and Administrator position are remunerated competitively when compared with positions at an equivalent level within the Commonwealth Attorney-General's Department Salary Scales.

All other roles (and the Finance Officer at its lowest level) are positioned below/well below the A-G Salary Scales and are not considered to be remunerated competitively in comparison to salaries within this Enterprise Agreement.



Table 7 shows a comparison between current NSW SACS Award Base Salary with the Social, Community, Home Care and Disability Services Industry Award (SCHDSIA) (salary schedule effective as from 1 January 2010). Refer to Appendix 7 for further detail on the Social, Community, Home Care and Disability Services Industry Award salary rates.

**Table 7: Comparison of NSW SACS Award with Social, Community, Home Care and Disability Services Industry Award (SCHDSIA)**

Position	Relevant NSW SACS Grade/Year	NSW SACS Base Salary	MCED Points	Equivalent SCHDSIA Grade	Equivalent SCHDSIA Base Salary	Compa Ratio
Centre Manager	Grade 6 Year 2	\$64,077	598	Level 8 Pay Point 3	\$57,520	1.11
Principal Solicitor	Grade 6 Year 2	\$64,077	583	Level 8 Pay Point 3	\$57,520	1.11
Solicitor	Grade 5 Year 2	\$55,857	412	Level 6 Pay Point 3	\$51,012	1.09
Community Worker	Grade 4 Year 4	\$52,102	344	Level 5 Pay Point 3	\$47,758	1.09
Finance Officer	Grade 4 Year 4	\$52,102	230	Level 4 Pay Point 4	\$44,608	1.17
	Grade 3 Year 5	\$46,586	230	Level 3 Pay Point 4	\$40,375	1.15
Administrator	Grade 4 Year 4	\$52,102	196	Level 4 Pay Point 4	\$44,608	1.17
	Grade 3 Year 5	\$46,586	196	Level 3 Pay Point 4	\$40,375	1.15

### Classification Rationale

Positions were classified within the Social, Community, Home Care and Disability Services Industry award using reference to grading on position descriptions provided combined with Mercer determination of relativities.

### Observations

In comparison to the SCHDSIA Award, the benchmark positions would be considered to be competitively remunerated as they are all within a compa-ratio range of 0.85 to 1.15.

At their highest grading levels (Level 4, Pay Point 4) the Finance Officer and Administrator role are considered to be remunerated above the market with a compa-ratio of 1.17.

Table 8 shows a comparison between the current NSW SACS Award Base Salary with the Western Australian Government Officers Salaries, Allowances and Conditions (GOSAC) Legal Aid Award (salary schedule effective as from 15 April 2011). Refer to Appendix 8 for further detail on WA Government Officers Salaries, Allowances and Conditions Legal Aid WA Award salary rates.

NB: *The CLC Association (WA) Inc. considered the SACS NSW Award as a suitable proxy for the SACS WA Award given the similarity in pay scales.*

**Table 8: Comparison of NSW SACS Award with the Western Australian Government Officers Salaries, Allowances and Conditions (GOSAC) Legal Aid Award**

Position	Relevant NSW SACS Grade/Year	NSW SACS Base Salary	MCED Points	Equivalent GOSAC Grade	Equivalent GOSAC Base Salary	Compa Ratio
Centre Manager	Grade 6 Year 2	\$64,077	598	Level 9.3	\$138,426	0.46
Principal Solicitor	Grade 6 Year 2	\$64,077	583	Level 6.3 (Specified Calling)	\$145,249	0.44
Solicitor	Grade 5 Year 2	\$55,857	412	Level 4.3 (Specified Calling)	\$111,615	0.50
Community Worker	Grade 4 Year 4	\$52,102	344	Level 6.4	\$93,633	0.56
Finance Officer	Grade 4 Year 4	\$52,102	230	Level 5.4	\$80,308	0.65
	Grade 3 Year 5	\$46,586	230	Level 4.3	\$69,033	0.67
Administrator	Grade 4 Year 4	\$52,102	196	Level 5.4	\$80,308	0.65
	Grade 3 Year 5	\$46,586	196	Level 4.3	\$69,033	0.67

### Classification Rationale

Positions were classified within the Government Officers Salaries, Allowances and Conditions Award as determined by hierarchical consistency and position relativities.

### Observations

Remuneration for all positions is not considered to be competitive when compared to the GOSAC Legal Aid Award salaries as they all fall outside the compa-ratio range of 0.85 – 1.15.

### Additional Notes

The Specified Callings schedule applies to officers who are employed in but not limited to the calling of legal officer.

Table 9 shows a comparison between the current NSW SACS Award Base Salary with Public Service Agreement (QLD) Legal Aid Queensland Employee Award (salary scale effective as from 1 July 2008 and valid to 1 August 2012). Refer to Appendix 9 for further detail on Public Service Agreement (QLD) Legal Aid Queensland Employee Award salary rates.

**Table 9: Comparison of NSW SACS Award with Public Service Agreement (QLD) Legal Aid Queensland Employee Award**

Position	Relevant NSW SACS Grade/Year	NSW SACS Base Salary	MCED Points	Equivalent PSA Grade	Equivalent PSA Base Salary	Compa Ratio
Centre Manager	Grade 6 Year 2	\$64,077	598	AO8 Pay Point 4	\$103,334	0.62
Principal Solicitor	Grade 6 Year 2	\$64,077	583	PO6 Pay Point 4	\$103,334	0.62
Solicitor	Grade 5 Year 2	\$55,857	412	PO4 Pay Point 4	\$84,318	0.66
Community Worker	Grade 4 Year 4	\$52,102	344	AO5 Pay Point 4	\$74,657	0.70
Finance Officer	Grade 4 Year 4	\$52,102	230	AO5 Pay Point 4	\$74,657	0.70
	Grade 3 Year 5	\$46,586	230	AO4 Pay Point 4	\$65,174	0.71
Administrator	Grade 4 Year 4	\$52,102	196	AO5 Pay Point 4	\$74,657	0.70
	Grade 3 Year 5	\$46,586	196	AO4 Pay Point 4	\$65,174	0.71

### Classification Rationale

Positions were classified within the Public Service Agreement Award as determined by hierarchical consistency and position relativities.

### Observations

Remuneration for all benchmark roles is positioned significantly below the Public Service Agreement Legal Aid Award salaries. Mercer also notes that there are scheduled salary increases to be implemented in the near future for this award.

### Additional Notes

Positions with legal qualifications are classified under the Professional Stream (PO) and other positions fall within the Administrative Stream (AO).

Table 10 shows a comparison between the current NSW SACS award Base Salary with Queensland Community Services Crisis Accommodation (QCSCA) Award (salary schedule effective as from 10 January 2011). Refer to Appendix 10 for further detail on Queensland Community Services Crisis Accommodation (QCSCA) Award salary rates.

**Table 10: Comparison of NSW SACS Award with Queensland Community Services Crisis Accommodation (QCSCA) Award**

Position	Relevant NSW SACS Grade/Year	NSW SACS Base Salary	MCED Points	Equivalent QCSCA Grade	Equivalent QCSCA Base Salary	Compa Ratio
Centre Manager	Grade 6 Year 2	\$64,077	598	Level 8 Pay Point 3	\$79,903	0.80
Principal Solicitor	Grade 6 Year 2	\$64,077	583	Level 8 Pay Point 3	\$79,903	0.80
Solicitor	Grade 5 Year 2	\$55,857	412	Level 6 Pay Point 3	\$71,042	0.79
Community Worker	Grade 4 Year 4	\$52,102	344	Level 5 Pay Point 3	\$60,940	0.85
Finance Officer	Grade 4 Year 4	\$52,102	230	Level 5 Pay Point 3	\$60,940	0.85
	Grade 3 Year 5	\$46,586	230	Level 4 Pay Point 4	\$54,934	0.85
Administrator	Grade 4 Year 4	\$52,102	196	Level 5 Pay Point 3	\$60,940	0.85
	Grade 3 Year 5	\$46,586	196	Level 4 Pay Point 4	\$54,934	0.85

### Classification Rationale

Positions were classified within the Queensland Community Services Crisis Accommodation Award as determined by hierarchical consistency and position relativities.

### Observations

Remuneration for the positions of Centre Manager, Principal Solicitor and Solicitor is not considered competitive with salaries within the QCSCA Award as they fall outside of the compa-ratio range of 0.85 – 1.15.

However, remuneration for the position of Community Worker and the administrative positions (including the Finance Officer and Administrator) is considered competitive in relation to the QCSCA Award remuneration as their compa-ratio of 0.85 falls within the range.

### Additional Notes

Positions are classified as community services workers rather than crisis accommodation workers.

Mercer notes that there are scheduled salary increases to be implemented in the near future for this award.

Table 11 shows a comparison between current NSW SACS Award Base Salary with Victoria Legal Aid Certified Agreement 2005-2008 (salary schedule effective as from 4 May 2011). Refer to Appendix 11 for further detail on Victoria Legal Aid Certified Agreement 2005-2008 salary rates.

**Table 11: Comparison of NSW SACS Award with Victoria Legal Aid Certified Agreement 2005-2008 (Mercer determined classifications)**

Position	Relevant NSW SACS Grade/Year	NSW SACS Base Salary	MCED Points	Equivalent VLA Grade	Equivalent VLA Base Salary	Compa Ratio
Centre Manager	Grade 6 Year 2	\$64,077	598	VLA 6	\$132,085	0.49
Principal Solicitor	Grade 6 Year 2	\$64,077	583	VLA 6	\$132,085	0.49
Solicitor	Grade 5 Year 2	\$55,857	412	VLA 4	\$90,218	0.62
Community Worker	Grade 4 Year 4	\$52,102	344	VLA 3	\$72,177	0.72
Finance Officer	Grade 4 Year 4	\$52,102	230	VLA 2 (Max)	\$55,774	0.93
	Grade 3 Year 5	\$46,586	230	VLA 2 (Min)	\$41,011	1.14
Administrator	Grade 4 Year 4	\$52,102	196	VLA 2 (Max)	\$55,774	0.93
	Grade 3 Year 5	\$46,586	196	VLA 2 (Min)	\$41,011	1.14

### Classification Rationale

Positions were classified within the Victoria Legal Aid Certified Agreement as determined by hierarchical consistency and position relativities.

### Observations

The Finance Officer and Administrator are considered to be remunerated competitively when compared against the Victoria Legal Aid Certified Agreement salary rates.

Remuneration for the other benchmark positions is not considered competitive in relation to Victoria Legal Aid Certified Agreement salary rates.

The Federation of Community Legal Centres (Vic) Inc. sought input from Victoria Legal Aid (VLA) on their view of the classification of the benchmark positions for Centre Manager, Principal Solicitor and Solicitor. Based on VLA feedback, Table 12 presents a comparison of NSW SACS with the VLA view of where these three benchmark positions sit within the Victoria Legal Aid Certified Agreement 2005-2008.

**Table 12: Comparison of NSW SACS Award with Victoria Legal Aid Certified Agreement 2005-2008. (VLA determined classifications)**

Position	Relevant NSW SACS Grade/Year	NSW SACS Base Salary	MCED Points	VLA Grade	Equivalent VLA Base Salary	Compa Ratio
Centre Manager	Grade 6 Year 2	\$64,077	598	VLA 5	\$114,826	0.56
Principal Solicitor	Grade 6 Year 2	\$64,077	583	VLA 5	\$114,826	0.56
Solicitor	Grade 5 Year 2	\$55,857	412	VLA 3	\$72,177	0.77

### **Classification Rationale:**

Position classifications within the Victoria Legal Aid Certified Agreement were determined, for this comparison, by VLA with their view of where benchmark positions would be graded.

### **Observations:**

Even with the re-classification of the positions following VLA input, the remuneration for the positions of Centre Manager, Principal Solicitor and Solicitor would not be seen to be positioned competitively against the Victoria Legal Aid Certified Agreement salary rates.

4

## Conclusions

Compa-ratios have been used in each instance to evaluate how competitive the current NSW SACS Award remuneration is against each specific market/award reference/data source.

Mercer considers a range of  $\pm 15\%$  around the target market to be competitive and as such current remuneration for most of the CLC benchmark positions is considered to be less than competitive in comparison with most of the markets/awards/data sources referenced in this report.

Overall, remuneration levels for the benchmark positions within CLCs are positioned below other Federal and State award remuneration levels.

Remuneration for the Centre Manager and Principal Solicitor is consistently positioned significantly below the market when compared to all other Federal and State awards/salaries.

The Solicitor and the Community Worker, although to a lesser extent, also tend to be remunerated well below salary levels of other awards and reported APS salaries.

Administrative positions, which include the Finance Officer and the Administrator, are positioned more competitively across several awards/salary references (i.e. A-G Salary Scale, SCHDSIA award, APS salary data, QCSCA and VLA) and just below market in comparison to other sources (i.e. Crown A&C Award (NSW), GOSAC Award and QLD PSA).

In summary, Mercer's findings highlight that more generally, administrative positions are remunerated competitively when compared against salaries relating to the comparator awards/data sources, however, remuneration competitiveness decreases significantly for these same awards/data sources for those more senior positions such as Centre Manager, Principal Solicitor and Solicitor.

Mercer notes that the CLC benchmark positions are remunerated competitively when comparison is undertaken with the Social, Community, Home Care and Disability Services Industry Award (SCHDSIA) 2010 remuneration levels. This is to be expected given that this Award is the most prevalent Modern Award in the Not-for-Profit sector.

SCHDSIA has been implemented in Queensland, New South Wales, South Australia and Tasmania, resulting in significant changes for Not-for-Profit organisations such as Community Legal Centres.

Given that SCHDSIA is a national award it is useful for the purposes of this report to undertake comparison of remuneration within this award with that of remuneration in other relevant national awards such as the Commonwealth Attorney-General's Department Enterprise Agreement and data sources such as the APS Non-SES Remuneration Survey.

**Table 13: Comparison of SCHDSIA Remuneration with reported APS Salary data (2010)**

Position	Equivalent SCHDSIA Grade	Equivalent SCHDSIA Base Salary	APS Classification	APS Base Salary	Compa Ratio
Centre Manager	Level 8 Pay Point 3	\$57,520	EL 2	\$120,840	0.48
Principal Solicitor	Level 8 Pay Point 3	\$57,520	EL 2	\$120,840	0.48
Solicitor	Level 6 Pay Point 3	\$51,012	APS 6	\$77,824	0.66
Community Worker	Level 5 Pay Point 3	\$47,758	APS 5	\$67,017	0.71
Finance Officer	Level 4 Pay Point 4	\$44,608	APS 4	\$61,299	0.73
	Level 3 Pay Point 4	\$40,375	APS 4	\$61,299	0.66
Administrator	Level 4 Pay Point 4	\$44,608	APS 3	\$54,577	0.82
	Level 3 Pay Point 4	\$40,375	APS 3	\$54,577	0.74

This table demonstrates that when compared with reported APS median salary data, salaries for the six benchmark positions are not considered competitive.



**Table 14: Comparison of SCHDSIA Remuneration with Commonwealth Attorney- General’s Department Enterprise Agreement remuneration**

Position	Equivalent SCHDSIA Grade	Equivalent SCHDSIA Base Salary	Equivalent AG Grade	Equivalent AG Base Salary	Compa Ratio
Centre Manager	Level 8 Pay Point 3	\$57,520	EL 2.5	\$120,690	0.48
Principal Solicitor	Level 8 Pay Point 3	\$57,520	EL 2.5 (PLO5)	\$120,690	0.48
Solicitor	Level 6 Pay Point 3	\$51,012	APS 6.3 (LO9)	\$80,175	0.64
Community Worker	Level 5 Pay Point 3	\$47,758	APS 5.2	\$67,017	0.71
Finance Officer	Level 4 Pay Point 4	\$44,608	APS 4.4	\$61,522	0.73
	Level 3 Pay Point 4	\$40,375	APS 4.1	\$56,662	0.71
Administrator	Level 4 Pay Point 4	\$44,608	APS 3.4	\$54,870	0.81
	Level 3 Pay Point 4	\$40,375	APS 3.1	\$50,841	0.79

This table demonstrates that when compared with remuneration within the Commonwealth Attorney-General’s Department Enterprise Agreement, salaries for the six benchmark positions are not considered competitive.

5

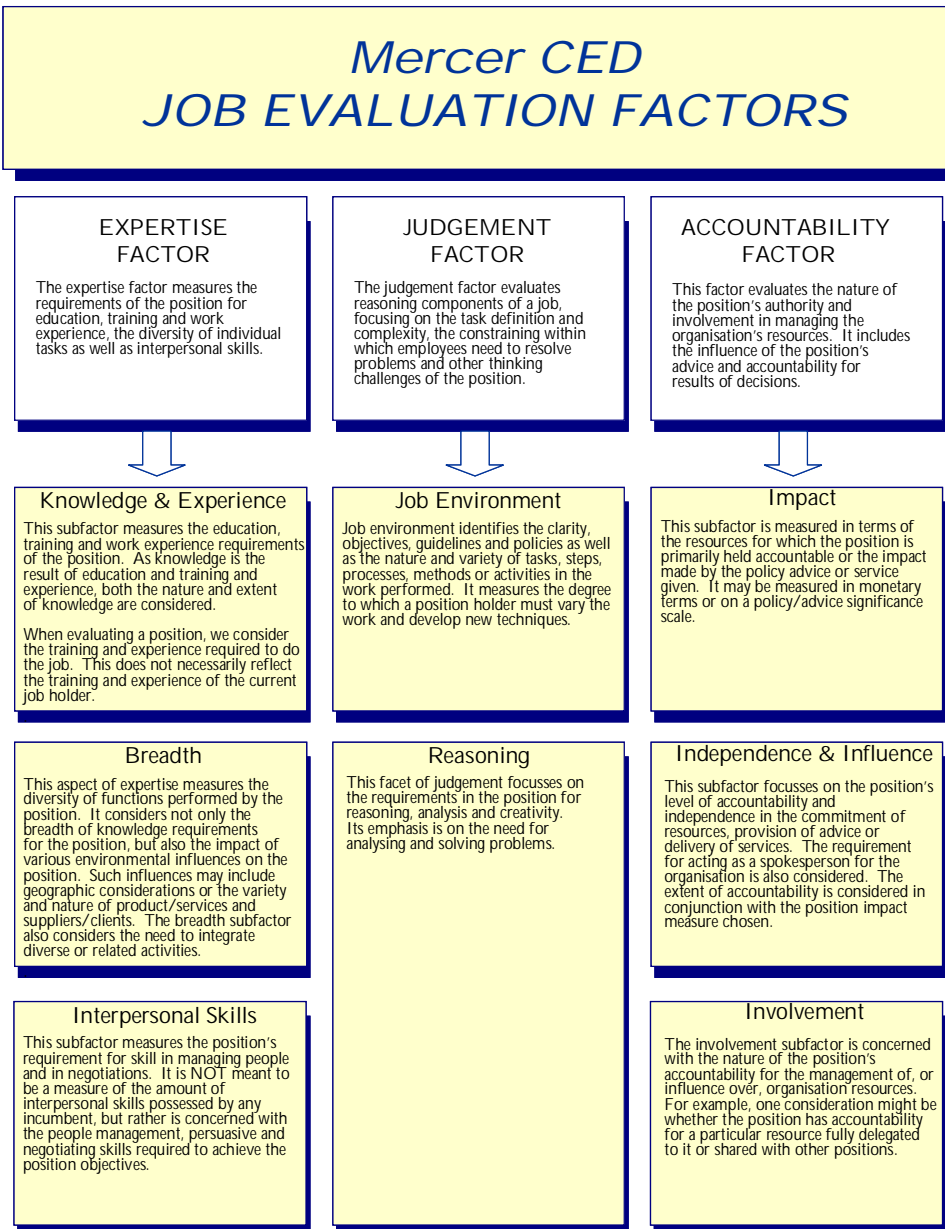
## Recommendations

- In 2006, Mercer recommended that current pay practices for CLCs would be considered competitive if they were positioned at the minimum in alignment with the Crown Legal Officers Award (NSW) or with APS salaries.
- In 2011, Mercer would again recommend alignment with APS salary levels as the broadest and most relevant comparator market for all CLC positions given the comparable range of legal, management and administrative based positions.
- Use of the APS survey data, which is currently produced annually, enables CLCs to determine comparable market remuneration data for positions at equivalent levels within APS classifications.
- In 2006, Mercer recommended a minimum increase of 10% should be applied to the majority of positions with a larger increase applied to the Principal Solicitor and Centre Manager roles to bring them to the minimum of the Australian Public Sector Market.
- In 2011, for CLCs to remain competitive the following increases would need to be applied:
  - Centre Manager – 60%
  - Principal Solicitor – 60%
  - Solicitor – 18%
  - Community Worker – 9%
  - Finance Officer – 6%
  - Administrator – 0%

to bring remuneration for the positions within the compa-ratio range of 0.85 of the median APS salary for positions classified at the equivalent level.

# Appendices

## Appendix 1: Mercer CED Evaluation Methodology



## Appendix 2: NSW Social and Community Services Employees (State Award) – Salary Rates effective as from 28 September 2009

Community Services Worker Grade 1			
Per Annum		Weekly	Hourly
	\$	\$	\$
Year 1	30,091.00	577.12	15.19
Year 2	31,231.00	598.98	15.76
Year 3	32,371.00	620.85	16.34
Community Services Worker Grade 2			
Year 1	34,422.00	660.18	17.37
Year 2	35,904.00	688.61	18.12
Year 3	37,385.00	717.01	18.87
Year 4	38,981.00	747.62	19.67
Community Services Worker Grade 3			
Year 1	40,363.00	774.13	20.37
Year 2	41,889.00	803.39	21.14
Year 3	43,416.00	832.68	21.91
Year 4	44,941.00	861.93	22.68
Year 5	46,586.00	893.48	23.51
Community Services Worker Grade 4			
Year 1	47,876.00	918.22	24.16
Year 2	49,283.00	945.21	24.87
Year 3	50,694.00	972.27	25.59
Year 4	52,102.00	999.27	26.30
Community Services Worker Grade 5			
Year 1	53,510.00	1,026.28	27.01
Year 2	55,857.00	1,071.29	28.19
Community Services Worker Grade 6			
Year 1	60,555.00	1,161.39	30.56
Year 2	64,077.00	1,228.94	32.34

## Appendix 3: Crown Employees (Administrative & Clerical Officers) Award – Salary Rates effective as from 1 July and valid to 1 July 2011

Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Clerks General Scale					
Clerks General Scale step 1	4	22,429	23,326	24,259	25,229
Clerks General Scale step 2	6	25,452	26,470	27,529	28,630
Clerks General Scale step 3 - 1st year of service or 18 years	7	27,055	28,137	29,262	30,432
Clerks - General Scale step 4 - Minimum for: - employee with Business Administration Certificate III, Government Certificate III or equivalent at 18 years of age - employee with Higher School Certificate Qualification at 19 years of age	9	30,656	31,882	33,157	34,483
Clerks -General Scale step 5 - Minimum for: - employee qualified at Business Administration Certificate III, Government Certificate III or equivalent and is qualified at HSC standard at 17 years of age - employee 20 years of age	11	32,723	34,032	35,393	36,809
Clerks - General Scale step 6 - Minimum for employee 21 years of age	17	35,266	36,677	38,144	39,670
Clerks General Scale step 7	20	36,229	37,678	39,185	40,752
Clerks General Scale step 8	23	37,762	39,272	40,843	42,477
Clerks General Scale step 9	25	38,448	39,986	41,585	43,248
Clerks General Scale step 10	28	39,400	40,976	42,615	44,320
Clerks General Scale step 11	32	40,857	42,491	44,191	45,959
Clerks General Scale step 12	36	42,338	44,032	45,793	47,625
Clerks General Scale step 13	40	43,903	45,659	47,485	49,384

Provided that officers who on 6th December 1979 were on 14th year of General Scale and paid a personal allowance of \$417.00 p.a. in terms of Circular No. 202 of 1979 shall be paid by way of allowance above step13 of the General Scale	-	45,781	47,612	49,516	51,497
Grade 1 1st year of service Thereafter	46 49	46,320 47,682	48,173 49,589	50,100 51,573	52,104 53,636
Grade 2 1st year of service Thereafter	52 55	49,012 50,356	50,972 52,370	53,011 54,465	55,131 56,644
Grade 3 1st year of service Thereafter	58 61	51,784 53,344	53,855 55,478	56,009 57,697	58,249 60,005
Grade 4 1st year of service Thereafter	64 67	55,010 56,701	57,210 58,969	59,498 61,328	61,878 63,781
Grade 5 1st year of service Thereafter	75 78	61,128 63,056	63,573 65,578	66,116 68,201	68,761 70,929
Grade 6 1st year of service Thereafter	82 85	65,527 67,448	68,148 70,146	70,874 72,952	73,709 75,870
Grade 7 1st year of service Thereafter	88 91	69,468 71,546	72,247 74,408	75,137 77,384	78,142 80,479
Grade 8 1st year of service Thereafter	95 98	74,527 76,896	77,508 79,972	80,608 83,171	83,832 86,498
Grade 9 1st year of service Thereafter	101 104	79,188 81,414	82,356 84,671	85,650 88,058	89,076 91,580
Grade 10 1st year of service Thereafter	108 111	84,738 87,263	88,128 90,754	91,653 94,384	95,319 98,159
Grade 11 1st year of service Thereafter	116 120	91,589 95,472	95,253 99,291	99,063 103,263	103,026 107,394
Grade 12 1st year of service Thereafter	126 130	101,454 105,923	105,512 110,160	109,732 114,566	114,121 119,149

## Appendix 4: Crown Employees Legal Officers Award – Salary Rates effective as from 31 July 2007

Grade I	Amount (per annum) \$
1st year of service	48,518
2nd year of service	50,356
3rd year of service	51,784
4th year of service	53,344
5th year of service	55,472
Grade II	
1st year of service	60,041
2nd year of service	63,056
3rd year of service	66,749
4th year of service	70,167
5th year of service	72,966
Grade III	
1st year of service	76,896
2nd year of service	79,188
3rd year of service	82,244
Grade IV	
1st year of service	88,113
2nd year of service	89,810
Grade V	
1st year of service	94,443
2nd year of service	96,293
Grade VI	
1st year of service	101,454
2nd year of service	103,591

## Appendix 5: APS Non-SES Remuneration Survey (2010)

Classification	n	Q1	Median		Q3	Average	
Graduate	1,297	\$50,770	\$53,040	(3.3%)	\$57,568	\$54,012	(5.0%)
APS 1	1,529	\$37,557	\$41,148	(1.2%)	\$44,413	\$40,159	(1.3%)
APS 2	4,737	\$46,816	\$49,233	(3.3%)	\$50,471	\$48,549	(2.8%)
APS 3	19,760	\$52,161	\$54,577	(4.3%)	\$56,359	\$54,202	(4.6%)
APS 4	19,687	\$59,116	\$61,299	(4.0%)	\$62,582	\$60,698	(3.6%)
APS 5	20,167	\$65,010	\$67,017	(3.5%)	\$68,092	\$66,550	(3.2%)
APS 6	26,978	\$73,949	\$77,824	(3.8%)	\$79,555	\$76,790	(3.6%)
EL 1	24,309	\$92,878	\$97,275	(3.7%)	\$99,285	\$96,506	(3.4%)
EL 2	11,689	\$115,410	\$120,840	(3.2%)	\$124,597	\$121,268	(4.0%)

This data was sourced from the 2010 APS Non-SES Remuneration Survey prepared by Mercer who was commissioned by the Australian Public Service Commission.

A remuneration survey of Australian Public Service (APS) employees is conducted annually. The survey provides participating APS agencies with agency-specific and APS-wide data that informs their remuneration practices.

The survey data referenced is based on a sample of remuneration data as at 31 December 2010.

The full report can be accessed at <http://www.apsc.gov.au/publications-and-media/current-publications/remuneration-surveys/2010-aps-non-ses-remuneration-survey>



## Appendix 6: Commonwealth Attorney General's Department – Salary Scales effective as from 5 August 2010

Classification (and local designation, if applicable)	Pay Points	Salary on commencement date	Salary from 5 August 2010 (3% increase)
APS Level 1–2*	APS 1.1	\$39 059	\$40 231
	APS 1.2	\$40 370	\$41 581
	APS 1.3	\$41 462	\$42 706
	APS 1.4	\$43 166	\$44 461
	APS 2.1	\$44 204	\$45 530
	APS 2.2	\$45 420	\$46 783
	APS 2.3	\$46 611	\$48 009
	APS 2.4	\$47 823	\$49 258
	APS 2.5	\$49 017	\$50 488
APS Level 3	APS 3.1	\$49 360	\$50 841
	APS 3.2	\$50 642	\$52 161
	APS 3.3	\$51 928	\$53 486
	APS 3.4	\$53 272	\$54 870
APS Level 4	APS 4.1	\$55 012	\$56 662
	APS 4.2	\$56 760	\$58 463
	APS 4.3	\$58 239	\$59 986
	APS 4.4	\$59 730	\$61 522
APS Level 5**	APS 5.1	\$61 361	APS 5.1 \$63 202 APS 5.2 \$67 017
	APS 5.2	\$63 282	
	APS 5.3	\$65 065	
APS Level 6**	APS 6.1	\$66 272	APS 6.1 \$71 875 APS 6.2 \$75 487 APS 6.3 \$80 175
	APS 6.2	\$67 920	
	APS 6.3	\$69 782	
	APS 6.4	\$73 288	
	APS 6.5	\$76 128	
	APS 6.6	\$77 840	
Legal Officer***	LO 1 (APS 3.1)	\$49 360	LO 1 (APS 3.1) \$50 841
	LO 2 (APS 3.3)	\$51 928	LO 2 (APS 3.3) \$53 486
	LO 3 (APS 4.1)	\$55 012	LO 3 (APS 4.1) \$56 662
	LO 4 (APS 4.3)	\$58 239	LO 4 (APS 4.3) \$59 986
	LO 5 (APS 5.2)	\$63 282	LO 5 (APS 5.1) \$63 202
	LO 6 (APS 6.1)	\$66 272	LO 6 (APS 5.2) \$67 017
	LO 7 (APS 6.3)	\$69 782	LO 7 (APS 6.1) \$71 875
	LO 8 (APS 6.5)	\$76 128	LO 8 (APS 6.2) \$75 487
	LO 9 (APS 6.6)	\$77 840	LO 9 (APS 6.3) \$80 175

<b>Classification (and local designation, if applicable)</b>	<b>Pay Points</b>	<b>Salary on commencement date</b>	<b>Salary from 5 August 2010 (3% increase)</b>
Cadet APS (practical training)*	Cadet PT 1	\$38 293	\$39 442
	Cadet PT 2	\$39 578	\$40 765
	Cadet PT 3	\$40 649	\$41 868
	Cadet PT 4	\$42 319	\$43 589
Cadet APS (full-time study)*	Cadet FTS	\$20 891	\$21 518
Graduate APS	GAPS 1	\$48 995	\$50 465
	GAPS 2	\$50 217	\$51 724
AGD Graduate Broadband	GB 1 (APS 3.1)	\$N/A	\$50 841
	GB 2 (APS 4.1)	\$N/A	\$56 662
	GB 3 (APS 5.1)	\$N/A	\$63 202
	GB 4 (APS 5.2)	\$N/A	\$67 017
	GB 5 (APS 6.2)	\$N/A	\$71 875
	GB 6 (APS 6.2)	\$N/A	\$75 487
	GB 7 (APS 6.3)	\$N/A	\$80 175
Executive Level 1	Executive 1.1	\$84 551	\$87 088
	Executive 1.2	\$91 300	\$94 039
	Executive 1.3	\$97 087	\$100 000
	Executive 1.4	\$102 877	\$105 963
Executive Level 2	Executive 2.1	\$97 516	\$100 441
	Executive 2.2	\$102 877	\$105 963
	Executive 2.3	\$110 559	\$113 876
	Executive 2.4	\$114 255	\$117 683
	Executive 2.5	\$117 175	\$120 690
Senior Legal Officer	SLO 1 (Executive 1.1)	\$84 551	\$87 088
	SLO 2 (Executive 1.2)	\$91 300	\$94 039
	SLO 3 (Executive 1.3)	\$97 087	\$100 000
	SLO 4 (Executive 1.4)	\$102 877	\$105 963
Principal Legal Officer	PLO 1 (Executive 2.1)	\$97 516	\$100 441
	PLO 2 (Executive 2.2)	\$102 877	\$105 963
	PLO 3 (Executive 2.3)	\$110 559	\$113 876
	PLO 4 (Executive 2.4)	\$114 255	\$117 683
	PLO 5 (Executive 2.5)	\$117 175	\$120 690

## Appendix 7: National Social Community, Home Care, and Disability Services Industry Award – Salary Rates effective as from 1 January 2010

### 15.1 Social and community services employee level 1

	Per week
	\$
Pay point 1	619.90
Pay point 2	640.75
Pay point 3	663.62

### 15.2 Social and community services employee level 2

	Per week
	\$
Pay point 1	663.62
Pay point 2	684.48
Pay point 3	705.33
Pay point 4	724.22

### 15.3 Social and community services employee level 3

#### Crisis accommodation employee level 1

	Per week
	\$
Pay point 1 (associate diploma/advanced certificate)	724.22
Pay point 2 (3 year degree)	745.07
Pay point 3 (4 year degree)	760.93
Pay point 4	776.39

### 15.4 Social and community services employee level 4

#### Crisis accommodation employee level 2

	Per week
	\$
Pay point 1	797.24
Pay point 2	818.12
Pay point 3	838.97
Pay point 4	857.84

### 15.5 Social and community services employee level 5

#### Crisis accommodation employee level 3

	Per week
	\$
Pay point 1	878.69
Pay point 2	897.56
Pay point 3	918.43

**15.6 Social and community services employee level 6  
Crisis accommodation employee level 4**

	<b>Per week</b>
	<b>\$</b>
Pay point 1	939.29
Pay point 2	960.14
Pay point 3	981.00

**15.7 Social and community services employee level 7**

	<b>Per week</b>
	<b>\$</b>
Pay point 1	1001.86
Pay point 2	1022.71
Pay point 3	1043.59

**15.8 Social and community services employee level 8**

	<b>Per week</b>
	<b>\$</b>
Pay point 1	1064.44
Pay point 2	1085.30
Pay point 3	1106.16

## Appendix 8: Government Officers Salaries Allowances and Conditions Award – Salary Rates effective as from 15 April 2011

### LEGAL AID W.A. - GOSAC effective 15/4/2011 (3.75%) SALARY RATES - FRAMEWORK AGREEMENT

	PER ANNUM RATE	PER FORT RATE	WEEKLY RATE	HOURLY RATE	FORT RATE 20% LDG	HOURLY RATE 20% LDG
<b>LEVEL 1</b>						
Under 17 Years	\$20,394	\$781.88	\$390.94	\$10.42505	\$938.25	\$12.5101
17 Years	\$24,355	\$933.74	\$466.87	\$12.44984	\$1,120.49	\$14.8398
18 Years	\$28,314	\$1,085.52	\$542.76	\$14.47381	\$1,302.62	\$17.3583
19 Years	\$32,276	\$1,237.42	\$618.71	\$16.49891	\$1,484.90	\$19.7987
20 Years	\$36,235	\$1,389.20	\$694.60	\$18.52268	\$1,667.04	\$22.2272
21 Years/1st Year	\$39,801	\$1,541.25	\$759.12	\$20.24332	\$1,821.90	\$24.2920
22 Years/2nd Year	\$41,807	\$1,602.82	\$801.41	\$21.37099	\$1,923.99	\$25.6452
23 Years/3rd Year	\$42,989	\$1,648.14	\$824.07	\$21.97521	\$1,977.77	\$26.3702
24 Years/4th Year	\$44,209	\$1,694.91	\$847.46	\$22.59885	\$2,033.90	\$27.1186
25 Years/5th Year	\$45,399	\$1,740.54	\$870.27	\$23.20716	\$2,088.64	\$27.8486
26 Years/6th Year	\$46,734	\$1,791.72	\$895.86	\$23.88958	\$2,150.06	\$28.6675
27 Years/7th Year	\$47,899	\$1,827.18	\$913.59	\$24.36243	\$2,192.62	\$29.2349
28 Years/8th Year	\$49,022	\$1,879.44	\$939.72	\$25.05917	\$2,255.33	\$30.0710
<b>LEVEL 2</b>						
1st Year	\$50,557	\$1,938.29	\$969.14	\$25.84383	\$2,325.95	\$31.0126
2nd Year	\$51,833	\$1,991.04	\$995.52	\$26.54722	\$2,389.25	\$31.8557
3rd Year	\$53,384	\$2,046.67	\$1,023.34	\$27.26895	\$2,456.01	\$32.7457
4th Year	\$54,900	\$2,104.79	\$1,052.40	\$28.06390	\$2,525.75	\$33.6767
<b>LEVEL 3</b>						
1st Year	\$58,010	\$2,224.03	\$1,112.01	\$29.65387	\$2,688.83	\$35.5844
2nd Year	\$59,621	\$2,285.79	\$1,142.89	\$30.47719	\$2,742.95	\$36.5726
3rd Year	\$61,260	\$2,349.39	\$1,174.70	\$31.32524	\$2,819.27	\$37.5903
4th Year	\$62,864	\$2,414.72	\$1,207.36	\$32.19629	\$2,897.67	\$38.6356
<b>LEVEL 4</b>						
1st Year	\$68,320	\$2,504.28	\$1,252.14	\$33.39042	\$3,005.14	\$40.0585
2nd Year	\$67,150	\$2,574.44	\$1,287.22	\$34.32588	\$3,089.33	\$41.1911
3rd Year	\$69,033	\$2,646.63	\$1,323.32	\$35.28843	\$3,175.98	\$42.3461
<b>LEVEL 5</b>						
1st Year	\$72,853	\$2,785.80	\$1,382.90	\$37.14403	\$3,342.96	\$44.5728
2nd Year	\$76,114	\$2,879.77	\$1,439.88	\$38.39893	\$3,455.72	\$46.0763
3rd Year	\$77,861	\$2,977.42	\$1,488.71	\$39.69891	\$3,572.90	\$47.6387
4th Year	\$80,308	\$3,078.90	\$1,539.45	\$41.05201	\$3,694.68	\$49.2624
<b>LEVEL 6</b>						
1st Year	\$84,557	\$3,241.80	\$1,620.90	\$43.22403	\$3,890.16	\$51.8688
2nd Year	\$87,449	\$3,352.68	\$1,676.34	\$44.70236	\$4,023.21	\$53.6428
3rd Year	\$90,440	\$3,467.35	\$1,733.67	\$46.23131	\$4,160.82	\$55.4776
4th Year	\$93,633	\$3,589.78	\$1,794.88	\$47.86351	\$4,307.72	\$57.4382
<b>LEVEL 7</b>						
1st Year	\$98,870	\$3,780.73	\$1,885.37	\$50.54313	\$4,548.88	\$60.6518
2nd Year	\$102,273	\$3,921.01	\$1,960.50	\$52.28013	\$4,705.21	\$62.7362
3rd Year	\$105,974	\$4,082.90	\$2,031.45	\$54.17201	\$4,875.48	\$65.0064
<b>LEVEL 8</b>						
1st Year	\$112,180	\$4,300.83	\$2,150.42	\$57.34441	\$5,161.00	\$68.8133
2nd Year	\$116,495	\$4,466.30	\$2,233.15	\$59.55067	\$5,359.56	\$71.4608
3rd Year	\$121,845	\$4,671.37	\$2,335.69	\$62.28498	\$5,605.65	\$74.7420
<b>LEVEL 9</b>						
1st Year	\$128,748	\$4,936.03	\$2,468.01	\$65.81367	\$5,923.23	\$78.9764
2nd Year	\$133,299	\$5,109.35	\$2,564.68	\$68.12473	\$6,131.23	\$81.7497
3rd Year	\$138,426	\$5,307.07	\$2,653.53	\$70.76089	\$6,368.48	\$84.9131
<b>CLASS 1</b>	\$146,476	\$5,615.77	\$2,807.88	\$74.87693	\$6,738.92	\$89.8523
<b>CLASS 2</b>	\$154,294	\$5,915.42	\$2,957.71	\$78.87233	\$7,098.51	\$94.6468
<b>CLASS 3</b>	\$182,101	\$8,214.73	\$3,107.37	\$82.88313	\$7,467.68	\$99.4358
<b>CLASS 4</b>	\$189,914	\$8,514.27	\$3,257.14	\$86.85700	\$7,817.13	\$104.2284

**LEGAL AID W.A. - GOSAC effective 15/4/2011 (3.75%)  
SPECIFIED CALLING SALARY RATES**

	PER ANNUM RATE	PER FORT RATE	WEEKLY RATE	HOURLY RATE	FORT RATE 20% LDG	HOURLY RATE 20% LDG
<b>SC Level 1</b>						
1.1	\$55,677	\$2,134.58	\$1,067.29	\$26.46109	\$2,561.50	\$34.1533
1.2	\$58,610	\$2,247.03	\$1,123.51	\$29.98038	\$2,696.43	\$35.9525
1.3	\$61,863	\$2,371.74	\$1,185.87	\$31.62326	\$2,846.09	\$37.9479
1.4	\$65,929	\$2,527.63	\$1,263.81	\$33.70173	\$3,033.16	\$40.4421
1.5	\$72,232	\$2,769.28	\$1,384.64	\$36.92371	\$3,323.13	\$44.3084
1.6	\$76,337	\$2,926.66	\$1,463.33	\$39.02211	\$3,511.99	\$46.8265
<b>SC Level 2</b>						
2.1	\$78,219	\$2,998.81	\$1,499.41	\$39.98415	\$3,598.57	\$47.9810
2.2	\$80,855	\$3,099.87	\$1,549.94	\$41.33163	\$3,719.85	\$49.5980
2.3	\$83,599	\$3,205.07	\$1,602.54	\$42.73431	\$3,846.09	\$51.2812
2.4	\$86,447	\$3,314.26	\$1,657.13	\$44.19016	\$3,977.11	\$53.0282
<b>SC Level 3</b>						
3.1	\$91,022	\$3,489.66	\$1,744.83	\$46.52882	\$4,187.59	\$55.8346
3.2	\$94,134	\$3,608.97	\$1,804.49	\$48.11962	\$4,330.77	\$57.7435
3.3	\$97,354	\$3,732.42	\$1,866.21	\$49.76562	\$4,478.91	\$59.7187
3.4	\$100,793	\$3,864.27	\$1,932.13	\$51.52358	\$4,637.12	\$61.8283
<b>SC Level 4</b>						
4.1	\$104,138	\$3,992.51	\$1,996.26	\$53.23348	\$4,791.01	\$63.8802
4.2	\$107,717	\$4,129.73	\$2,064.86	\$55.06300	\$4,955.67	\$66.0756
4.3	\$111,615	\$4,279.17	\$2,139.58	\$57.05559	\$5,135.00	\$68.4667
<b>SC Level 5</b>						
5.1	\$117,946	\$4,521.89	\$2,260.95	\$60.29189	\$5,426.27	\$72.3503
5.2	\$122,486	\$4,695.91	\$2,347.96	\$62.61214	\$5,635.09	\$75.1346
5.3	\$128,109	\$4,911.53	\$2,455.76	\$65.48703	\$5,893.83	\$78.5844
<b>SC Level 6</b>						
6.1	\$135,135	\$5,180.89	\$2,590.45	\$69.07859	\$6,217.07	\$82.8943
6.2	\$139,881	\$5,362.85	\$2,681.42	\$71.50466	\$6,435.42	\$85.8056
6.3	\$145,294	\$5,570.38	\$2,785.19	\$74.27169	\$6,684.45	\$89.1260
<b>SC Level 7</b>	\$153,482	\$5,884.29	\$2,942.15	\$78.45725	\$7,081.15	\$94.1487
<b>SC Level 8</b>	\$161,669	\$6,198.17	\$3,099.09	\$82.64230	\$7,437.81	\$99.1708
<b>SC Level 9</b>	\$169,850	\$6,511.82	\$3,255.91	\$86.82428	\$7,814.19	\$104.1891
<b>SC Level 10</b>	\$178,037	\$6,825.70	\$3,412.85	\$91.00933	\$8,190.84	\$109.2112

# Appendix 9: Public Service Agreement (QLD) Legal Aid Award – Salary Rates effective as from 1 July 2008, valid to 1 August 2012

Legal Aid Queensland Employees' Award - State 2003									
ADMINISTRATIVE STREAM									
Classification Level	Pay Point	Salary 1/07/08 per fortnight	Salary 1/08/09 per fortnight	Salary 1/08/10 per fortnight	Salary 1/08/11 per fortnight	Annualised Salary following 1/7/08 Increase	Annualised Salary following 1/8/09 Increase	Annualised Salary following 1/8/10 Increase	Annualised Salary following 1/8/11 Increase
AO1	1	\$1,077.90	\$1,145.90	\$1,213.90	\$1,281.90	\$28,121.64	\$29,896	\$31,670	\$33,444
	2	\$1,148.30	\$1,216.30	\$1,284.30	\$1,352.30	\$29,958.33	\$31,732	\$33,506	\$35,281
	3	\$1,218.30	\$1,286.30	\$1,354.30	\$1,422.30	\$31,789.79	\$33,564	\$35,338	\$37,112
AO2	1	\$1,378.70	\$1,446.70	\$1,514.70	\$1,582.70	\$35,056.75	\$37,730	\$39,504	\$41,278
	2	\$1,448.70	\$1,516.70	\$1,584.70	\$1,652.70	\$36,908.51	\$38,683	\$40,457	\$42,231
	3	\$1,528.30	\$1,596.30	\$1,664.30	\$1,732.30	\$37,855.47	\$39,664	\$41,438	\$43,212
	4	\$1,491.00	\$1,559.00	\$1,627.00	\$1,695.00	\$38,814.04	\$40,647	\$42,421	\$44,198
	5	\$1,528.00	\$1,596.00	\$1,664.00	\$1,732.00	\$39,864.43	\$41,659	\$43,433	\$45,208
	6	\$1,566.30	\$1,634.30	\$1,702.30	\$1,770.30	\$40,936.60	\$42,716	\$44,490	\$46,269
	7	\$1,608.30	\$1,676.30	\$1,744.30	\$1,812.30	\$41,972.44	\$43,861	\$45,635	\$47,462
	8	\$1,654.30	\$1,722.30	\$1,790.30	\$1,858.30	\$43,156.51	\$45,101	\$46,903	\$48,779
AO3	1	\$1,767.30	\$1,835.30	\$1,903.30	\$1,971.30	\$46,120.64	\$48,197	\$50,125	\$52,132
	2	\$1,836.10	\$1,904.10	\$1,972.10	\$2,040.10	\$47,902.54	\$49,958	\$51,889	\$53,840
	3	\$1,904.00	\$1,972.00	\$2,040.00	\$2,108.00	\$49,674.00	\$51,910	\$53,997	\$56,147
	4	\$1,971.40	\$2,039.40	\$2,107.40	\$2,175.40	\$51,432.42	\$53,747	\$55,896	\$58,132
AO4	1	\$2,090.30	\$2,158.30	\$2,226.30	\$2,294.30	\$54,534.43	\$56,989	\$59,270	\$61,641
	2	\$2,159.50	\$2,227.50	\$2,295.50	\$2,363.50	\$56,336.81	\$58,876	\$61,232	\$63,681
	3	\$2,228.90	\$2,296.90	\$2,364.90	\$2,432.90	\$58,150.41	\$60,767	\$63,199	\$65,727
	4	\$2,298.60	\$2,400.00	\$2,498.00	\$2,596.00	\$59,968.83	\$62,666	\$65,174	\$67,780
AO5	1	\$2,422.50	\$2,533.50	\$2,632.80	\$2,738.10	\$63,201.29	\$66,045	\$68,688	\$71,435
	2	\$2,402.40	\$2,605.00	\$2,709.20	\$2,817.60	\$65,035.37	\$67,963	\$70,681	\$73,599
	3	\$2,562.90	\$2,678.20	\$2,785.30	\$2,896.70	\$66,864.23	\$69,872	\$72,666	\$75,573
	4	\$2,633.00	\$2,753.50	\$2,861.60	\$2,976.10	\$68,692.09	\$71,785	\$74,657	\$77,644
AO6	1	\$2,779.50	\$2,904.60	\$3,020.80	\$3,141.60	\$72,515.17	\$75,779	\$78,811	\$81,962
	2	\$2,844.40	\$2,974.40	\$3,099.30	\$3,218.30	\$74,208.36	\$77,548	\$80,650	\$83,877
	3	\$2,909.30	\$3,048.20	\$3,161.80	\$3,288.30	\$75,901.56	\$79,317	\$82,489	\$85,789
	4	\$2,973.30	\$3,107.60	\$3,231.90	\$3,361.20	\$77,584.32	\$81,075	\$84,318	\$87,691
AO7	1	\$3,110.10	\$3,250.10	\$3,380.10	\$3,515.30	\$81,140.29	\$84,793	\$88,184	\$91,712
	2	\$3,185.30	\$3,328.50	\$3,461.60	\$3,609.10	\$83,090.59	\$86,838	\$90,311	\$93,924
	3	\$3,260.30	\$3,406.90	\$3,543.20	\$3,684.90	\$85,056.29	\$88,884	\$92,440	\$96,136
	4	\$3,334.90	\$3,483.00	\$3,624.40	\$3,769.40	\$87,005.16	\$90,921	\$94,558	\$98,341
AO8	1	\$3,445.30	\$3,609.90	\$3,744.90	\$3,884.70	\$89,898.46	\$93,945	\$97,702	\$101,610
	2	\$3,512.40	\$3,678.50	\$3,817.20	\$3,970.60	\$91,636.01	\$95,761	\$99,591	\$103,574
	3	\$3,578.10	\$3,738.10	\$3,888.70	\$4,044.20	\$93,350.07	\$97,550	\$101,453	\$105,510
	4	\$3,644.50	\$3,808.50	\$3,960.80	\$4,119.20	\$95,082.40	\$99,361	\$103,334	\$107,467

Legal Aid Queensland Employees' Award - State 2003									
PROFESSIONAL STREAM									
Classification Level	Pay Point	Salary 1/07/08 per fortnight	Salary 1/08/09 per fortnight	Salary 1/08/10 per fortnight	Salary 1/08/11 per fortnight	Annualised Salary following 1/7/08 Increase	Annualised Salary following 1/8/09 Increase	Annualised Salary following 1/8/10 Increase	Annualised Salary following 1/8/11 Increase
PO1	1	\$1,105.40	\$1,173.40	\$1,241.40	\$1,309.40	\$28,836.10	\$30,613	\$32,387	\$34,161
	2	\$1,216.50	\$1,284.50	\$1,352.50	\$1,420.50	\$31,737.62	\$33,512	\$35,386	\$37,260
	3	\$1,327.50	\$1,395.50	\$1,463.50	\$1,531.50	\$34,633.53	\$36,408	\$38,182	\$39,956
	4	\$1,438.50	\$1,506.50	\$1,574.50	\$1,642.50	\$37,526.44	\$39,304	\$41,078	\$42,852
	5	\$1,500.60	\$1,568.60	\$1,636.60	\$1,704.60	\$39,146.58	\$40,924	\$42,698	\$44,472
	6	\$1,563.10	\$1,631.10	\$1,701.40	\$1,769.50	\$40,780.16	\$42,614	\$44,388	\$46,165
	7	\$1,633.30	\$1,707.30	\$1,775.60	\$1,846.60	\$42,624.67	\$44,542	\$46,324	\$48,176
PO2	1	\$1,765.90	\$1,843.40	\$1,919.20	\$1,996.60	\$46,071.07	\$48,145	\$50,071	\$52,074
	2	\$1,865.00	\$1,948.90	\$2,026.90	\$2,108.90	\$48,656.52	\$50,845	\$52,880	\$54,996
	3	\$1,963.60	\$2,052.00	\$2,134.10	\$2,219.50	\$51,228.92	\$53,365	\$55,677	\$57,965
	4	\$2,062.90	\$2,153.60	\$2,241.80	\$2,331.50	\$53,816.98	\$56,238	\$58,487	\$60,827
	5	\$2,162.20	\$2,259.50	\$2,349.90	\$2,443.90	\$56,410.25	\$58,949	\$61,307	\$63,760
	6	\$2,260.20	\$2,363.90	\$2,456.40	\$2,554.70	\$59,067.00	\$61,620	\$64,086	\$66,650
PO3	1	\$2,374.40	\$2,481.20	\$2,580.40	\$2,683.60	\$61,946.40	\$64,733	\$67,321	\$70,013
	2	\$2,447.10	\$2,557.20	\$2,659.50	\$2,765.90	\$63,843.09	\$66,716	\$69,384	\$72,160
	3	\$2,519.90	\$2,633.30	\$2,738.60	\$2,848.10	\$65,742.39	\$68,701	\$71,448	\$74,365
	4	\$2,592.90	\$2,709.60	\$2,818.90	\$2,930.70	\$67,646.91	\$70,692	\$73,520	\$76,460
PO4	1	\$2,760.40	\$2,884.60	\$3,000.00	\$3,120.60	\$72,016.86	\$75,257	\$78,268	\$81,399
	2	\$2,831.60	\$2,959.00	\$3,077.40	\$3,206.50	\$73,874.42	\$77,198	\$80,287	\$83,499
	3	\$2,902.60	\$3,033.20	\$3,154.50	\$3,280.70	\$75,726.76	\$79,134	\$82,299	\$85,591
	4	\$2,973.30	\$3,107.60	\$3,231.90	\$3,361.20	\$77,584.32	\$81,075	\$84,318	\$87,691
PO5	1	\$3,110.10	\$3,250.10	\$3,380.10	\$3,515.30	\$81,140.29	\$84,793	\$88,184	\$91,712
	2	\$3,185.30	\$3,328.50	\$3,461.60	\$3,609.10	\$83,090.59	\$86,838	\$90,311	\$93,924
	3	\$3,260.30	\$3,406.90	\$3,543.20	\$3,684.90	\$85,056.29	\$88,884	\$92,440	\$96,136
	4	\$3,334.90	\$3,483.00	\$3,624.40	\$3,769.40	\$87,005.16	\$90,921	\$94,558	\$98,341
PO6	1	\$3,445.30	\$3,609.90	\$3,744.90	\$3,884.70	\$89,898.46	\$93,945	\$97,702	\$101,610
	2	\$3,512.40	\$3,678.50	\$3,817.20	\$3,970.60	\$91,636.01	\$95,761	\$99,591	\$103,574
	3	\$3,578.10	\$3,738.10	\$3,888.70	\$4,044.20	\$93,350.07	\$97,550	\$101,453	\$105,510
	4	\$3,644.50	\$3,808.50	\$3,960.80	\$4,119.20	\$95,082.40	\$99,361	\$103,334	\$107,467

## Appendix 10: Queensland Community Services Crisis Accommodation Award – Salary Rates effective as from 10 January 2011

Level	Annual Salary	Weekly Rate	Fortnightly Rate	Hourly Rate	Hourly Casual Rate	Overtime Time & One Half	Overtime Double Time
<b>Community Services Worker Level 1</b>							
Paypoint 1	<b>\$37,284</b>	\$714.71	\$1,429.42	\$18.81	\$23.14	\$28.22	\$37.62
Paypoint 2	<b>\$38,808</b>	\$743.92	\$1,487.85	\$19.58	\$24.08	\$29.37	\$39.16
Paypoint 3	<b>\$40,346</b>	\$773.41	\$1,546.81	\$20.35	\$25.03	\$30.53	\$40.70
<b>Community Services Worker Level 2</b>							
Paypoint 1	<b>\$40,346</b>	\$773.41	\$1,546.81	\$20.35	\$25.03	\$30.53	\$40.70
Paypoint 2	<b>\$41,830</b>	\$801.85	\$1,603.71	\$21.10	\$25.95	\$31.65	\$42.20
Paypoint 3	<b>\$43,079</b>	\$825.79	\$1,651.59	\$21.73	\$26.73	\$32.60	\$43.46
Paypoint 4	<b>\$44,207</b>	\$847.42	\$1,694.84	\$22.30	\$27.43	\$33.45	\$44.60
<b>Community Services Worker Level 3</b>							
Paypoint 1	<b>\$44,207</b>	\$847.42	\$1,694.84	\$22.30	\$27.43	\$33.45	\$44.60
Paypoint 2	<b>\$45,453</b>	\$871.30	\$1,742.61	\$22.93	\$28.20	\$34.40	\$45.86
Paypoint 3	<b>\$46,702</b>	\$895.25	\$1,790.49	\$23.56	\$28.98	\$35.34	\$47.12
Paypoint 4	<b>\$47,950</b>	\$919.17	\$1,838.34	\$24.19	\$29.75	\$36.29	\$48.38
<b>Community Services Worker Level 4</b>							
Paypoint 1	<b>\$51,164</b>	\$980.78	\$1,961.55	\$25.81	\$31.75	\$38.72	\$51.62
Paypoint 2	<b>\$52,464</b>	\$1,005.70	\$2,011.39	\$26.47	\$32.56	\$39.71	\$52.94
Paypoint 3	<b>\$53,760</b>	\$1,030.54	\$2,061.07	\$27.12	\$33.36	\$40.68	\$54.24
Paypoint 4	<b>\$54,934</b>	\$1,053.04	\$2,106.09	\$27.71	\$34.08	\$41.57	\$55.42
<b>Community Services Worker Level 5</b>							
Paypoint 1	<b>\$58,371</b>	\$1,118.93	\$2,237.87	\$29.45	\$36.22	\$44.18	\$58.90
Paypoint 2	<b>\$59,591</b>	\$1,142.32	\$2,284.64	\$30.06	\$36.97	\$45.09	\$60.12
Paypoint 3	<b>\$60,940</b>	\$1,168.18	\$2,336.35	\$30.74	\$37.81	\$46.11	\$61.48
<b>Community Services Worker Level 6</b>							
Paypoint 1	<b>\$68,088</b>	\$1,305.20	\$2,610.40	\$34.35	\$42.25		
Paypoint 2	<b>\$69,566</b>	\$1,333.53	\$2,667.05	\$35.09	\$43.16		
Paypoint 3	<b>\$71,042</b>	\$1,361.83	\$2,723.66	\$35.84	\$44.08		
<b>Community Services Worker Level 7</b>							
Paypoint 1	<b>\$72,518</b>	\$1,390.12	\$2,780.23	\$36.58	\$44.99		
Paypoint 2	<b>\$73,994</b>	\$1,418.42	\$2,836.84	\$37.33	\$45.92		
Paypoint 3	<b>\$75,473</b>	\$1,446.77	\$2,893.53	\$38.07	\$46.83		
<b>Community Services Worker Level 8</b>							
Paypoint 1	<b>\$76,950</b>	\$1,475.07	\$2,950.14	\$38.82	\$47.75		
Paypoint 2	<b>\$78,426</b>	\$1,503.38	\$3,006.75	\$39.56	\$48.66		
Paypoint 3	<b>\$79,903</b>	\$1,531.68	\$3,063.36	\$40.31	\$49.58		



# Appendix 11: Victoria Legal Aid Certified Agreement 2005-2008 – Salary Rates as from 4 May 2011

EB 2005-08 (varied extended)

Salary as at 04/05/2011

**3.25% effective at 04/05/2011**

	PA \$	F'NIGHT \$	HRLY \$
<b>VLA 6</b>			
Maximum	\$132,035	\$5,062.81	\$68.62
Minimum	\$114,827	\$4,401.31	\$57.91
<b>Pay Point 2%</b>			
<b>VLA 5</b>			
Maximum	\$114,826	\$4,401.27	\$57.91
Minimum	\$90,219	\$3,458.09	\$45.50
<b>Pay Point 2.5%</b>			
<b>VLA 4</b>			
Maximum	\$90,219	\$3,458.05	\$45.50
Minimum	\$72,178	\$2,766.58	\$36.40
<b>Pay Point 3%</b>			
<b>VLA 3</b>			
Maximum	\$72,177	\$2,766.54	\$36.40
Minimum	\$55,775	\$2,137.95	\$28.13
<b>Pay Point 3.6%</b>			
<b>VLA 2</b>			
Maximum	\$55,774	\$2,137.81	\$28.13
Minimum	\$41,011	\$1,571.95	\$20.68
<b>Pay Point 4%</b>			
<b>VLA 1</b>			
Maximum	\$41,010	\$1,571.91	\$20.68
Minimum	\$33,579	\$1,267.08	\$16.94
<b>Junior rates</b>			
20 yr old	\$31,557	\$1,209.95	\$15.92
19 yr old	\$29,036	\$1,112.95	\$14.64
18 yr old	\$26,510	\$1,016.13	\$13.37
17 yr old	\$23,978	\$919.07	\$12.09
16 yr old	\$21,450	\$822.18	\$10.82
<b>Pay Point 4.5%</b>			

H:\HUMANRES\HRPayServ\Payroll\Salary History\SALRATES @ 04.05.2011.xls

# MERCER

Marsh Mercer Holdings (Australia) Pty  
Ltd  
Darling Park Tower 3,  
201 Sussex Street,  
Sydney NSW 2000, Australia  
+61 2 8864 8888

Consulting. Outsourcing. Investments.