

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999 – s. 156 – certification of an agreement

Office of the Information Commissioner Certified Agreement 2013

Matter No. CA/2013/40

Commissioner Fisher

17 May 2013

CERTIFICATE

This matter coming on for hearing before the Commission on 17 May 2013 the Commission certifies the following written agreement:

Office of the Information Commissioner Certified Agreement 2013 – CA/2013/39

Made between:

Office of the Information Commissioner; and
Together Queensland, Industrial Union of Employees.

The agreement was certified by the Commission on 17 May 2013 and shall operate from 17 May 2013 until its nominal expiry on 31 October 2015.

By the Commission.

Commissioner Fisher

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999, s.156

Information Commissioner

AND

Together Queensland Industrial Union of Employees

(No. CA 40 of 2013)

OFFICE OF THE INFORMATION COMMISSIONER CERTIFIED AGREEMENT 2013

THE AGREEMENT, having been made on the 6th May 2013, BETWEEN the Information Commissioner, Together Queensland, Industrial Union of Employees; and the employees of the Information Commissioner witness that the parties mutually agree as follows:

PART 1: APPLICATION AND OPERATION

1.1 Title

This Agreement shall be known as the *Office of the Information Commissioner – Certified Agreement 2013*.

1.2 Arrangement

Title	1.1
Arrangement	1.2
Application	1.3
Date of Operation	1.4
Posting of Agreement	1.5
Relationship to Awards and Industrial instruments	1.6
Objectives of This Agreement	1.7
Definitions and Abbreviations	1.8

PART 2: WAGES AND ALLOWANCES

New Wage Rates	2.1
No Loss of Show Day	2.2
No Further Claims	2.3

PART 3: TRAINING

PART 4: RECOGNITION OF ACCREDITED QUALIFICATIONS

Commitment	4.1
Appropriate Remuneration	4.2

PART 5: PARENTAL LEAVE

PART 6: CONSULTATIVE COMMITTEE

PART 7: SALARY PACKAGING

PART 8: CAREER PATHS AND CLASSIFICATIONS

PART 9: REASONABLE WORKLOADS

PART 10: WORK/LIFE BALANCE

PART 11: WORKPLACE BULLYING

PART 12: PREVENTION AND SETTLEMENT OF DISPUTES

PART 13: SPREAD OF HOURS – BRISBANE CENTRAL BUSINESS DISTRICT

1.3 Application

- (1) This Agreement shall apply to persons employed by the Office of the Information Commissioner Queensland.
- (2) The following persons are not covered by this Agreement:
 - (a) Senior Officers under the *Public Service Act 2008*; appointments made on a fixed term declared under s. 121 of the *Public Service Act 2008*; employees engaged under contractual arrangements (this does not refer to employees under ss. 147 and 148 of the *Public Service Act 2008* engaged for a fixed term); and, “banded” officers;
 - (b) The Information Commissioner and any statutory appointment equivalent to a Senior Executive.

1.4 Date of Operation

The Agreement operates from the date of certification until the nominal expiry date of 31 October 2015.

1.5 Posting of Agreement

A copy of this Agreement must be displayed in a conspicuous place at the workplace, where it can be easily read by employees in the workplace. Electronic access to this Agreement, where available, is sufficient to meet the requirements of this clause.

1.6 Relationship to Awards and Industrial Instruments

This Agreement is to be read in conjunction with existing awards and industrial instruments covering employees covered by this Agreement contained in the *Queensland Public Service Award - State 2012*. In the event of any inconsistency with existing awards and industrial instruments, the terms of this Agreement shall take precedence.

1.7 Objectives of This Agreement

The public sector is a major employer in the State and provides a service that affects the daily lives of all Queenslanders. The parties are committed to an effective public sector, delivering quality services to Queenslanders to support the Government’s priorities and obligations to the community. The public sector will strive for improvements in service delivery, improved efficiency and effectiveness of its operations and activities.

1.8 Definitions and Abbreviations

- “AQF” means the Australian Qualifications Framework. The AQF is a system of fifteen national qualifications in schools, vocational education and training (TAFEs, Agricultural Colleges and private providers) and the higher education sector (mainly universities). The AQF is set out in Appendix 4.
- “CC” means the Consultative Committee
- “CRS” means the Classification and Remuneration System used by the Queensland public service.
- “PSTP” means the Public Services Training Package.

PART 2: WAGES

2.1 New Wage Rates

In recognition of the commitment of the parties as specified in clause 1.7 “Objectives of This Agreement”, the following wage increases shall be available to employees covered by this Agreement:

1 November 2012	2.2%
1 November 2013	2.2%
1 November 2014	2.2%

The salary schedule is set out in Appendix 2.

2.2 No Loss of Show Day

- (1) Where an employee is required to perform work duties (including training) at an alternative location to their usual place of work on a day where the show day holiday applies, such employee will be given a day off in lieu, to be taken by mutual agreement with the employee's supervisor.
- (2) Provided that an employee subject to this Agreement, and whether engaged in different agencies or locations over a calendar year or not, is only entitled to leave on full pay for a show holiday once each calendar year.

2.3 No Further Claims

- (1) This Agreement is in full and final settlement of all parties' claims for its duration. It is a term of this Agreement that no party will pursue any extra claims relating to wages or conditions of employment, whether dealt with in this Agreement or not.
- (2) Subject to sub-clause (3) herein, the following changes may be made to employees' rights and entitlements during the life of this Agreement:
 - (a) General Rulings and Statements of Policy issued by the Queensland Industrial Relations Commission that provide conditions that are not less favourable than current conditions;
 - (b) Reclassifications.
- (3) The Queensland Industrial Relations Commission State Wage Increases awarded during 2012 and thereafter will not be in addition to the wage increases provided by this Agreement.
- (4) Notwithstanding sub-clause (3) herein, it is a term of this Agreement that no person covered by this Agreement will receive a rate of pay which is less than the corresponding rate of pay in the relevant parent award.
- (5) The rates of monetary entitlements and leave entitlements existing as at the date of certification of this Agreement relating to the following will not be reduced for the life of this Agreement:
 - Recognition of Previous Service and Employment
 - Early Retirement, Redundancy and Retrenchment
 - Higher Duties
 - Overtime Meal Allowances
 - Motor Vehicle Allowances
 - Locality Allowances
 - Field Staff Conditions
 - Hours and Overtime Conditions
 - Recreation Leave
 - Sick Leave
 - Bereavement Leave
 - Long Service Leave
 - Paid Parental Leave
 - Transfer and Appointment Expenses
 - Domestic Travel and Relieving Expenses
 - International Travel and Relieving Expenses
 - Excess Travel Time
 - Special Leave
 - The Retrenchment of Temporary Employees Engaged on a Full Time or Part Time Basis
 - Critical Incident Entitlements and Conditions
 - Court Attendance and Jury Service
 - Transfer within and between classification levels and systems
 - Relocation Expenses for Officers Retiring from the Service
 - Leave and Travel Concessions - Isolated Centres

- Leave without Salary Credited as Service
- Superannuation Entitlements for Certain Employees
- Rewards for Creating Commercially Valuable Intellectual Property
- Study and Examination Leave

PART 3: TRAINING

- (1) The parties to this Agreement recognise an ongoing commitment to training and development. It is acknowledged that employees should be encouraged to develop required skills and knowledge to support service delivery objectives.
- (2) To achieve the desired levels of knowledge and skills there should be an emphasis upon building capability around key occupations through career development, job design, performance development, and workforce planning. The objective of this approach is to improve workforce capability and agencies' service delivery while enhancing job satisfaction and employees' professional growth.
- (3) Training and assessment of competencies may be provided in accordance with the Public Services Training Package or other accredited programs relevant to agency needs to enable employees to meet the requirements of clause 4.1 and 4.2 of this Agreement.

PART 4: RECOGNITION OF ACCREDITED QUALIFICATIONS

4.1 Commitment

- (1) The parties are committed to the principle that financial recompense will be provided for public sector employees in the specified classifications who meet the following requirements:
 - (a) an accredited qualification at the AQF level specified or higher achieved through training and assessment of competencies (including recognition of current competencies); and
 - (b) reached the maximum paypoint of the specified classification level in the Administration Stream or Operational Stream; and
 - (c) spent one calendar year on the maximum pay point (or, in the case of permanent part time or casual employees, have spent one calendar year and worked 1200 hours at the maximum pay point).

4.2 Appropriate Remuneration

The following remuneration shall be paid for employees that meet the requirements in clause 4.1:

Certificate IV (AQF IV)	AO2	\$41.50 per fortnight
Diploma (AQF V)	AO3	\$42.80 per fortnight
Advanced Diploma (AQF VI)	AO4	\$44.60 per fortnight
Certificate III (AQF III)	OO2	\$20.00 per fortnight
Certificate IV (AQF IV)	OO3	\$41.50 per fortnight
Diploma (AQF V)	OO4/OO5	\$42.80 per fortnight
Advanced Diploma (AQF VI)	OO6	\$44.60 per fortnight

PART 5: PARENTAL LEAVE

Notwithstanding the federal paid parental leave scheme the current paid parental leave provisions provided by the employer as at the date of certification of this Agreement will not be reduced for the life of this Agreement.

PART 6: CONSULTATIVE COMMITTEE

- (1) The Office of the Information Commissioner may have an employer-union consultative committee (CC) with agreed terms of reference/operating principles. The consultative committee will be used to facilitate consultation on issues, including those issues arising from the implementation of this Agreement.

- (2) The CC may agree to establish standing committees, sub-committees, or other additional consultative structures (such as Local Consultative Committees) with agreed terms of reference/operating principles.

PART 7: SALARY PACKAGING

- (1) Salary packaging is available for employees (excluding short-term casual employees) covered by this Agreement in accordance with Queensland Government policy found in the Circular issued from time to time by the Public Service Commission.
- (2) The Office of the Information Commissioner is to apply the following principles for employees that avail themselves of salary packaging:
 - (a) as part of the salary package arrangements, the costs for administering the package, including fringe benefits tax, are met by the participating employee;
 - (b) there will be no additional increase in superannuation costs or to fringe benefits payments made by the employer;
 - (c) increases or variations in taxation are to be passed to employees as part of their salary package;
 - (d) where mandated by relevant government policies, employees must obtain independent financial advice prior to taking up a salary package. Where no mandatory requirement exists, it is *strongly recommended* to all employees to seek independent financial advice when entering into a salary packaging arrangement for the first time, or adding new item/items to an already agreed packaging arrangement;
 - (e) the employer will pass on to the employee any Input Tax Credits (ITCs) it receives as part of salary packaging;
 - (f) there will be no significant additional administrative workload or other ongoing costs to the employer;
 - (g) any additional administrative and fringe benefit tax costs are to be met by the employee;
 - (h) any increases or variations to taxation, excluding payroll tax that result in additional costs are to be passed on to the employee as part of the salary package.
- (3) The employee's salary for superannuation purposes and severance and termination payments will be the gross salary, which the employee would receive if not taking part in flexible remuneration packaging.
- (4) Subject to federal legislation, employees may elect to adjust their current salary sacrifice arrangements to sacrifice up to 100% of salary to superannuation.

PART 8: CAREER PATHS AND CLASSIFICATIONS

- (1) The parties are committed to providing reasonable career opportunities to employees. The parties are committed to provide consistent and transparent classifications across the public sector.
- (2) Where necessary a Public Service Commission representative may assist in the resolution of disagreement over job evaluation outcomes.

PART 9: REASONABLE WORKLOADS

- (1) The Office of the Information Commissioner is committed to working with its employees to address workload management issues.
- (2) The Office of the Information Commissioner should consider the impacts on workloads when organisational change occurs.
- (3) The employer recognises their obligations under the *Workplace Health and Safety Act 2011* when managing workload issues.

PART 10: WORK-LIFE BALANCE

- (1) The Office of the Information Commissioner is committed to establishing workplace practices that improve the balance between work and family for its employees.

- (2) The parties agree that requests by employees to access work-life balance initiatives will be considered provided that it is operationally convenient.

PART 11: WORKPLACE BULLYING

All employees have the right to be treated fairly and with dignity in an environment free from disruption, intimidation, harassment, victimisation and discrimination. .

PART 12: PREVENTION AND SETTLEMENT OF DISPUTES

- (1) The objectives of this procedure are the avoidance and resolution of any disputes over matters covered by this Agreement, by measures based on the provision of information and explanation, consultation, co-operation and negotiation.
- (2) Subject to legislation, while the dispute procedure is being followed, normal work is to continue except where the employee has a reasonable concern about an imminent risk to the employee's health or safety. No party shall be prejudiced as to the final settlement by the continuation of work.
- (3) There is a requirement for management to provide relevant information and explanation and consult with the employee representatives, where appropriate.
- (4) In the event of any disagreement between the parties as to the interpretation or implementation of this Agreement, the following procedures shall apply:
 - (a) the matter is to be discussed by the employee's union representative, where appropriate, and/or the employee(s) concerned and the immediate supervisor in the first instance. The discussion should take place within one (1) working day and the procedure should not extend beyond seven (7) working days;
 - (b) if the matter is not resolved as per (a) above, it shall be referred by the union representative, where appropriate, and/or the employee(s) to the appropriate management representative who shall arrange a conference of the parties to discuss the matter. This process should not extend beyond seven (7) working days;
 - (c) if the matter remains unresolved it may be referred by the employee and/or his/her union representative to the Public Service Commission and the relevant union, where appropriate, for discussion and appropriate action. This process should not exceed 14 working days;
 - (d) if the matter is not resolved then it may be referred by either party to the Queensland Industrial Relations Commission for conciliation, or if necessary, arbitration.
- (5) Nothing contained in this procedure shall prevent unions or the Public Service Commission from intervening in respect of matters in dispute, should such action be considered conducive to achieving resolution.
- (6) The parties acknowledge that, for matters not covered by this Agreement, there are other dispute resolution procedures available.

PART 13: SPREAD OF HOURS – BRISBANE CENTRAL BUSINESS DISTRICT

- (1) These provisions shall apply only to employees engaged under the *Queensland Public Service Award - State – 2012* where the employee's place of work, at daily commencing and finishing times, is within the Australian Bureau of Statistics Statistical Local Areas of "City – Remainder" and "City – Inner" within the Statistical Subdivision of "0501 – Inner Brisbane".
- (2) In recognition of the problems associated with increased traffic congestion into the Central Business District of Brisbane the parties agree to a wider ordinary spread of hours of 6.00 am to 7.00 pm for full-time and part-time employees only.
- (3) The purpose of such an arrangement is to allow employees and supervisors to mutually agree to changes to existing commencing and finishing times in order that the employees can commence and/or finish their working hours outside the recognised peak times of 7am to 9am and 4pm to 6pm.
- (4) For the purposes of application of the Ministerial Directive relating to Excess Travel Time as amended, which only applies to employees subject to the *Queensland Public Service Award – State 2012*, the ordinary spread of hours for the

purposes of clause 1.1 of the Schedule to the Directive shall be 6.00 am to 7.00 pm.

- (5) The parties affirm that the capacity for an individual employee to have an ordinary spread of hours of 6.00am to 7.00pm by mutual agreement under these provisions will not be used as the rationale to alter customer service delivery arrangements affected by these provisions.
- (6) All other conditions contained in Awards and Ministerial Directives relating to overtime, meal breaks and meal allowances shall continue to apply.

SIGNATORIES

Signed by the Acting Information Commissioner:

Claire Smith

6.5.2013

In the presence of:

Sharyn Otoole

6.5.13

Signed for and on behalf of the Together Queensland, Industrial Union of Employees:

Alex Scott

6.5.13

In the presence of:

????????

6.5.13

Appendix 1: Australian Qualifications Framework

The Australian Qualifications Framework (the AQF) is a unified system of fifteen national qualifications in schools, vocational education and training (TAFEs, Agricultural Colleges and private providers) and the higher education sector (mainly universities):

AQF Qualifications	Referred to in this Agreement as:
<ul style="list-style-type: none">• Senior Secondary Certificate of Education• Certificate I• Certificate II• Certificate III• Certificate IV• Diploma• Advanced Diploma• Associate Degree• Bachelor Degree• Graduate Certificate• Vocational Graduate Certificate• Graduate Diploma• Vocational Graduate Diploma• Masters Degree• Doctoral Degree	<ul style="list-style-type: none">• AQF I• AQF II• AQF III• AQF IV• AQF V• AQF VI

The Framework links together all these qualifications and is a highly visible, quality-assured national system of educational recognition, which promotes lifelong learning and a seamless and diverse education and training system.

Why is the AQF important?

Qualifications certify the knowledge and skills a person has achieved through study, training, work and life experience. The AQF helps all learners, employers and education and training providers to participate and navigate the qualifications system. Under the AQF, learners can start at the level that suits them and then build up as their needs and interests develop and change over time. The Framework assists learners to plan their career progression, at whatever stage they are within their lives and when they are moving interstate and overseas. In this way, the AQF supports national standards in education and training and encourages lifelong learning.

What are the key objectives of the AQF?

The AQF:

- provides nationally consistent recognition of outcomes achieved in post-compulsory education;
- helps with developing flexible pathways which assist people to move more easily between education and training sectors and between those sectors and the labour market by providing the basis for recognition of prior learning, including credit transfer and work and life experience;
- integrates and streamlines the requirements of participating providers, employers and employees, individuals and interested organisations;
- offers flexibility to suit the diversity of purposes of education and training;
- encourages individuals to progress through the levels of education and training by improving access to qualifications, clearly defining avenues for achievement, and generally contributing to lifelong learning;
- encourages the provision of more and higher quality vocational educational and training through qualifications that normally meet workplace requirements and vocational needs, thus contributing to national economic performance; and
- promotes national and international recognition of qualifications offered in Australia.

Appendix 2: Salary Schedules

Salary Schedules										
Office of the Information Commissioner 2013 - Administrative Stream										
Classification Level	Pay Point	Salary 1/08/11 per fortnight	Salary 01/11/2012 per fortnight	Salary 01/11/2013 per fortnight	Salary 01/11/2014 per fortnight	Annualised Salary following 01/08/2011 Increase	Annualised Salary following 01/11/2012 Increase	Annualised Salary following 01/11/2013 Increase	Annualised Salary following 01/11/2014 Increase	
L1	1	\$1,281.90	\$1,310.10	\$1,338.90	\$1,368.40	\$33,444	\$34,180	\$34,931	\$35,701	
	2	\$1,352.30	\$1,382.10	\$1,412.50	\$1,443.60	\$35,281	\$36,058	\$36,851	\$37,662	
	3	\$1,422.50	\$1,453.80	\$1,485.80	\$1,518.50	\$37,112	\$37,929	\$38,763	\$39,617	
L2	1	\$1,582.20	\$1,617.00	\$1,652.60	\$1,689.00	\$41,278	\$42,186	\$43,115	\$44,065	
	2	\$1,618.70	\$1,654.30	\$1,690.70	\$1,727.90	\$42,231	\$43,160	\$44,109	\$45,080	
	3	\$1,656.30	\$1,692.70	\$1,729.90	\$1,768.00	\$43,212	\$44,161	\$45,132	\$46,126	
	4	\$1,694.00	\$1,731.30	\$1,769.40	\$1,808.30	\$44,195	\$45,168	\$46,162	\$47,177	
	5	\$1,732.80	\$1,770.90	\$1,809.90	\$1,849.70	\$45,208	\$46,202	\$47,219	\$48,257	
	6	\$1,773.50	\$1,812.50	\$1,852.40	\$1,893.20	\$46,269	\$47,287	\$48,328	\$49,392	
	7	\$1,819.20	\$1,859.20	\$1,900.10	\$1,941.90	\$47,462	\$48,505	\$49,572	\$50,663	
	8	\$1,869.70	\$1,910.80	\$1,952.80	\$1,995.80	\$48,779	\$49,851	\$50,947	\$52,069	
L3	1	\$1,998.20	\$2,042.20	\$2,087.10	\$2,133.00	\$52,132	\$53,280	\$54,451	\$55,648	
	2	\$2,075.20	\$2,120.90	\$2,167.60	\$2,215.30	\$54,140	\$55,333	\$56,551	\$57,796	
	3	\$2,152.10	\$2,199.40	\$2,247.80	\$2,297.30	\$56,147	\$57,381	\$58,643	\$59,935	
	4	\$2,228.20	\$2,277.20	\$2,327.30	\$2,378.50	\$58,132	\$59,411	\$60,718	\$62,053	
L4	1	\$2,362.70	\$2,414.70	\$2,467.80	\$2,522.10	\$61,641	\$62,998	\$64,383	\$65,800	
	2	\$2,440.90	\$2,494.60	\$2,549.50	\$2,605.60	\$63,681	\$65,082	\$66,515	\$67,978	
	3	\$2,519.30	\$2,574.70	\$2,631.30	\$2,689.20	\$65,727	\$67,172	\$68,649	\$70,159	
	4	\$2,598.00	\$2,655.20	\$2,713.60	\$2,773.30	\$67,780	\$69,272	\$70,796	\$72,353	
L5	1	\$2,738.10	\$2,798.30	\$2,859.90	\$2,922.80	\$71,435	\$73,006	\$74,613	\$76,254	
	2	\$2,817.60	\$2,879.60	\$2,943.00	\$3,007.70	\$73,509	\$75,127	\$76,781	\$78,469	
	3	\$2,896.70	\$2,960.40	\$3,025.50	\$3,092.10	\$75,573	\$77,235	\$78,933	\$80,671	
	4	\$2,976.10	\$3,041.60	\$3,108.50	\$3,176.90	\$77,644	\$79,353	\$81,099	\$82,883	
L6	1	\$3,141.60	\$3,210.70	\$3,281.30	\$3,353.50	\$81,962	\$83,765	\$85,607	\$87,490	
	2	\$3,215.00	\$3,285.70	\$3,358.00	\$3,431.90	\$83,877	\$85,722	\$87,608	\$89,536	
	3	\$3,288.30	\$3,360.60	\$3,434.50	\$3,510.10	\$85,789	\$87,676	\$89,604	\$91,576	
	4	\$3,361.20	\$3,435.10	\$3,510.70	\$3,587.90	\$87,691	\$89,619	\$91,592	\$93,606	
L7	1	\$3,515.30	\$3,592.60	\$3,671.60	\$3,752.40	\$91,712	\$93,728	\$95,789	\$97,897	
	2	\$3,600.10	\$3,679.30	\$3,760.20	\$3,842.90	\$93,924	\$95,990	\$98,101	\$100,259	
	3	\$3,684.90	\$3,766.00	\$3,848.90	\$3,933.60	\$96,136	\$98,252	\$100,415	\$102,625	
	4	\$3,769.40	\$3,852.30	\$3,937.10	\$4,023.70	\$98,341	\$100,504	\$102,716	\$104,975	
L8	1	\$3,894.70	\$3,980.40	\$4,068.00	\$4,157.50	\$101,610	\$103,846	\$106,131	\$108,466	
	2	\$3,970.00	\$4,057.30	\$4,146.60	\$4,237.80	\$103,574	\$105,852	\$108,182	\$110,561	
	3	\$4,044.20	\$4,133.20	\$4,224.10	\$4,317.00	\$105,510	\$107,832	\$110,204	\$112,627	
	4	\$4,119.20	\$4,209.80	\$4,302.40	\$4,397.10	\$107,467	\$109,831	\$112,247	\$114,717	

Office of the Information Commissioner 2013 - Professional Stream

Classification Level	Pay Point	Salary 1/08/11 per fortnight	Salary 01/11/2012 per fortnight	Salary 01/11/2013 per fortnight	Salary 01/11/2014 per fortnight	Annualised Salary following 01/08/2011 Increase	Annualised Salary following 01/11/2012 Increase	Annualised Salary following 01/11/2013 Increase	Annualised Salary following 01/11/2014 Increase		
L1	1	\$1,309.40	\$1,338.20	\$1,367.60	\$1,397.70	\$34,161	\$34,913	\$35,680	\$36,465		
	2	\$1,420.50	\$1,451.80	\$1,483.70	\$1,516.30	\$37,060	\$37,876	\$38,709	\$39,559		
	3	\$1,531.50	\$1,565.20	\$1,599.60	\$1,634.80	\$39,956	\$40,835	\$41,732	\$42,651		
	4	\$1,642.50	\$1,678.60	\$1,715.50	\$1,753.20	\$42,852	\$43,793	\$44,756	\$45,740		
	5	\$1,704.60	\$1,742.10	\$1,780.40	\$1,819.60	\$44,472	\$45,450	\$46,449	\$47,472		
	6	\$1,769.50	\$1,808.40	\$1,848.20	\$1,888.90	\$46,165	\$47,180	\$48,218	\$49,280		
	7	\$1,846.60	\$1,887.20	\$1,928.70	\$1,971.10	\$48,176	\$49,236	\$50,318	\$51,425		
L2	1	\$1,996.00	\$2,039.90	\$2,084.80	\$2,130.70	\$52,074	\$53,220	\$54,391	\$55,588		
	2	\$2,108.00	\$2,154.40	\$2,201.80	\$2,250.20	\$54,996	\$56,207	\$57,443	\$58,706		
	3	\$2,219.50	\$2,268.30	\$2,318.20	\$2,369.20	\$57,905	\$59,178	\$60,480	\$61,811		
	4	\$2,331.50	\$2,382.80	\$2,435.20	\$2,488.80	\$60,827	\$62,166	\$63,533	\$64,931		
	5	\$2,443.90	\$2,497.70	\$2,552.60	\$2,608.80	\$63,760	\$65,163	\$66,596	\$68,062		
	6	\$2,554.70	\$2,610.90	\$2,668.30	\$2,727.00	\$66,650	\$68,117	\$69,614	\$71,145		
L3	1	\$2,683.60	\$2,742.60	\$2,802.90	\$2,864.60	\$70,013	\$71,552	\$73,126	\$74,735		
	2	\$2,765.90	\$2,826.70	\$2,888.90	\$2,952.50	\$72,160	\$73,747	\$75,369	\$77,029		
	3	\$2,848.10	\$2,910.80	\$2,974.80	\$3,040.20	\$74,305	\$75,941	\$77,610	\$79,317		
	4	\$2,930.70	\$2,995.20	\$3,061.10	\$3,128.40	\$76,460	\$78,143	\$79,862	\$81,618		
L4	1	\$3,120.00	\$3,188.60	\$3,258.70	\$3,330.40	\$81,399	\$83,188	\$85,017	\$86,888		
	2	\$3,200.50	\$3,270.90	\$3,342.90	\$3,416.40	\$83,499	\$85,335	\$87,214	\$89,131		
	3	\$3,280.70	\$3,352.90	\$3,426.70	\$3,502.10	\$85,591	\$87,475	\$89,400	\$91,367		
	4	\$3,361.20	\$3,435.10	\$3,510.70	\$3,587.90	\$87,691	\$89,619	\$91,592	\$93,606		
L5	1	\$3,515.30	\$3,592.60	\$3,671.60	\$3,752.40	\$91,712	\$93,728	\$95,789	\$97,897		
	2	\$3,600.10	\$3,679.30	\$3,760.20	\$3,842.90	\$93,924	\$95,990	\$98,101	\$100,259		
	3	\$3,684.90	\$3,766.00	\$3,848.90	\$3,933.60	\$96,136	\$98,252	\$100,415	\$102,625		
	4	\$3,769.40	\$3,852.30	\$3,937.10	\$4,023.70	\$98,341	\$100,504	\$102,716	\$104,975		
L6	1	\$3,894.70	\$3,980.40	\$4,068.00	\$4,157.50	\$101,610	\$103,846	\$106,131	\$108,466		
	2	\$3,970.00	\$4,057.30	\$4,146.60	\$4,237.80	\$103,574	\$105,852	\$108,182	\$110,561		
	3	\$4,044.20	\$4,133.20	\$4,224.10	\$4,317.00	\$105,510	\$107,832	\$110,204	\$112,627		
	4	\$4,119.20	\$4,209.80	\$4,302.40	\$4,397.10	\$107,467	\$109,831	\$112,247	\$114,717		

Office of the Information Commissioner 2013 - Technical Stream

Classification Level	Pay Point	Salary 1/08/11 per fortnight	Salary 01/11/2012 per fortnight	Salary 01/11/2013 per fortnight	Salary 01/11/2014 per fortnight	Annualised Salary following 01/08/2011 Increase	Annualised Salary following 01/11/2012 Increase	Annualised Salary following 01/11/2013 Increase	Annualised Salary following 01/11/2014 Increase		
L1	1	\$1,309.40	\$1,338.20	\$1,367.60	\$1,397.70	\$34,161	\$34,913	\$35,680	\$36,465		
	2	\$1,420.50	\$1,451.80	\$1,483.70	\$1,516.30	\$37,060	\$37,876	\$38,709	\$39,559		
	3	\$1,531.50	\$1,565.20	\$1,599.60	\$1,634.80	\$39,956	\$40,835	\$41,732	\$42,651		
	4	\$1,642.50	\$1,678.60	\$1,715.50	\$1,753.20	\$42,852	\$43,793	\$44,756	\$45,740		
	5	\$1,704.60	\$1,742.10	\$1,780.40	\$1,819.60	\$44,472	\$45,450	\$46,449	\$47,472		
	6	\$1,769.50	\$1,808.40	\$1,848.20	\$1,888.90	\$46,165	\$47,180	\$48,218	\$49,280		
	7	\$1,846.60	\$1,887.20	\$1,928.70	\$1,971.10	\$48,176	\$49,236	\$50,318	\$51,425		
L2	1	\$1,877.60	\$1,918.90	\$1,961.10	\$2,004.20	\$48,985	\$50,063	\$51,164	\$52,288		
	2	\$1,947.10	\$1,989.90	\$2,033.70	\$2,078.40	\$50,798	\$51,915	\$53,058	\$54,224		
	3	\$2,017.20	\$2,061.60	\$2,107.00	\$2,153.40	\$52,627	\$53,786	\$54,970	\$56,181		
	4	\$2,087.70	\$2,133.60	\$2,180.50	\$2,228.50	\$54,467	\$55,664	\$56,888	\$58,140		
	5	\$2,158.10	\$2,205.60	\$2,254.10	\$2,303.70	\$56,303	\$57,543	\$58,808	\$60,102		
	6	\$2,228.20	\$2,277.20	\$2,327.30	\$2,378.50	\$58,132	\$59,411	\$60,718	\$62,053		
L3	1	\$2,362.70	\$2,414.70	\$2,467.80	\$2,522.10	\$61,641	\$62,998	\$64,383	\$65,800		
	2	\$2,427.00	\$2,480.40	\$2,535.00	\$2,590.80	\$63,319	\$64,712	\$66,136	\$67,592		
	3	\$2,490.80	\$2,545.60	\$2,601.60	\$2,658.80	\$64,983	\$66,413	\$67,874	\$69,366		
	4	\$2,554.70	\$2,610.90	\$2,668.30	\$2,727.00	\$66,650	\$68,117	\$69,614	\$71,145		
L4	1	\$2,683.60	\$2,742.60	\$2,802.90	\$2,864.60	\$70,013	\$71,552	\$73,126	\$74,735		
	2	\$2,770.40	\$2,831.30	\$2,893.60	\$2,957.30	\$72,278	\$73,867	\$75,492	\$77,154		
	3	\$2,856.60	\$2,919.40	\$2,983.60	\$3,049.20	\$74,527	\$76,165	\$77,840	\$79,551		
L5	1	\$2,976.10	\$3,041.60	\$3,108.50	\$3,176.90	\$77,644	\$79,353	\$81,099	\$82,883		
	2	\$3,064.00	\$3,131.40	\$3,200.30	\$3,270.70	\$79,938	\$81,696	\$83,494	\$85,330		
	3	\$3,152.40	\$3,221.80	\$3,292.70	\$3,365.10	\$82,244	\$84,054	\$85,904	\$87,793		
	4	\$3,240.60	\$3,311.90	\$3,384.80	\$3,459.30	\$84,545	\$86,405	\$88,307	\$90,251		
L6	1	\$3,346.00	\$3,419.60	\$3,494.80	\$3,571.70	\$87,295	\$89,215	\$91,177	\$93,183		
	2	\$3,430.80	\$3,506.30	\$3,583.40	\$3,662.20	\$89,507	\$91,477	\$93,488	\$95,544		
	3	\$3,515.30	\$3,592.60	\$3,671.60	\$3,752.40	\$91,712	\$93,728	\$95,789	\$97,897		

Office of the Information Commissioner 2013 - Operational Stream

Classification Level	Pay Point	Salary 1/08/11 per fortnight	Salary 01/11/2012 per fortnight	Salary 01/11/2013 per fortnight	Salary 01/11/2014 per fortnight	Annualised Salary following 01/08/2011 Increase	Annualised Salary following 01/11/2012 Increase	Annualised Salary following 01/11/2013 Increase	Annualised Salary following 01/11/2014 Increase		
L1	1	\$1,146.70	\$1,171.90	\$1,197.70	\$1,224.00	\$29,917	\$30,574	\$31,247	\$31,933		
	2	\$1,229.00	\$1,256.00	\$1,283.60	\$1,311.80	\$32,064	\$32,768	\$33,488	\$34,224		
	3	\$1,311.80	\$1,340.70	\$1,370.20	\$1,400.30	\$34,224	\$34,978	\$35,748	\$36,533		
	4	\$1,394.20	\$1,424.90	\$1,456.20	\$1,488.20	\$36,374	\$37,175	\$37,991	\$38,826		
	5	\$1,476.80	\$1,509.30	\$1,542.50	\$1,576.40	\$38,529	\$39,377	\$40,243	\$41,127		
	6	\$1,559.50	\$1,593.80	\$1,628.90	\$1,664.70	\$40,686	\$41,581	\$42,497	\$43,431		
L2	1	\$1,582.20	\$1,617.00	\$1,652.60	\$1,689.00	\$41,278	\$42,186	\$43,115	\$44,065		
	2	\$1,620.80	\$1,656.50	\$1,692.90	\$1,730.10	\$42,286	\$43,217	\$44,167	\$45,137		
	3	\$1,660.20	\$1,696.70	\$1,734.00	\$1,772.10	\$43,313	\$44,266	\$45,239	\$46,233		
	4	\$1,699.50	\$1,736.90	\$1,775.10	\$1,814.20	\$44,339	\$45,314	\$46,311	\$47,331		
L3	1	\$1,723.50	\$1,761.40	\$1,800.20	\$1,839.80	\$44,965	\$45,954	\$46,966	\$47,999		
	2	\$1,755.30	\$1,793.90	\$1,833.40	\$1,873.70	\$45,795	\$46,802	\$47,832	\$48,883		
	3	\$1,790.70	\$1,830.10	\$1,870.40	\$1,911.50	\$46,718	\$47,746	\$48,797	\$49,870		
	4	\$1,828.20	\$1,868.40	\$1,909.50	\$1,951.50	\$47,696	\$48,745	\$49,817	\$50,913		
L4	1	\$1,905.70	\$1,947.60	\$1,990.40	\$2,034.20	\$49,718	\$50,811	\$51,928	\$53,071		
	2	\$1,967.90	\$2,011.20	\$2,055.40	\$2,100.60	\$51,341	\$52,471	\$53,624	\$54,803		
	3	\$2,030.40	\$2,075.10	\$2,120.80	\$2,167.50	\$52,972	\$54,138	\$55,330	\$56,549		
	4	\$2,092.30	\$2,138.30	\$2,185.30	\$2,233.40	\$54,587	\$55,787	\$57,013	\$58,268		
L5	1	\$2,147.50	\$2,194.70	\$2,243.00	\$2,292.30	\$56,027	\$57,258	\$58,518	\$59,804		
	2	\$2,218.90	\$2,267.70	\$2,317.60	\$2,368.60	\$57,890	\$59,163	\$60,465	\$61,795		
	3	\$2,290.90	\$2,341.30	\$2,392.80	\$2,445.40	\$59,768	\$61,083	\$62,426	\$63,799		
	4	\$2,362.70	\$2,414.70	\$2,467.80	\$2,522.10	\$61,641	\$62,998	\$64,383	\$65,800		
L6	1	\$2,466.50	\$2,520.80	\$2,576.30	\$2,633.00	\$64,349	\$65,766	\$67,214	\$68,693		
	2	\$2,532.70	\$2,588.40	\$2,645.30	\$2,703.50	\$66,076	\$67,530	\$69,014	\$70,532		
	3	\$2,598.00	\$2,655.20	\$2,713.60	\$2,773.30	\$67,780	\$69,272	\$70,796	\$72,353		
L7	1	\$2,723.10	\$2,783.00	\$2,844.20	\$2,906.80	\$71,044	\$72,606	\$74,203	\$75,836		
	2	\$2,789.90	\$2,851.30	\$2,914.00	\$2,978.10	\$72,786	\$74,388	\$76,024	\$77,697		
	3	\$2,856.60	\$2,919.40	\$2,983.60	\$3,049.20	\$74,527	\$76,165	\$77,840	\$79,551		