

Table D - New ES Employees (not employed at end of 2013) - Track your salary

To find your new ES level salary and to track your salary and level throughout the agreement

- identify on Table D the ES Level and subdivision on which you have been employed and read across from your new ES Level, noting your Category A, B, or C. The commencement salary division of a new employee is determined by the employee's years of experience in accordance with clause 40 of the Agreement.

| Years of Approved Experience | Jan-14 | | | | Feb-14 | | | | May 2014 (No increment) | | | | Aug-14 | | |
|------------------------------|---------|----------|----------|----------|---------|----------|----------|----------|-------------------------|----------|----------|----------|----------|----------|----------|
| | Level | Cat A | Cat B | Cat C | Level | Cat A | Cat B | Cat C | Level | Cat A | Cat B | Cat C | Cat A | Cat B | Cat C |
| 0 | ES 1-1 | \$35,530 | \$32,797 | \$34,163 | ES 1-1 | \$35,974 | \$33,207 | \$34,590 | ES 1-1 | \$41,403 | \$38,218 | \$39,811 | \$42,024 | \$38,791 | \$40,408 |
| 1 | ES 1-2 | \$39,826 | \$36,762 | \$38,294 | ES 1-2 | \$40,324 | \$37,222 | \$38,773 | ES 1-1 | \$41,403 | \$38,218 | \$39,811 | \$42,024 | \$38,791 | \$40,408 |
| 2 | ES 1-3 | \$40,892 | \$37,746 | \$39,319 | ES 1-3 | \$41,403 | \$38,218 | \$39,811 | ES 1-1 | \$41,403 | \$38,218 | \$39,811 | \$42,024 | \$38,791 | \$40,408 |
| 3 | ES 1-4 | \$41,947 | \$38,720 | \$40,334 | ES 1-4 | \$42,472 | \$39,205 | \$40,838 | ES 1-3 | \$43,574 | \$40,222 | \$41,898 | \$44,227 | \$40,825 | \$42,526 |
| 4 | ES 1-5 | \$43,097 | \$39,782 | \$41,439 | ES 1-5 | \$43,636 | \$40,279 | \$41,958 | ES 1-4 | \$45,456 | \$41,959 | \$43,708 | \$46,138 | \$42,589 | \$44,363 |
| 5 | ES 1-6 | \$44,896 | \$41,442 | \$43,169 | ES 1-6 | \$45,457 | \$41,960 | \$43,709 | ES 1-5 | \$47,113 | \$43,489 | \$45,301 | \$47,819 | \$44,141 | \$45,980 |
| 6+ | ES 1-7 | \$46,531 | \$42,952 | \$44,741 | ES 1-7 | \$47,113 | \$43,489 | \$45,301 | ES 1-5 | \$47,113 | \$43,489 | \$45,301 | \$47,819 | \$44,141 | \$45,980 |
| 0 | ES 2-1 | \$43,097 | \$39,782 | \$41,439 | ES 2-1 | \$43,636 | \$40,279 | \$41,958 | ES 2-1 | \$48,505 | \$44,774 | \$46,639 | \$49,232 | \$45,445 | \$47,338 |
| 1 | ES 2-2 | \$44,896 | \$41,442 | \$43,169 | ES 2-2 | \$45,457 | \$41,960 | \$43,709 | ES 2-1 | \$48,505 | \$44,774 | \$46,639 | \$49,232 | \$45,445 | \$47,338 |
| 2 | ES 2-3 | \$46,530 | \$42,951 | \$44,740 | ES 2-3 | \$47,113 | \$43,489 | \$45,301 | ES 2-1 | \$48,505 | \$44,774 | \$46,639 | \$49,232 | \$45,445 | \$47,338 |
| 3 | ES 2-4 | \$47,906 | \$44,221 | \$46,063 | ES 2-4 | \$48,505 | \$44,774 | \$46,639 | ES 2-1 | \$48,505 | \$44,774 | \$46,639 | \$49,232 | \$45,445 | \$47,338 |
| 4 | ES 2-5 | \$49,275 | \$45,485 | \$47,380 | ES 2-5 | \$49,890 | \$46,052 | \$47,971 | ES 2-2 | \$50,087 | \$46,234 | \$48,161 | \$50,838 | \$46,927 | \$48,883 |
| 5 | ES 2-6 | \$50,398 | \$46,521 | \$48,460 | ES 2-6 | \$51,028 | \$47,103 | \$49,065 | ES 2-3 | \$52,000 | \$48,000 | \$50,000 | \$52,780 | \$48,720 | \$50,750 |
| 6 | ES 2-7 | \$51,852 | \$47,863 | \$49,858 | ES 2-7 | \$52,500 | \$48,462 | \$50,481 | ES 2-4 | \$53,252 | \$49,156 | \$51,204 | \$54,051 | \$49,893 | \$51,972 |
| 7 | ES 2-8 | \$52,790 | \$48,729 | \$50,760 | ES 2-8 | \$53,450 | \$49,338 | \$51,394 | ES 2-5 | \$54,835 | \$50,617 | \$52,726 | \$55,657 | \$51,376 | \$53,516 |
| 8+ | ES 2-9 | \$54,277 | \$50,102 | \$52,189 | ES 2-9 | \$54,955 | \$50,728 | \$52,841 | ES 2-6 | \$56,417 | \$52,077 | \$54,247 | \$57,263 | \$52,858 | \$55,061 |
| 0 | ES 3-9 | \$60,719 | \$56,048 | \$58,384 | ES 3-9 | \$61,478 | \$56,749 | \$59,113 | ES 3-8 | \$61,478 | \$56,749 | \$59,113 | \$62,401 | \$57,601 | \$60,001 |
| 1 | ES 3-10 | \$62,145 | \$57,365 | \$59,755 | ES 3-10 | \$62,922 | \$58,082 | \$60,502 | ES 3-9 | \$62,922 | \$58,082 | \$60,502 | \$63,866 | \$58,953 | \$61,410 |
| 2 | ES 3-11 | \$63,594 | \$58,702 | \$61,148 | ES 3-11 | \$64,389 | \$59,436 | \$61,913 | ES 3-10 | \$64,389 | \$59,436 | \$61,913 | \$65,355 | \$60,328 | \$62,841 |
| 3 | ES 3-12 | \$66,996 | \$61,842 | \$64,419 | ES 3-12 | \$67,833 | \$62,615 | \$65,224 | ES 3-11 | \$67,833 | \$62,615 | \$65,224 | \$68,852 | \$63,556 | \$66,204 |
| 4+ | ES 3-13 | \$68,494 | \$63,225 | \$65,860 | ES 3-13 | \$69,350 | \$64,015 | \$66,683 | ES 3-12 | \$69,350 | \$64,015 | \$66,683 | \$70,391 | \$64,976 | \$67,684 |
| 0 | ES 4-1 | \$63,595 | \$58,703 | \$61,149 | ES 4-1 | \$64,231 | \$59,290 | \$61,761 | ES 4-1 | \$67,667 | \$62,462 | \$65,064 | \$68,546 | \$63,273 | \$65,910 |
| 1 | ES 4-2 | \$66,997 | \$61,843 | \$64,420 | ES 4-2 | \$67,667 | \$62,462 | \$65,064 | ES 4-1 | \$67,667 | \$62,462 | \$65,064 | \$68,546 | \$63,273 | \$65,910 |
| 2 | ES 4-3 | \$68,494 | \$63,225 | \$65,860 | ES 4-3 | \$69,179 | \$63,858 | \$66,518 | ES 4-2 | \$73,256 | \$67,621 | \$70,438 | \$74,208 | \$68,500 | \$71,354 |
| 3 | ES 4-4 | \$69,987 | \$64,603 | \$67,295 | ES 4-4 | \$70,687 | \$65,250 | \$67,968 | ES 4-2 | \$73,256 | \$67,621 | \$70,438 | \$74,208 | \$68,500 | \$71,354 |
| 4 | ES 4-5 | \$74,441 | \$68,715 | \$71,578 | ES 4-5 | \$75,185 | \$69,402 | \$72,293 | ES 4-3 | \$75,293 | \$69,501 | \$72,397 | \$76,272 | \$70,405 | \$73,338 |
| 5 | ES 4-6 | \$76,341 | \$70,469 | \$73,405 | ES 4-6 | \$77,104 | \$71,173 | \$74,138 | ES 4-4 | \$77,690 | \$71,714 | \$74,702 | \$78,700 | \$72,646 | \$75,673 |
| 6+ | ES 4-7 | \$76,912 | \$70,996 | \$73,954 | ES 4-7 | \$77,681 | \$71,706 | \$74,693 | ES 4-4 | \$77,690 | \$71,714 | \$74,702 | \$78,700 | \$72,646 | \$75,673 |
| 0 | ES 5-1 | \$86,645 | \$79,980 | \$83,313 | ES 5-1 | \$86,645 | \$79,980 | \$83,313 | ES 5-1 | \$86,645 | \$79,980 | \$83,313 | \$87,728 | \$80,980 | \$84,354 |
| 1 | ES 5-2 | \$88,896 | \$82,058 | \$85,477 | ES 5-2 | \$88,896 | \$82,058 | \$85,477 | ES 5-2 | \$88,896 | \$82,058 | \$85,477 | \$90,007 | \$83,083 | \$86,545 |
| 2 | ES 5-3 | \$91,147 | \$84,136 | \$87,641 | ES 5-3 | \$91,147 | \$84,136 | \$87,641 | ES 5-3 | \$91,147 | \$84,136 | \$87,641 | \$92,286 | \$85,187 | \$88,737 |
| 3 | ES 5-4 | \$93,397 | \$86,213 | \$89,805 | ES 5-4 | \$93,397 | \$86,213 | \$89,805 | ES 5-4 | \$93,397 | \$86,213 | \$89,805 | \$94,565 | \$87,291 | \$90,928 |
| 4+ | ES 5-5 | \$95,648 | \$88,290 | \$91,969 | ES 5-5 | \$95,648 | \$88,290 | \$91,969 | ES 5-5 | \$95,648 | \$88,290 | \$91,969 | \$96,844 | \$89,394 | \$93,119 |