

SCHEDULE 1.15: PROFESSIONAL OFFICERS

Note:

- New Professional Officer structure to be implemented from the first full pay period on or after 1/10/2006
- New structure replaces Professional Services Stream. Translation to new structure will be subject to discussion.
- New work level definitions (refer to Appendix 5 "Professional Officers Work Level Definitions") will be subject to further discussions and provide for the following:
 - Progression criteria from 5th increment of PO1 level to 6th and 7th increment which has regard to an employee being assessed by an agency having regard to an employee's professional: performance; aptitude; experience; responsibilities and initiative.
 - Development of individual's professional knowledge and experience within the professional disciplines.
 - Professional direction being provided to other professional officers to develop the discipline knowledge within an agency.
 - Responsibility for professional decisions.
- A management allowance, which will be paid for all purposes, to employees classified at PO3, PO4 and PO5 who expressly have "management responsibilities".
- At PO5, progression from 3rd to 4th increment will be based on a professional officer being: personally recognised as having a national and international reputation as a specialist in the professional discipline which is confirmed by peers and endorsed by the publication of refereed papers and not being subject to professional direction and has formal responsibilities for a major agency program.

New Classification	Increment	First full pay period on or after 1/10/2006	First full pay period on or after 1/10/2007	First full pay period on or after 1/10/2008
PO-1	3 year degree	\$43,470	\$44,991	\$46,566
	4 year degree	\$45,540	\$47,134	\$48,784
	3rd	\$47,610	\$49,276	\$51,001
	4th	\$49,680	\$51,419	\$53,219
	5th	\$52,785	\$54,632	\$56,544
	6th	\$54,855	\$56,775	\$58,762
	7th	\$55,890	\$57,846	\$59,871
PO-2	1st	\$58,995	\$61,060	\$63,197
	2nd	\$61,065	\$63,202	\$65,414
	3rd	\$63,394	\$65,613	\$67,909
	4th	\$65,723	\$68,023	\$70,404
PO-3	1st	\$68,310	\$70,701	\$73,176
	2nd	\$70,380	\$72,843	\$75,393
	3rd	\$72,450	\$74,986	\$77,611
PO-4	1st	\$75,038	\$77,664	\$80,382
	2nd	\$77,625	\$80,342	\$83,154
	3rd	\$79,695	\$82,484	\$85,371
	4th	\$82,024	\$84,895	\$87,866
PO-5	1st	\$84,870	\$87,840	\$90,914
	2nd	\$86,940	\$89,983	\$93,132
	3rd	\$89,010	\$92,125	\$95,349
	4th	\$95,220	\$98,553	\$102,002