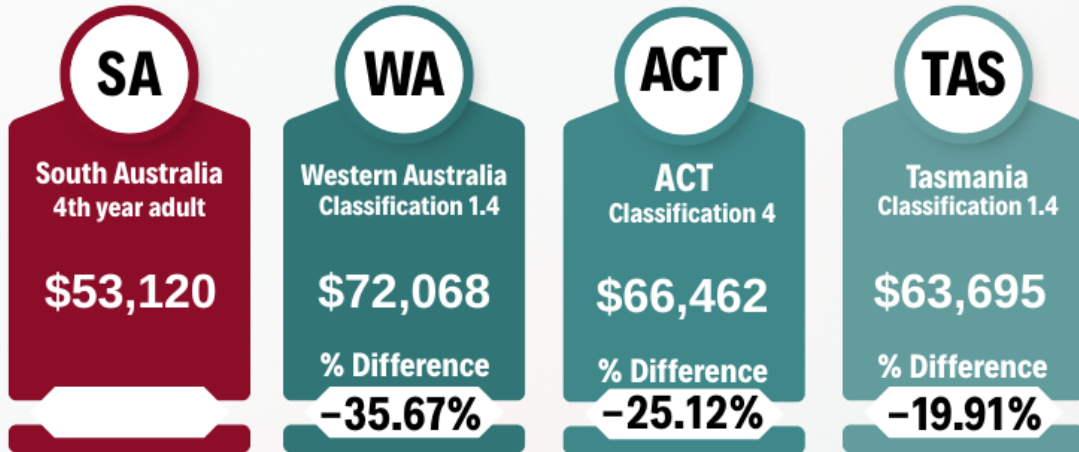


SPOT THE DIFFERENCE

PUBLIC SECTOR COMPARISON OF SIMILAR ASO ROLES



Pay rates based on full pay period on or after 1/8/2024

Classificaton	Increment	South Australia First full pay period on or after 1/8/2024	Western Australia Classification	Western Australia	% Difference	Tasmania Classification	Tasmania	% Difference	ACT Classification	ACT	% Difference
ASO-1	17 years & under	\$30,750.00									
	18 years	\$35,710.00									
	19 years	\$40,670.00									
	20 years	\$45,630.00									
	1st year adult	\$49,598.00	1.1	\$63,200.00	-27.42%	1.1	\$53,196.00	-7.25%	1.1	\$62,860.00	-26.74%
	2nd year adult	\$50,733.00	1.2	\$66,152.00	-30.39%	1.2	\$56,773.00	-11.91%	2	\$62,860.00	-23.90%
	3rd year adult	\$51,979.00	1.3	\$69,256.00	-33.24%	1.3	\$60,339.00	-16.08%	3	\$64,152.00	-23.42%
	4th year adult	\$53,120.00	1.4	\$72,068.00	-35.67%	1.4	\$63,695.00	-19.91%	4	\$66,462.00	-25.12%
	5th year adult	\$54,257.00				1.5	\$64,583.00	-19.03%			
	6th year adult	\$55,500.00									
ASO-2	1	\$58,709.00	2.1	\$73,954.00	-25.97%	2.1	\$66,766.00	-13.72%	2.1	\$67,872.00	-15.61%
	2	\$60,931.00	2.2	\$75,643.00	-24.15%	2.2	\$67,962.00	-11.54%	2	\$69,525.00	-14.10%
	3	\$63,154.00	2.3	\$77,429.00	-22.60%	2.3	\$69,214.00	-9.60%	3	\$71,145.00	-12.65%
			2.4	\$79,292.00		2.4	\$70,858.00		4	\$72,787.00	
						2.5	\$71,857.00		5	\$74,415.00	
ASO-3	1	\$67,589.00	3.1	\$83,114.00	-22.97%	3.1	\$74,783.00	-10.64%	3.1	\$76,223.00	-12.77%
	2	\$69,807.00	3.2	\$85,093.00	-21.90%	3.2	\$76,245.00	-9.22%	2	\$78,001.00	-11.74%
	3	\$72,033.00	3.3	\$87,132.00	-20.96%	3.3	\$77,685.00	-7.85%	3	\$79,774.00	-10.75%
			3.4	\$89,226.00		3.4	\$79,661.00		4	\$81,643.00	
						3.5	\$80,835.00				
ASO-4	1	\$76,561.00	4.1	\$92,098.00	-20.29%	4.1	\$83,011.00	-8.42%	4.1	\$84,061.00	-9.80%
	2	\$78,221.00	4.2	\$94,346.00	-20.61%	4.2	\$85,143.00	-8.85%	2	\$86,479.00	-10.56%
	3	\$79,880.00	4.3	\$96,660.00	-21.01%	4.3	\$87,396.00	-9.41%	3	\$88,524.00	-10.82%
	4	\$80,256.00				4.4	\$88,853.00	-10.71%	4	\$90,595.00	-12.88%
						4.5	\$91,134.00		5	\$94,655.00	
						4.6	\$94,145.00				
						4.7	\$95,547.00				
ASO-5	1	\$85,790.00	5.1	\$101,122.00	-17.87%	5.1	\$99,482.00	-15.96%	5.1	\$92,855.00	-8.24%
	2	\$88,853.00	5.2	\$104,134.00	-17.20%	5.2	\$101,969.00	-14.76%	2	\$95,512.00	-7.49%
	3	\$92,136.00	5.3	\$107,264.00	-16.42%	5.3	\$103,412.00	-12.24%	3	\$97,987.00	-6.35%
	4	\$95,413.00	5.4	\$110,517.00	-15.83%	5.4	\$104,352.00	-9.37%	4	\$101,193.00	-6.06%
ASO-6	1	\$98,478.00	6.1	\$115,824.00	-17.61%	6.1	\$109,099.00	-10.79%	6.1	\$99,654.00	-1.19%
	2	\$101,321.00	6.2	\$119,582.00	-18.02%	6.2	\$111,259.00	-9.81%	2	\$101,947.00	-0.62%
	3	\$104,165.00	6.3	\$123,484.00	-18.55%	6.3	\$114,857.00	-10.26%	3	\$104,521.00	-0.34%
			6.4	\$127,647.00		6.4	\$117,755.00		4	\$109,385.00	
						6.5	\$119,809.00		5	\$113,315.00	
						6.6	\$121,851.00		6	\$118,890.00	
						6.7	\$123,395.00				
ASO-7	1	\$108,109.00	7.1	\$134,481.00	-24.39%	7.1	\$129,302.00	-19.60%	Snr Off C.1	\$124,103.00	-14.79%
	2	\$111,094.00	7.2	\$138,910.00	-25.04%	7.2	\$131,865.00	-18.70%	2	\$133,195.00	-19.89%

	South Australia	Western Australia	% Difference	Queensland	% Difference	Northern Territory	% Difference	Tasmania	% Difference	ACT	% Difference
2019	0.00%	\$1,000.00	\$1,000.00	2.50%	-2.50%	2.50%	-2.50%	2.30%	-2.30%	1.35% + 1.35%	-2.70%
2020	0.00%	\$1,000.00	\$1,000.00	2.50%	-2.50%	2.50%	-2.50%	2.30%	-2.30%	1.35% + 1.35%	-2.70%
2021	1.50%	3% and \$2,500	-1.5% and \$2500	2.50%	-1.00%	2% or \$2000	-0.50%	2.35%	-0.85%	1.35% + 1.35%	-1.20%
2022	1.50%	3% and \$2,500	-1.5% and \$2500	2.50%	-1.00%	2% or \$2000	-0.50%	3.50%	-2.00%	1.35% + CoL \$1250	
2023	1.50%	5%	-3.50%	4% + 3% COLA	0.50%	2% or \$2000	-0.50%	3.00%	-1.50%	3.2-7.5%	-1.7 to -6%
2024	1.50%	4%	-2.50%	4% + COLA	-2.5% + COLA	2% or \$2000	-0.50%	3.00%	-1.50%	3.2-7.5%	-1.7 to -6%
2025		3.50%		3% + COLA	-1.5% + COLA	offer of 3%				3.2-7.5%	-1.7 to -6%
2026						offer of 3%					