

Appendix 1 - Base Salaries

IBA Classifications (and APS Equivalents) and Base Salary Rates

APS Classification	IBA Classification	IBA Salary Point	As at 20 April 2024	From 20 April 2025 4%	From 20 April 2026 3.8%	From 20 April 2027 3.4%
APS1 & APS2	Level 1	IBA1.1	\$57,550	\$59,852	\$62,126	\$64,239
		IBA1.2	\$61,504	\$63,964	\$66,395	\$68,652
		IBA1.3	\$66,123	\$68,768	\$71,381	\$73,808
		IBA1.4	\$69,878	\$72,673	\$75,435	\$77,999
APS3	Level 2	IBA2.1	\$71,736	\$74,605	\$77,440	\$80,073
		IBA2.2	\$73,585	\$76,528	\$79,436	\$82,137
		IBA2.3	\$75,436	\$78,453	\$81,435	\$84,203
		IBA2.4	\$77,458	\$80,556	\$83,617	\$86,460
APS4	Level 3	IBA3.1	\$79,947	\$83,145	\$86,304	\$89,239
		IBA3.2	\$82,487	\$85,786	\$89,046	\$92,074
		IBA3.3	\$84,626	\$88,011	\$91,355	\$94,462
		IBA3.4	\$86,866	\$90,341	\$93,774	\$96,962
APS5	Level 4	IBA4.1	\$89,247	\$92,817	\$96,344	\$99,620
		IBA4.2	\$92,059	\$95,741	\$99,380	\$102,758
		IBA4.3	\$94,635	\$98,420	\$102,160	\$105,634
APS6	Level 5	IBA5.1	\$99,849	\$103,843	\$107,789	\$111,454
		IBA5.2	\$102,645	\$106,751	\$110,807	\$114,575
		IBA5.3	\$106,474	\$110,733	\$114,941	\$118,849
		IBA5.4	\$110,703	\$115,131	\$119,506	\$123,569
EL1	Level 6	IBA6.1	\$125,517	\$130,538	\$135,498	\$140,105
		IBA6.2	\$129,398	\$134,574	\$139,688	\$144,437
		IBA6.3	\$133,234	\$138,563	\$143,829	\$148,719
		IBA6.4	\$139,348	\$144,922	\$150,429	\$155,544
EL2	Level 7	IBA7.1	\$151,625	\$157,690	\$163,682	\$169,247
		IBA7.2	\$159,963	\$166,362	\$172,683	\$178,554
		IBA7.3	\$165,935	\$172,572	\$179,130	\$185,221
		IBA7.4	\$171,907	\$178,783	\$185,577	\$191,887
		IBA7.5	\$177,655	\$184,761	\$191,782	\$198,303