Comparison of Pay Rates between Randstad “Personnel Pay” rates and casual rates under the Crown Employees (Administrative and Clerical Officer – Salaries) Award 2007

CASUAL RATES AS AT 1.7.10

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| --- | --- | --- |
| Classification and Grades | Casual rate (15% + 1/12th) | RANSTAD EQUIVELENT |
| Clerks General Scale step 1 | 15.87 + 1.32 |  |
| Clerks General Scale step 2 | 18.02 + 1.50 |  |
| Clerks General Scale step 3 - 1st year of service or 18 years | 19.06 + 1.59 | Office Support – Admin cat  Admin Assist – Admin cat  Customer Services – Admin cat  Receptionist – Admin cat  Data Entry – Admin cat |
| Clerks General Scale step 4 – Minimum for: - employee with Business Administration Certificate III, Government Certificate III or equivalent at 18 years of age - employee with Higher School  Certificate Qualification at 19 years of age | 21.71 + 1.81 | Office Support – Admin cat  Admin Assist – Admin cat  Customer Services – Admin cat  Receptionist – Admin cat  Data Entry – Admin cat  Finance Officer/Accounts Clerk/Bookkeeper  Credit Officer/Manager |
| Clerks General Scale step 5 – Minimum for: - employee qualified at Business Administration Certificate III, Government Certificate III or equivalent and is qualified at HSC standard at 17 years of age - employee 20 years of age | 23.18 + 1.93 | Office Support – Admin cat  Admin Assist – Admin cat  Customer Services – Admin cat  Receptionist – Admin cat  Data Entry – Admin cat  Executive Assist – Admin cat  Finance Officer/Accounts Clerk/Bookkeeper  Credit Officer/Manager  Finance Specialist |
| Clerks General Scale step 6 – Minimum for employee 21 years of age | 24.98 + 2.08 | Executive Assist – Admin cat  Finance Officer/Accounts Clerk/Bookkeeper  Credit Officer/Manager  Finance Specialist |
| Clerks General Scale step 7 | 25.66 + 2.14 | Executive Assist – Admin cat  Finance Officer/Accounts Clerk/Bookkeeper  Credit Officer/Manager  Finance Specialist |
| Clerks General Scale step 8 | 26.75 + 2.23 | Executive Assist – Admin cat  Finance Officer/Accounts Clerk/Bookkeeper  Credit Officer/Manager  Finance Specialist |
| Clerks General Scale step 9 | 27.23 + 2.27 | Executive Assist – Admin cat  Finance Officer/Accounts Clerk/Bookkeeper  Credit Officer/Manager  Finance Specialist |
| Clerks General Scale step 10 | 27.91 + 2.33 | Executive Assist – Admin cat  Finance Officer/Accounts Clerk/Bookkeeper  Credit Officer/Manager  Finance Specialist  Finance Receptionist/ Switchboard |
| Clerks General Scale step 11 | 28.94 + 2.41 | Executive Assist – Admin cat  Finance Officer/Accounts Clerk/Bookkeeper  Finance Specialist  Accountant/Management Accountant/ Senior Accountant  Finance Receptionist/ Switchboard |
| Clerks General Scale step 12 | 29.99 + 2.50 | Executive Assist – Admin cat  Finance Officer/Accounts Clerk/Bookkeeper  Credit Officer/Manager  Finance Specialist  Accountant/Management Accountant/ Senior Accountant  Finance Receptionist/ Switchboard |
| Clerks General Scale step 13 | 31.10 + 2.60 | Executive Assist – Admin cat  Credit Officer/Manager  Finance Specialist  Accountant/Management Accountant/ Senior Accountant  Finance Receptionist/ Switchboard |
| Grade 1  1st year of service | 32.81 + 2.73 | Executive Assist – Admin cat  Credit Officer/Manager  Finance Specialist  Accountant/Management Accountant/ Senior Accountant  Finance Receptionist/ Switchboard  Financial Planner |
| Grade 1  Thereafter | 33.77 + 2.81 | Credit Officer/Manager  Finance Specialist  Accountant/Management Accountant/ Senior Accountant |
| Grade 2  1st year of service | 34.72 + 2.89 | Credit Officer/Manager  Finance Specialist  Accountant/Management Accountant/ Senior Accountant  Finance Receptionist/ Switchboard  Financial Planner |
| Grade 2  Thereafter | 35.67 + 2.97 | Credit Officer/Manager  Finance Specialist  Accountant/Management Accountant/ Senior Accountant  Business Analyst/ Financial Analyst  Finance Receptionist/ Switchboard  Finance Investigator  Financial Planner |
| Grade 3  1st year of service | 36.68 + 3.06 | Credit Officer/Manager  Finance Specialist  Accountant/Management Accountant/ Senior Accountant  Business Analyst/ Financial Analyst  Finance Receptionist/ Switchboard  Finance Investigator  Financial Planner |
| Grade 3  Thereafter | 37.79 + 3.15 | Credit Officer/Manager  Finance Specialist  Accountant/Management Accountant/ Senior Accountant  Business Analyst/ Financial Analyst  Finance Receptionist/ Switchboard  Finance Investigator  Financial Planner |
| Grade 4  1st year of service | 38.96 + 3.25 | Credit Officer/Manager  Finance Specialist  Accountant/Management Accountant/ Senior Accountant  Business Analyst/ Financial Analyst  Finance Receptionist/ Switchboard  Finance Investigator  Financial Planner |
| Grade 4  Thereafter | 40.16 + 3.35 | Credit Officer/Manager  Finance Specialist  Accountant/Management Accountant/ Senior Accountant  Business Analyst/ Financial Analyst  Finance Receptionist/ Switchboard  Finance Investigator  Financial Planner |
| Grade 5  1st year of service | 43.30 + 3.61 | Credit Officer/Manager  Finance Specialist  Accountant/Management Accountant/ Senior Accountant  Business Analyst/ Financial Analyst  Finance Investigator  Financial Planner |
| Grade 5  Thereafter | 44.66 + 3.72 | Credit Officer/Manager  Accountant/Management Accountant/ Senior Accountant  Business Analyst/ Financial Analyst  Finance Receptionist/ Switchboard  Finance Investigator  Financial Planner |
| Grade 6  1st year of service | 46.41 + 3.87 | Credit Officer/Manager  Accountant/Management Accountant/ Senior Accountant  Business Analyst/ Financial Analyst  Finance Receptionist/ Switchboard  Finance Investigator  Financial Controller  Financial Planner |
| Grade 6  Thereafter | 47.78 + 3.98 | Accountant/Management Accountant/ Senior Accountant  Business Analyst/ Financial Analyst  Finance Receptionist/ Switchboard  Finance Investigator  Financial Controller  Financial Planner |
| Grade 7  1st year of service | 49.21 + 4.10 | Accountant/Management Accountant/ Senior Accountant  Business Analyst/ Financial Analyst  Finance Receptionist/ Switchboard  Finance Investigator  Financial Controller  Financial Planner |
| Grade 7  Thereafter | 50.67 + 4.22 | Business Analyst/ Financial Analyst  Finance Receptionist/ Switchboard  Financial Controller  Financial Planner |
| Grade 8  1st year of service | 52.79 + 4.40 | Business Analyst/ Financial Analyst  Finance Receptionist/ Switchboard  Finance Investigator  Financial Controller  Financial Planner |
| Grade 8  Thereafter | 54.47 + 4.54 | Business Analyst/ Financial Analyst  Finance Receptionist/ Switchboard  Finance Investigator  Financial Controller  Financial Planner |
| Grade 9  1st year of service | 56.09 + 4.67 | Business Analyst/ Financial Analyst  Finance Receptionist/ Switchboard  Finance Investigator  Financial Controller  Financial Planner |
| Grade 9  Thereafter | 57.67 + 4.81 | Business Analyst/ Financial Analyst  Finance Investigator  Financial Controller  Financial Planner |
| Grade 10  1st year of service | 60.02 + 5.00 | Business Analyst/ Financial Analyst  Financial Controller  Financial Planner |
| Grade 10  Thereafter | 61.81 + 5.15 | Business Analyst/ Financial Analyst  Finance Investigator  Financial Controller  Financial Planner |
| Grade 11  1st year of service | 64.88 + 5.41 | Business Analyst/ Financial Analyst  Finance Investigator  Financial Controller  Financial Planner |
| Grade 11  Thereafter | 67.63 + 5.64 | Financial Controller |
| Grade 12  1st year of service | 71.86 + 5.99 | Financial Controller |
| Grade 12  Thereafter | 75.03 + 6.25 | Financial Controller |
| Above AWARD |  | Financial Controller |