

Working Conditions & Pay Schedule

- I. Primary Returns
- II. Industrial Agreement Pay Schedule 2023 - 2026

Working Conditions & Pay Schedule

Primary Returns

A primary return is a snapshot of personal information as it exists upon an employee's start date and must be lodged within three months of commencing employment.

Returns must be completed by a relevant person who is defined under section 5.74 of the Local Government Act 1995.

The following is a list of positions that this requirement relates to:

- Mayors;
- Presidents;
- Councillors (elected members);
- Chief Executive Officers;
- Employees with delegated powers and duties under Part 5, Division 4 of the Act;
- Employees who are members of committees comprising elected members; and
- Other employees as nominated by the local government.

The City's Governance and Risk Team will advise you if you are required to complete a Return and will provide you with relevant forms and information.

Working Conditions & Pay Schedule

Industrial Agreement Pay Schedule – as of 1 July 2025

	CGG IA Third Year Effective 1st July 2025	CGG IA Third Year Effective 1st July 2025
LEVEL/STEP	5.0%	Hourly Rate
LEVEL 1	Salary	Hourly Rate
Step 1 (16 yrs and under)	\$52,057	\$26.3447
Step 2 (17 yrs)	\$54,270	\$27.4647
Step 3 (18 yrs)	\$57,479	\$29.0885
Step 4 (19yrs)	\$60,699	\$30.7182
Step 5 (20yrs)	\$63,890	\$32.3332
Step 6 (Adult)	\$66,298	\$33.5517
LEVEL 2	Salary	Hourly Rate
Step 1	\$68,472	\$34.6518
Step 2	\$69,636	\$35.2411
Step 3	\$71,720	\$36.2955
Step 4	\$73,900	\$37.3986
LEVEL 3	Salary	Hourly Rate
Step 1	\$76,072	\$38.4981
Step 2	\$77,340	\$39.1395
Step 3	\$78,606	\$39.7804
Step 4	\$80,396	\$40.6860
LEVEL 4	Salary	Hourly Rate
Step 1	\$82,422	\$41.7117
Step 2	\$83,838	\$42.4281
Step 3	\$85,046	\$43.0397
Step 4	\$86,882	\$43.9688
LEVEL 5	Salary	Hourly Rate
Step 1	\$89,127	\$45.1046
Step 2	\$90,421	\$45.7595
Step 3	\$91,461	\$46.2862
Step 4	\$93,193	\$47.1625
LEVEL 6	Salary	Hourly Rate
Step 1	\$94,452	\$47.7998
Step 2	\$96,771	\$48.9732
Step 3	\$98,356	\$49.7751
Step 4	\$100,195	\$50.7059
LEVEL 7	Salary	Hourly Rate
Step 1	\$102,015	\$51.6268
Step 2	\$104,053	\$52.6584
Step 3	\$105,734	\$53.5089
Step 4	\$106,935	\$54.1170
LEVEL 8	Salary	Hourly Rate
Step 1	\$109,094	\$55.2095
Step 2	\$110,775	\$56.0601
Step 3	\$112,453	\$56.9094
Step 4	\$114,135	\$57.7606
LEVEL 9	Salary	Hourly Rate
Step 1	\$117,477	\$59.4518
Step 2	\$119,326	\$60.3879
Step 3	\$121,501	\$61.4886
Step 4	\$123,674	\$62.5881
LEVEL 10	Salary	Hourly Rate
Step 1	\$126,622	\$64.0801
Step 2	\$129,572	\$65.5727
Step 3	\$132,521	\$67.0653
Step 4	\$135,470	\$68.5579