

RATES OF PAY - TELSTRA

Effective as at 1 July 2011

CUSTOMER FIELD WORKSTREAM

Band 1	\$40,209
Band 2	\$48,479
Band 3	\$52,052
Band 4	\$56,852
Band 5	\$64,382
Band 6	\$67,228
Band 7	\$70,139
Band 8	\$77,525
Band 9	\$83,726
Band 10	\$88,598

RATES OF PAY TABLES

Annual \$	Fortn'ly \$	HOURLY RATES			PENALTY RATES		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
40,209	1,541.56	20.97	31.46	41.95	3.15	6.29	10.49
48,479	1,858.62	25.29	37.93	50.57	3.79	7.59	12.64
52,052	1,995.60	27.15	40.73	54.30	4.07	8.15	13.58
56,852	2,179.63	29.65	44.48	59.31	4.45	8.90	14.83
64,382	2,468.32	33.58	50.37	67.17	5.04	10.07	16.79
67,228	2,577.43	35.07	52.60	70.13	5.26	10.52	17.53
70,139	2,689.04	36.59	54.88	73.17	5.49	10.98	18.29
77,525	2,972.20	40.44	60.66	80.88	6.07	12.13	20.22
83,726	3,209.94	43.67	65.51	87.35	6.55	13.10	21.84
88,598	3,396.73	46.21	69.32	92.43	6.93	13.86	23.11

DISTRICT ALLOWANCE

(Effective from July 2010)

No	Without Dependants p.a.	With Dependants p.a.
1	\$4,985.80	\$8,061.11
2	\$3,113.20	\$5,477.52
3	\$2,208.74	\$4,043.45
4	\$886.72	\$1,654.95



RATES OF PAY - TELSTRA

Effective as at 1 July 2011

TECHNICAL WORKSTREAM

Band 1	\$40,209
Band 2	\$48,479
Band 3	\$52,052
Band 4	\$56,852
Band 5	\$64,382
Band 6	\$67,228
Band 7	\$70,139
Band 8	\$77,525
Band 9	\$87,166
Band 10	\$93,520

RATES OF PAY TABLES

Annual \$	Fortn'ly \$	HOURLY RATES			PENALTY RATES		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
40,209	1,541.56	20.97	31.46	41.95	3.15	6.29	10.49
48,479	1,858.62	25.29	37.93	50.57	3.79	7.59	12.64
52,052	1,995.60	27.15	40.73	54.30	4.07	8.15	13.58
56,852	2,179.63	29.65	44.48	59.31	4.45	8.90	14.83
64,382	2,468.32	33.58	50.37	67.17	5.04	10.07	16.79
67,228	2,577.43	35.07	52.60	70.13	5.26	10.52	17.53
70,139	2,689.04	36.59	54.88	73.17	5.49	10.98	18.29
77,525	2,972.20	40.44	60.66	80.88	6.07	12.13	20.22
87,166	3,341.83	45.47	68.20	90.93	6.82	13.64	22.73
93,520	3,585.43	48.78	73.17	97.56	7.32	14.63	24.39

DISTRICT ALLOWANCE

(Effective from July 2010)

No	Without Dependants p.a.	With Dependants p.a.
1	\$4,985.80	\$8,061.11
2	\$3,113.20	\$5,477.52
3	\$2,208.74	\$4,043.45
4	\$886.72	\$1,654.95



RATES OF PAY - TELSTRA

Effective as of 1 July 2011

TECHNOLOGY PROFESSIONAL WORKSTREAM

Band 8	\$77,525
Band 9	\$87,166
Band 10	\$104,399
Band 11	\$109,754
Band 12	\$111,225

RATES OF PAY TABLES

Annual \$	Fortnightly \$	Single \$	Hourly Rates			Penalty Rates		
			Time & Half \$	Double \$	15% \$	30% \$	50% \$	
77,525	2,972.20	40.44	60.66	80.88	12.13	24.26	40.44	
87,166	3,341.83	45.47	68.20	90.93	13.64	27.28	45.47	
104,399	4,002.52	54.46	81.68	108.91	16.34	32.67	54.46	
109,754	4,207.82	57.25	85.87	114.50	17.17	34.35	57.25	
111,225	4,264.22	58.02	87.02	116.03	17.40	34.81	58.02	

DISTRICT ALLOWANCE

(Effective from July 2010)

No	Without Dependants p.a.	With Dependants p.a.
1	\$4,985.80	\$8,061.11
2	\$3,113.20	\$5,477.52
3	\$2,208.74	\$4,043.45
4	\$886.72	\$1,654.95



RATES OF PAY - TELSTRA

Effective as at 1 July 2011

CUSTOMER SALES AND SERVICE WORKSTREAM

Band 1	\$40,154
Band 2	\$42,162
Band 3	\$44,839
Band 4	\$46,175
Band 5	\$48,184
Band 6	\$58,893
Band 7	\$64,247
Band 8	\$69,600

RATES OF PAY TABLE					PENALTY RATES		
HOURLY RATES							
Time							
Annual	Fortnightly	Single	& Half	Double	15%	30%	50%
\$	\$	\$	\$	\$	\$	\$	\$
40,154	1,539.45	20.94	31.42	41.89	3.14	6.28	10.47
42,162	1,616.43	21.99	32.99	43.98	3.30	6.60	11.00
44,839	1,719.07	23.39	35.08	46.78	3.51	7.02	11.69
46,175	1,770.29	24.09	36.13	48.17	3.61	7.23	12.04
48,184	1,847.31	25.13	37.70	50.27	3.77	7.54	12.57
58,893	2,257.88	30.72	46.08	61.44	4.61	9.22	15.36
64,247	2,463.14	33.51	50.27	67.02	5.03	10.05	16.76
69,600	2,668.37	36.30	54.46	72.61	5.45	10.89	18.15

DISTRICT ALLOWANCE (Effective from July 2010)

No	Without Dependants p.a.	With Dependants p.a.
1	\$4,985.80	\$8,061.11
2	\$3,113.20	\$5,477.52
3	\$2,208.74	\$4,043.45
4	\$886.72	\$1,654.95

RATES OF PAY - TELSTRA

Effective as at 1 July 2011

SUPPORT WORKSTREAM

Band 1	\$41,064
Band 2	\$44,346
Band 3	\$46,028
Band 4	\$48,024
Band 5	\$52,331
Band 6	\$57,745
Band 7	\$63,335
Band 8	\$70,480
Band 9	\$77,468
Band 10	\$89,849
Band 11	\$94,657

RATES OF PAY TABLE

Annual \$	Fortnightly \$	Time			PENALTY RATES		
		Single \$	& Half \$	Double \$	15% \$	30% \$	50% \$
41,064	1,574.34						
44,346	1,700.17	21.42	32.13	42.84	3.21	6.43	10.71
46,028	1,764.65	23.13	34.70	46.26	3.47	6.94	11.57
48,024	1,841.18	24.01	36.01	48.02	3.60	7.20	12.00
52,331	2,006.30	25.05	37.58	50.10	3.76	7.52	12.53
57,745	2,213.87	27.30	40.94	54.59	4.09	8.19	13.65
63,335	2,428.18	30.12	45.18	60.24	4.52	9.04	15.06
70,480	2,702.11	33.04	49.55	66.07	4.96	9.91	16.52
77,468	2,970.02	36.76	55.15	73.53	5.51	11.03	18.38
89,849	3,444.69	40.41	60.61	80.82	6.06	12.12	20.20
94,657	3,629.02	46.87	70.30	93.73	7.03	14.06	23.43

DISTRICT ALLOWANCE (Effective from July 2010)

No	Without Dependants p.a.	With Dependants p.a.
1	\$4,985.80	\$8,061.11
2	\$3,113.20	\$5,477.52
3	\$2,208.74	\$4,043.45
4	\$886.72	\$1,654.95

RATES OF PAY - TELSTRA

Effective as at 1 October 2011

CUSTOMER FIELD WORKSTREAM

Band 1	\$41,013
Band 2	\$49,448
Band 3	\$53,093
Band 4	\$57,989
Band 5	\$65,670
Band 6	\$68,572
Band 7	\$71,542
Band 8	\$79,075
Band 9	\$85,401
Band 10	\$90,370

RATES OF PAY TABLES

Annual \$	Fortn'ly \$	HOURLY RATES			PENALTY RATES		
		Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
41,013	1,572.38	21.39	32.09	42.79	3.21	6.42	10.70
49,448	1,895.77	25.79	38.69	51.59	3.87	7.74	12.90
53,093	2,035.51	27.69	41.54	55.39	4.15	8.31	13.85
57,989	2,223.22	30.25	45.37	60.50	4.54	9.07	15.12
65,670	2,517.70	34.25	51.38	68.51	5.14	10.28	17.13
68,572	2,628.96	35.77	53.65	71.54	5.37	10.73	17.88
71,542	2,742.82	37.32	55.98	74.63	5.60	11.20	18.66
79,075	3,031.63	41.25	61.87	82.49	6.19	12.37	20.62
85,401	3,274.16	44.55	66.82	89.09	6.68	13.36	22.27
90,370	3,464.66	47.14	70.71	94.28	7.07	14.14	23.57

DISTRICT ALLOWANCE (Effective from 1 July 2009)

No	Without Dependants p.a.	No	With Dependants p.a.
8	\$860	4	\$1,605
7	\$2,142	3	\$3,922
6	\$3,020	2	\$5,313
5	\$4,836	1	\$7,819



RATES OF PAY - TELSTRA

Effective as at 1 October 2011

TECHNICAL WORKSTREAM

Band 1	\$41,013
Band 2	\$49,448
Band 3	\$53,093
Band 4	\$57,989
Band 5	\$65,670
Band 6	\$68,572
Band 7	\$71,542
Band 8	\$79,075
Band 9	\$88,909
Band 10	\$95,390

RATES OF PAY TABLES

		HOURLY RATES			PENALTY RATES		
Annual \$	Fortn'ly \$	Single \$	Time & Half \$	Double \$	15% \$	30% \$	50% \$
41,013	1,572.38	21.39	32.09	42.79	3.21	6.42	10.70
49,448	1,895.77	25.79	38.69	51.59	3.87	7.74	12.90
53,093	2,035.51	27.69	41.54	55.39	4.15	8.31	13.85
57,989	2,223.22	30.25	45.37	60.50	4.54	9.07	15.12
65,670	2,517.70	34.25	51.38	68.51	5.14	10.28	17.13
68,572	2,628.96	35.77	53.65	71.54	5.37	10.73	17.88
71,542	2,742.82	37.32	55.98	74.63	5.60	11.20	18.66
79,075	3,031.63	41.25	61.87	82.49	6.19	12.37	20.62
88,909	3,408.65	46.38	69.56	92.75	6.96	13.91	23.19
95,390	3,657.12	49.76	74.64	99.51	7.46	14.93	24.88

DISTRICT ALLOWANCE (Effective from 1 July 2009)

No	Without Dependants p.a.	No	With Dependants p.a.
8	\$860	4	\$1,605
7	\$2,142	3	\$3,922
6	\$3,020	2	\$5,313
5	\$4,836	1	\$7,819

RATES OF PAY - TELSTRA

Effective as of 1 October 2011

TECHNOLOGY PROFESSIONAL WORKSTREAM

Band 8	\$79,075
Band 9	\$88,909
Band 10	\$106,487
Band 11	\$111,949
Band 12	\$113,450

RATES OF PAY TABLES

Hourly Rates					Penalty Rates		
Annual \$	Fortnightly \$	Single \$	Time		15% \$	30% \$	50% \$
			& Half \$	Double \$			
79,075	3,031.63	41.25	61.87	82.49	12.37	24.75	41.25
88,909	3,408.65	46.38	69.56	92.75	13.91	27.83	46.38
106,487	4,082.57	55.55	83.32	111.09	16.66	33.33	55.55
111,949	4,291.97	58.39	87.59	116.79	17.52	35.04	58.39
113,450	4,349.52	59.18	88.77	118.35	17.75	35.51	59.18

DISTRICT ALLOWANCE

(Effective from 1 July 2009)

No	Without Dependants p.a.	No	With Dependants p.a.
8	\$860	4	\$1,605
7	\$2,142	3	\$3,922
6	\$3,020	2	\$5,313
5	\$4,836	1	\$7,819



RATES OF PAY - TELSTRA

Effective as at 1 October 2011

CUSTOMER SALES AND SERVICE WORKSTREAM

Band 1	\$40,957
Band 2	\$43,005
Band 3	\$45,735
Band 4	\$47,099
Band 5	\$49,148
Band 6	\$60,071
Band 7	\$65,532
Band 8	\$70,992

RATES OF PAY TABLE					PENALTY RATES		
HOURLY RATES							
Time							
Annual	Fortnightly	Single	& Half	Double	15%	30%	50%
\$	\$	\$	\$	\$	\$	\$	\$
40,957	1,570.24	21.36	32.05	42.73	3.20	6.41	10.68
43,005	1,648.75	22.43	33.65	44.86	3.36	6.73	11.22
45,735	1,753.42	23.86	35.78	47.71	3.58	7.16	11.93
47,099	1,805.71	24.57	36.85	49.14	3.69	7.37	12.28
49,148	1,884.27	25.64	38.45	51.27	3.85	7.69	12.82
60,071	2,303.04	31.33	47.00	62.67	4.70	9.40	15.67
65,532	2,512.41	34.18	51.27	68.36	5.13	10.25	17.09
70,992	2,721.74	37.03	55.55	74.06	5.55	11.11	18.52

DISTRICT ALLOWANCE (Effective from 1 July 2009)

No	Without Dependants	No	With Dependants
	p.a.		p.a.
8	\$860	4	\$1,605
7	\$2,142	3	\$3,922
6	\$3,020	2	\$5,313
5	\$4,836	1	\$7,819

RATES OF PAY - TELSTRA

Effective as at 1 October 2011

SUPPORT WORKSTREAM

Band 1	\$41,886
Band 2	\$45,233
Band 3	\$46,949
Band 4	\$48,985
Band 5	\$53,378
Band 6	\$58,899
Band 7	\$64,602
Band 8	\$71,890
Band 9	\$79,017
Band 10	\$91,646
Band 11	\$96,550

RATES OF PAY TABLE

Annual \$	Fortnightly \$	Time			PENALTY RATES		
		Single \$	& Half \$	Double \$	15% \$	30% \$	50% \$
41,886	1,605.85						
45,233	1,734.17	21.85	32.77	43.70	3.28	6.55	10.92
46,949	1,799.96	23.59	35.39	47.19	3.54	7.08	11.80
48,985	1,878.02	24.49	36.73	48.98	3.67	7.35	12.24
53,378	2,046.44	25.55	38.33	51.10	3.83	7.67	12.78
58,899	2,258.11	27.84	41.76	55.69	4.18	8.35	13.92
64,602	2,476.75	30.72	46.08	61.45	4.61	9.22	15.36
71,890	2,756.17	33.70	50.55	67.39	5.05	10.11	16.85
79,017	3,029.41	37.50	56.25	75.00	5.62	11.25	18.75
91,646	3,513.58	41.22	61.82	82.43	6.18	12.36	20.61
96,550	3,701.60	47.80	71.71	95.61	7.17	14.34	23.90

DISTRICT ALLOWANCE (Effective from 1 July 2009)

No	Without Dependants p.a.	No	With Dependants p.a.
8	\$860	4	\$1,605
7	\$2,142	3	\$3,922
6	\$3,020	2	\$5,313
5	\$4,836	1	\$7,819