



ASIC
Australian Securities &
Investments Commission



ASIC
Your salary
and
benefits



Your salary

ASIC 1 – 4 classification levels

Classification	Salary step		27 May 2019	27 May 2020 (2% increase)	27 May 2021 (2% increase)
ASIC 1	Step 1	Base	\$45,904	\$46,822	\$47,758
		Incl super	\$52,973	\$54,033	\$55,113
	Step 2	Base	\$47,451	\$48,400	\$49,368
		Incl super	\$54,752	\$55,854	\$56,971
Step 3	Base	\$48,734	\$49,709	\$50,703	
	Incl super	\$56,239	\$57,364	\$58,511	
Step 4	Base	\$50,735	\$51,750	\$52,785	
	Incl super	\$58,548	\$59,720	\$60,914	
ASIC 2	Step 1	Base	\$53,386	\$54,454	\$55,543
		Incl super	\$61,607	\$62,840	\$64,097
	Step 2	Base	\$54,786	\$55,882	\$57,000
		Incl super	\$63,223	\$64,488	\$65,778
	Step 3	Base	\$56,211	\$57,335	\$58,482
		Incl super	\$64,867	\$66,165	\$67,488
	Step 4	Base	\$57,614	\$58,766	\$59,914
		Incl super	\$66,487	\$67,816	\$69,172
Step 5	Base	\$59,175	\$60,358	\$61,565	
	Incl super	\$68,288	\$69,653	\$71,046	
Step 6	Base	\$60,713	\$61,927	\$63,166	
	Incl super	\$70,063	\$71,464	\$72,894	
Step 7	Base	\$62,256	\$63,501	\$64,771	
	Incl super	\$71,843	\$73,280	\$74,746	
Step 8	Base	\$63,871	\$65,148	\$66,451	
	Incl super	\$73,707	\$75,181	\$76,684	
ASIC 3	Step 1	Base	\$68,048	\$69,409	\$70,797
		Incl super	\$78,527	\$80,098	\$81,700
	Step 2	Base	\$69,822	\$71,218	\$72,642
		Incl super	\$80,575	\$82,186	\$83,829
	Step 3	Base	\$71,612	\$73,044	\$74,505
		Incl super	\$82,640	\$84,293	\$85,979
Step 4	Base	\$73,561	\$75,032	\$76,533	
	Incl super	\$84,889	\$86,587	\$88,319	
Step 5	Base	\$75,868	\$77,385	\$78,993	
	Incl super	\$87,552	\$89,302	\$91,089	
Step 6	Base	\$78,002	\$79,562	\$81,153	
	Incl super	\$90,014	\$91,815	\$93,651	

Classification	Salary step		27 May 2019	27 May 2020 (2% increase)	27 May 2021 (2% increase)
			ASIC 4	Step 1	Base
Incl super	\$93,967	\$95,847			\$97,763
Step 2	Base	\$83,660		\$85,333	\$87,040
	Incl super	\$96,544		\$98,474	\$100,444
Step 3	Base	\$87,865		\$89,622	\$91,414
	Incl super	\$101,396		\$103,424	\$105,492
Step 4	Base	\$91,268		\$93,093	\$94,955
	Incl super	\$105,323		\$107,429	\$109,578

Key:

A dotted line indicates a **soft barrier** between salary steps. Salary progression through a soft barrier is based on an annual performance rating of Exceeding or Outstanding and work required at the higher level.

Executive classification levels

Classification	Salary step		27 May 2019	27 May 2020 (2% increase)	27 May 2021 (2% increase)
Executive Level 1	Step 1	Base	\$106,709	\$108,843	\$111,020
		Incl super	\$123,142	\$125,605	\$128,117
	Step 2	Base	\$109,537	\$111,728	\$113,963
		Incl super	\$126,406	\$128,934	\$131,513
	Step 3	Base	\$113,868	\$116,145	\$118,468
Incl super		\$131,404	\$134,031	\$136,712	
Step 4	Base	\$117,647	\$120,000	\$122,400	
	Incl super	\$135,765	\$138,480	\$141,250	
Step 5	Base	\$123,432	\$125,901	\$128,419	
	Incl super	\$142,440	\$145,290	\$148,196	
Executive Level 2	Step 1	Base	\$120,883	\$123,301	\$125,767
		Incl super	\$139,499	\$142,289	\$145,135
	Step 2	Base	\$123,432	\$125,901	\$128,419
		Incl super	\$142,441	\$145,290	\$148,196
	Step 3	Base	\$132,646	\$135,299	\$138,005
		Incl super	\$153,073	\$156,135	\$159,258
	Step 4	Base	\$137,080	\$139,822	\$142,618
		Incl super	\$158,190	\$161,355	\$164,581
	Step 5	Base	\$140,586	\$143,398	\$146,266
		Incl super	\$162,236	\$165,481	\$168,791
	Step 6	Base	\$142,641	\$145,494	\$148,404
		Incl super	\$164,608	\$167,900	\$171,963
Step 7	Base	\$145,726	\$148,641	\$151,614	
	Incl super	\$168,168	\$171,532	\$174,963	
Step 8	Base	\$151,555	\$154,586	\$157,678	
	Incl super	\$174,894	\$178,392	\$181,960	
Step 9	Base	\$154,299	\$157,385	\$160,533	
	Incl super	\$178,061	\$181,622	\$185,255	
Step 10	Base	\$160,471	\$163,680	\$166,954	
	Incl super	\$185,184	\$188,887	\$192,665	
Step 11	Base	\$162,873	\$166,130	\$169,453	
	Incl super	\$187,955	\$191,714	\$195,549	
Step 12	Base	\$169,387	\$172,775	\$176,230	
	Incl super	\$195,473	\$199,382	\$203,369	

ASIC's **Senior Managers** and **Senior Specialists** play an important role in leading and guiding our people in delivering a strong, fair and efficient financial systems for all Australians. To reflect the skills and experiences these roles bring to ASIC, the salary range is **Executive Level 2 (Step 6 – 12)**.

Key:

A dotted line indicates a **soft barrier** between salary steps. Salary progression through a soft barrier is based on an annual performance rating of Exceeding or Outstanding and work required at the higher level.



Your salary advancement

We understand that your salary is important to you. In May 2020 and May 2021, you will receive a 2% increase to your base salary, no questions asked. In addition, your salary will advance one salary step based on your performance rating at 30 June each year.

To be eligible for an automatic salary advancement you must have:

- › completed probation
- › completed six months at an existing salary step, and
- › been at a salary step below a soft barrier.

As an example, if you commence employment with us at ASIC 4 Step 1 and you receive an Achieving (or higher) performance rating at 30 June, your salary will automatically advance to Step 2. Your salary will continue to advance until you reach a soft barrier or the top of a salary band.

But wait there's more

Bonus scheme

If you join us at the ASIC 4 or Executive levels, you will be eligible for a performance bonus at the end of the financial year.

The bonus is based on your performance rating and is a percentage of your base salary. We pay the following bonus percentages:

Performance rating	ASIC 4	Executive Level 1 - 2
Outstanding	9% – 12%	11% - 15%
Exceeding	6%	6% - 10%
Achieving	3%	3% - 5%

If you don't need the cash payment, your bonus can be salary sacrificed into your superannuation fund or if you're at the Executive levels and receive an Exceeding or Outstanding rating, you can choose to convert an equivalent amount of your bonus to 3 days annual leave (who doesn't enjoy additional time off with their family and friends).

Your benefits* at a glance

Classification level	Superannuation	Performance bonus	Professional development	Flexible and mobile working		Wellbeing	Paid professional membership	Leave	Community
	15.4% employer contribution	Performance bonus after completing probation and meeting performance requirements at 30 June	<p>Online learning</p> <p>Access to Communities of Practice</p> <p>Up to \$5000 per financial year for approved courses</p> <p>Study leave up to 60 hours to complete course work and undertake private study</p>	Flexitime to take time off for additional hours worked during busy periods	<p>Ability to request work and leave options that work for you and ASIC, for example:</p> <ul style="list-style-type: none"> › varying start and finish times › working remotely › part time work › job sharing › purchasing leave 	<p>Employee Assistance Program for you and your immediate family</p> <p>Spectacle lens reimbursement</p> <p>Free flu vaccination</p>	One paid professional membership per year	<p>20 days annual leave</p> <p>Additional three days leave over Christmas and New Year</p> <p>18 days personal leave</p> <p>14 weeks Parental Leave paid after 12 months with ASIC</p>	<p>Workplace giving program (pre-tax) to a charity of your choice</p> <p>One day paid volunteering</p>
ASIC 1	✓		✓	✓	✓	✓	✓	✓	✓
ASIC 2	✓		✓	✓	✓	✓	✓	✓	✓
ASIC 3	✓		✓	✓	✓	✓	✓	✓	✓
ASIC 4	✓	✓	✓	✓	✓	✓	✓	✓	✓
Executive Level 1	✓	✓	✓		✓	✓	✓	✓	✓
Executive Level 2	✓	✓	✓		✓	✓	✓	✓	✓

*Based on a permanent, full time (37.5 hours per week) ASIC employee