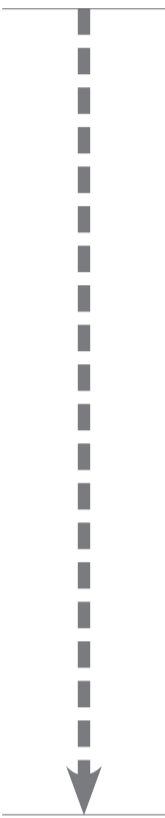


APEC Translation for SSSCA

| SSSCA | | | |
|-------|---------|---|-------------|
| Grade | Step | Hourly rate | Annual Rate |
| A | A1 | \$21.78 | \$45,421.00 |
| B | 1 | \$21.78 | \$45,421.00 |
| | 2 | \$21.95 | \$45,776.00 |
| C | 2 | \$21.95 | \$45,776.00 |
| | 3 | \$22.72 | \$47,405.00 |
| | 4 | \$23.59 | \$49,215.00 |
| | 5 | \$24.46 | \$51,024.00 |
| | 6 | \$25.33 | \$52,834.00 |
| D | 7 | \$26.20 | \$54,665.00 |
| | RoR | \$26.21-\$28.82 | |
| | RoR | \$28.83-\$29.56 | |
| | RoR | \$29.57-\$30.52 | |
| | RoR | \$30.53-\$31.34 | |
| | RoR | \$31.35-\$32.73 | |
| | RoR | \$32.74-\$35.72 | |
| 8 | \$35.72 | \$74,494.00 | |
| EM | 1 | \$79,567.00 | \$79,567.00 |
| | | Executive Managers, who at the date prior to the pay equity rates coming into effect, are paid above \$79,567 up to \$115,688 per annum will translate to the nearest higher step on the pay scale between Grade 6, step 4 and Grade 7, step 6. | |

| Pay Equity Rates | | | |
|------------------|------|-------------|-------------|
| Grade | Step | Hourly rate | Annual Rate |
| 1 | 1 | \$22.75 | \$47,320 |
| 2 | 1 | \$23.57 | \$49,026 |
| | 2 | \$24.38 | \$50,710 |
| | 3 | \$25.20 | \$52,416 |
| | 4 | \$26.01 | \$54,104 |
| 3 | 5 | \$26.64 | \$55,412 |
| | 6 | \$27.27 | \$56,720 |
| | 7 | \$27.90 | \$58,029 |
| | 8 | \$28.53 | \$59,337 |
| 4 | 9 | \$29.39 | \$61,136 |
| | 10 | \$30.26 | \$62,936 |
| | 11 | \$31.12 | \$64,735 |
| | 12 | \$31.99 | \$66,535 |
| | 13 | \$32.88 | \$68,397 |
| 5 | 1 | \$34.13 | \$70,990 |
| | 2 | \$35.39 | \$73,611 |
| | 3 | \$36.64 | \$76,211 |
| | 4 | \$37.89 | \$78,811 |
| | 5 | \$39.14 | \$81,411 |
| | 6 | \$40.39 | \$84,011 |
| | 7 | \$41.64 | \$86,616 |
| 6 | 1 | \$42.61 | \$88,629 |
| | 2 | \$43.58 | \$90,646 |
| | 3 | \$44.54 | \$92,643 |
| | 4 | \$45.51 | \$94,661 |
| 7 | 1 | \$47.19 | \$98,155 |
| | 2 | \$48.88 | \$101,670 |
| | 3 | \$50.56 | \$105,165 |
| | 4 | \$52.25 | \$108,680 |
| | 5 | \$53.93 | \$112,174 |
| | 6 | \$55.62 | \$115,688 |



see Note 1 below

Note 1: Administrators who start in either **new grade 2 or 3** will be able to **progress to the top of new Grade 4**, without the need for regrading.



**NZEI
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APEC Translation for SSSCA example:

| SSSCA | | | |
|-------|------|-------------|-------------|
| Grade | Step | Hourly rate | Annual Rate |
| A | A1 | \$21.78 | \$45,421.00 |
| B | 1 | \$21.78 | \$45,421.00 |
| | 2 | \$21.95 | \$45,776.00 |

| Pay Equity Rates | | | |
|------------------|------|-------------|-------------|
| Grade | Step | Hourly rate | Annual Rate |
| 1 | 1 | \$22.75 | \$47,320 |
| 2 | 1 | \$23.57 | \$49,026 |
| | 2 | \$24.38 | \$50,710 |
| | 3 | \$25.20 | \$52,416 |
| | 4 | \$26.01 | \$54,104 |

You will be automatically translated to your new step based on the CA step you were on the pay equity settlement date.

This means that **administrators** will be transferred from their **current point on the CA pay scale** to the **equivalent point on the pay equity pay scale**.

For example, those on **CA pay scale grade B, step 1** will translate to **pay equity pay scale grade 2, step 2**.