

## Pay Rates - Classification Structure

| DHA Level                      | Pay point | At 22 January 2023 | From commencement of Agreement | From 13 March 2025 | From 12 March 2026 |
|--------------------------------|-----------|--------------------|--------------------------------|--------------------|--------------------|
| DHA Trainee<br>(APS Technical) | Min       | \$52,867           | \$54,982                       | \$57,071           | \$59,011           |
|                                | Max       | \$60,208           | \$62,616                       | \$64,995           | \$67,205           |
| DHA Level 1<br>(APS Level 1)   | Min       | \$55,247           | \$57,457                       | \$59,640           | \$61,668           |
|                                | Max       | \$61,832           | \$64,305                       | \$66,749           | \$69,018           |
| DHA Level 2<br>(APS Level 2)   | Min       | \$62,903           | \$65,419                       | \$67,905           | \$70,214           |
|                                | Max       | \$67,966           | \$70,685                       | \$73,371           | \$75,866           |
| DHA Level 3<br>(APS Level 3)   | Min       | \$69,389           | \$72,165                       | \$74,907           | \$77,454           |
|                                | Max       | \$76,886           | \$79,961                       | \$83,000           | \$85,822           |
| DHA Level 4<br>(APS Level 4)   | Min       | \$77,958           | \$81,076                       | \$84,157           | \$87,018           |
|                                | Max       | \$84,295           | \$87,667                       | \$90,998           | \$94,092           |
| DHA Level 5<br>(APS Level 5)   | Min       | \$85,366           | \$88,781                       | \$92,155           | \$95,288           |
|                                | Max       | \$92,763           | \$96,474                       | \$100,140          | \$103,545          |
| DHA Level 6<br>(APS Level 6)   | Min       | \$93,834           | \$97,587                       | \$101,295          | \$104,793          |
|                                | Max       | \$107,874          | \$112,189                      | \$116,452          | \$120,411          |
| Executive<br>Level 1           | Min       | \$113,905          | \$118,461                      | \$122,963          | \$127,144          |
|                                | Max       | \$139,011          | \$144,571                      | \$150,065          | \$155,167          |
| Executive<br>Level 2           | Min       | \$141,154          | \$146,800                      | \$152,378          | \$157,559          |
|                                | Max       | \$173,683          | \$180,630                      | \$187,494          | \$193,869          |