

**Recommended Benchmarks for the 14 Qualification Groups
covered in the Pay Comparison Survey**

| Qualification Group and Current Benchmark (a) | Benchmark Pay based on the survey results (b) | Difference between (b) & (a) | Recommended Benchmark |
|-----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|-----------------------------------------|------------------------------------|
| 1 <i>(Grades not requiring a full School Certificate)</i> (MPS 1) \$8,625 | \$8,092.50 | - \$532.50 | <i>(new MPS 0)</i> \$8,125 |
| 2 <i>(Full School Certificate)</i> (MPS 3) \$9,785 | \$9,208 | - \$577 | (MPS 2) \$9,180 |
| 3 <i>(Full School Certificate plus considerable experience)</i> Not set | \$12,902 | NA | Not set (as in 1989 Review) |
| 4 <i>(Higher Diploma)</i> (MPS 13) \$18,140 | Insufficient data | NA | (MPS 11) \$16,095 |
| 5 <i>(Diploma)</i> (MPS 10) \$15,160 | \$11,917 | - \$3,243 | (MPS 6) \$11,820 |
| 6 <i>(School Certificate plus one year's training or Form IV plus two years' training)</i> (MPS 7) \$12,595 | Insufficient data | NA | (MPS 3) \$9,785 |
| 7 <i>(Higher Certificate plus experience)</i> (MPS 13) \$18,140 | \$16,250 | - \$1,890 | (MPS 11) \$16,095 |

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|-----------------------------------------------------------------------------------------------|------------------------------------------------------|-----------------------------------------|------------------------------|
| 8 <i>(Certificate or apprenticeship plus experience)</i> (MPS 6) \$11,820 | \$11,994 | +\$174 | (MPS 6) \$11,820 |
| 9 <i>(Craft & skill/ apprenticeship plus experience)</i> (MPS 6) \$11,820 | \$11,191.50 | - \$628.50 | (MPS 5) \$11,115 |
| 10 <i>(Matriculated)</i> (MPS 10) \$15,160 | \$10,292 | - \$4,868 | (MPS 4) \$10,420 |
| 11 <i>(Professional - Group I: Professional membership)</i> (MPS 27) \$35,285 | Insufficient data | NA | (MPS 22) \$28,075 |
| 12 <i>(Professional - Group II: Honours Degree)</i> (MPS 27) \$35,285 | Insufficient data | NA | (MPS 22) \$28,075 |
| 13 <i>(Degree)</i> (MPS 16) \$21,010 | \$15,920 | - \$5,090 | (MPS 11) \$16,095 |
| 14 <i>(Model Scale 1)</i> (MS 1) \$9,785 | \$8,561 | - \$1,224 | <i>(new MS 0)</i> \$8,615 |