



NIAA non-SES salary and allowance rates

This Remunerations table for salary and allowance rates as at 13 March 2025.

Salary and allowance rates reflecting the [NIAA Enterprise Agreement](#) are set out below.

Salary rates

	APS 1	APS 2	APS 3	APS 4	APS 5	APS 6	EL 1	EL 2
1st pay point	\$56,515	\$66,271	\$74,007	\$80,505	\$88,887	\$98,314	\$126,342	\$147,052
2nd pay point	\$59,648	\$67,884	\$75,826	\$82,751	\$90,780	\$103,182	\$132,226	\$156,373
3rd pay point	\$61,695	\$69,316	\$77,086	\$84,237	\$92,904	\$107,077	\$138,109	\$165,698
4th pay point	–	\$70,619	–	\$86,097	\$95,028	\$110,483	\$143,993	\$175,016
Zone of discretion	–	–	–	–	–	\$110,484 to \$121,026	\$143,995 to \$154,000	\$175,017 to \$185,343

Allowance rates

Allowance	Rate
On call	\$458.38 per week
Workplace responsibility (First Aid Officer, Emergency Warden, Health and Safety Representative, Harassment Contact Officer, Mental Health First Aid Officer)	\$36.65 per fortnight
Departmental Liaison Officer and Cabinet Liaison Officer	\$23,607 per annum



Allowance	Rate
Community Language Allowance Rate 1	\$1,993.48 per annum
Community Language Allowance Rate 2	\$2,979 per annum
Remote locality allowance (with dependents) – Grade 1	\$4,988.74 per annum
Remote locality allowance (with dependents) – Grade 2	\$9,438.16 per annum
Remote locality allowance (with dependents) – Grade 3	\$14,561.73 per annum
Remote locality allowance (with dependents) – Grade 4	\$19,278.55 per annum
Remote locality allowance (without dependents) – Grade 1	\$3,774.90 per annum
Remote locality allowance (without dependents) – Grade 2	\$8,089.10 per annum
Remote locality allowance (without dependents) – Grade 3	\$9,841.75 per annum
Remote locality allowance (without dependents) – Grade 4	\$13,213.36 per annum

