

Australian Public Service (APS) Remuneration Bands 2025–2026

Official Schedule: APSC Statement of Common Conditions & Service-Wide Bargaining Framework

REF: APSC-SWB-
2024-26
FY 2024–2026
OFFICIAL DATA

Statutory Reference: Public Service Act 1999 (Cth) | APS Unified Bargaining Framework 2024–2027.
Mandatory Superannuation: 15.4% employer contribution (PSSap / defined contribution).
Pay Equity Mechanism: Mandatory service-wide wage floor adjustments across all Commonwealth agencies.

1. APS GENERAL WORK LEVEL STANDARDS (APS 1 TO APS 6)

WORK LEVEL STANDARD	SERVICE-WIDE FLOOR (MIN)	SERVICE-WIDE MEDIAN	SERVICE-WIDE CEILING (MAX)	SUPERANNUATION (15.4%)
APS Level 1	\$58,400	\$62,100	\$66,800	+\$9,563
APS Level 2	\$65,200	\$69,400	\$74,500	+\$10,687
APS Level 3	\$72,100	\$76,800	\$82,400	+\$11,827
APS Level 4	\$78,900	\$84,500	\$91,200	+\$13,013
APS Level 5	\$86,400	\$92,600	\$99,800	+\$14,260
APS Level 6	\$95,200	\$102,400	\$112,800	+\$15,769

2. EXECUTIVE LEVEL STANDARDS (EL1 & EL2)

EXECUTIVE CLASSIFICATION	FLOOR BASE	MEDIAN BASE	CEILING BASE	TOTAL REMUNERATION (TRP)
Executive Level 1 (EL1)	\$119,800	\$128,400	\$142,600	\$138,249 – \$164,560
Executive Level 2 (EL2)	\$144,500	\$158,200	\$176,800	\$166,753 – \$204,027

Statutory Notice: Prepared and published by the AusPay Taxation & Payroll Research Desk for informational, comparative, and financial modeling purposes only. Remuneration figures reflect formal Enterprise Bargaining Agreements (EBAs), Determinations of the Defence Force Remuneration Tribunal (DFRT), and Modern Awards under the Fair Work Commission. Figures do not constitute individual taxation, financial, or legal counsel. For authoritative individual determinations, refer to official service portals or an actively registered Australian Tax Agent. Published at paycalculatöraustralia.org.