

	CGG IA First Year Effective 1st July 2026	CGG IA First Year Effective 1st July 2026	Casual Hourly Rate	CGG IA Second Year Effective 1st July 2027	CGG IA Second Year Effective 1st July 2027	Casual Hourly Rate	CGG IA Third Year Effective 1st July 2028	CGG IA Third Year Effective 1st July 2028	Casual Hourly Rate
LEVEL/STEP	4% Increase	Hourly Rate	Inclusive of 25% Loading	4% Increase	Hourly Rate	Inclusive of 25% Loading	4% Increase	Hourly Rate	Inclusive of 25% Loading
LEVEL 1	Salary	Hourly Rate	Casual	Salary	Hourly Rate	Casual	Salary	Hourly Rate	Casual
Step 1 (16 yrs and under)	\$54,139	\$27.3984	\$34.2480	\$56,305	\$28.4944	\$35.6179	\$58,557	\$29.6341	\$37.0427
Step 2 (17 yrs)	\$56,441	\$28.5633	\$35.7042	\$58,699	\$29.7059	\$37.1323	\$61,047	\$30.8941	\$38.6176
Step 3 (18 yrs)	\$59,778	\$30.2521	\$37.8151	\$62,169	\$31.4622	\$39.3277	\$64,656	\$32.7207	\$40.9008
Step 4 (19yrs)	\$63,127	\$31.9469	\$39.9337	\$65,652	\$33.2248	\$41.5310	\$68,278	\$34.5538	\$43.1923
Step 5 (20yrs)	\$66,446	\$33.6266	\$42.0332	\$69,104	\$34.9716	\$43.7145	\$71,868	\$36.3705	\$45.4631
Step 6 (Adult)	\$68,950	\$34.8937	\$43.6171	\$71,708	\$36.2894	\$45.3618	\$74,576	\$37.7410	\$47.1763
LEVEL 2	Salary	Hourly Rate	Hourly Rate	Salary	Hourly Rate	Hourly Rate	Salary	Hourly Rate	Hourly Rate
Step 1	\$71,211	\$36.0379	\$45.0473	\$74,059	\$37.4794	\$46.8492	\$77,022	\$38.9786	\$48.7232
Step 2	\$72,422	\$36.6507	\$45.8134	\$75,319	\$38.1168	\$47.6460	\$78,331	\$39.6414	\$49.5518
Step 3	\$74,589	\$37.7473	\$47.1842	\$77,572	\$39.2572	\$49.0715	\$80,675	\$40.8275	\$51.0344
Step 4	\$76,856	\$38.8945	\$48.6181	\$79,930	\$40.4503	\$50.5628	\$83,127	\$42.0683	\$52.5854
LEVEL 3	Salary	Hourly Rate	Hourly Rate	Salary	Hourly Rate	Hourly Rate	Salary	Hourly Rate	Hourly Rate
Step 1	\$79,115	\$40.0380	\$50.0475	\$82,280	\$41.6395	\$52.0494	\$85,571	\$43.3051	\$54.1314
Step 2	\$80,433	\$40.7051	\$50.8814	\$83,651	\$42.3333	\$52.9166	\$86,997	\$44.0266	\$55.0333
Step 3	\$81,750	\$41.3716	\$51.7145	\$85,020	\$43.0265	\$53.7831	\$88,424	\$44.7475	\$55.9344
Step 4	\$83,611	\$42.3134	\$52.8918	\$86,956	\$44.0060	\$55.0075	\$90,434	\$45.7662	\$57.2078
LEVEL 4	Salary	Hourly Rate	Hourly Rate	Salary	Hourly Rate	Hourly Rate	Salary	Hourly Rate	Hourly Rate
Step 1	\$85,719	\$43.3802	\$54.2252	\$89,148	\$45.1154	\$56.3943	\$92,714	\$46.9200	\$58.6500
Step 2	\$87,192	\$44.1253	\$55.1566	\$90,679	\$45.8903	\$57.3629	\$94,306	\$47.7259	\$59.6574
Step 3	\$88,448	\$44.7613	\$55.9516	\$91,986	\$46.5518	\$58.1897	\$95,666	\$48.4138	\$60.5173
Step 4	\$90,358	\$45.7275	\$57.1594	\$93,972	\$47.5566	\$59.4458	\$97,731	\$49.4589	\$61.8236
LEVEL 5	Salary	Hourly Rate	Hourly Rate	Salary	Hourly Rate	Hourly Rate	Salary	Hourly Rate	Hourly Rate
Step 1	\$92,692	\$46.9088	\$58.6360	\$96,399	\$48.7852	\$60.9814	\$100,255	\$50.7366	\$63.4207
Step 2	\$94,038	\$47.5899	\$59.4874	\$97,799	\$49.4935	\$61.8669	\$101,711	\$51.4732	\$64.3416
Step 3	\$95,120	\$48.1376	\$60.1720	\$98,925	\$50.0631	\$62.5789	\$102,882	\$52.0656	\$65.0820
Step 4	\$96,921	\$49.0490	\$61.3112	\$100,798	\$51.0110	\$63.7637	\$104,830	\$53.0514	\$66.3142
LEVEL 6	Salary	Hourly Rate	Hourly Rate	Salary	Hourly Rate	Hourly Rate	Salary	Hourly Rate	Hourly Rate
Step 1	\$98,231	\$49.7118	\$62.1398	\$102,160	\$51.7003	\$64.6254	\$106,246	\$53.7683	\$67.2104
Step 2	\$100,642	\$50.9321	\$63.6651	\$104,667	\$52.9694	\$66.2117	\$108,854	\$55.0882	\$68.8602
Step 3	\$102,290	\$51.7661	\$64.7077	\$106,381	\$53.8368	\$67.2960	\$110,637	\$55.9902	\$69.9878
Step 4	\$104,203	\$52.7342	\$65.9177	\$108,371	\$54.8435	\$68.5444	\$112,706	\$57.0373	\$71.2966
LEVEL 7	Salary	Hourly Rate	Hourly Rate	Salary	Hourly Rate	Hourly Rate	Salary	Hourly Rate	Hourly Rate
Step 1	\$106,095	\$53.6919	\$67.1148	\$110,339	\$55.8395	\$69.7994	\$114,752	\$58.0731	\$72.5914
Step 2	\$108,215	\$54.7647	\$68.4559	\$112,544	\$56.9553	\$71.1941	\$117,045	\$59.2335	\$74.0419
Step 3	\$109,963	\$55.6493	\$69.5616	\$114,362	\$57.8753	\$72.3441	\$118,936	\$60.1903	\$75.2378
Step 4	\$111,213	\$56.2817	\$70.3521	\$115,661	\$58.5329	\$73.1662	\$120,288	\$60.8743	\$76.0928
LEVEL 8	Salary	Hourly Rate	Hourly Rate	Salary	Hourly Rate	Hourly Rate	Salary	Hourly Rate	Hourly Rate
Step 1	\$113,458	\$57.4179	\$71.7723	\$117,996	\$59.7146	\$74.6432	\$122,716	\$62.1032	\$77.6290
Step 2	\$115,206	\$58.3025	\$72.8781	\$119,814	\$60.6346	\$75.7932	\$124,606	\$63.0599	\$78.8249
Step 3	\$116,951	\$59.1858	\$73.9823	\$121,629	\$61.5533	\$76.9416	\$126,494	\$64.0154	\$80.0192
Step 4	\$118,700	\$60.0710	\$75.0888	\$123,448	\$62.4739	\$78.0923	\$128,386	\$64.9728	\$81.2160
LEVEL 9	Salary	Hourly Rate	Hourly Rate	Salary	Hourly Rate	Hourly Rate	Salary	Hourly Rate	Hourly Rate
Step 1	\$122,176	\$61.8298	\$77.2873	\$127,063	\$64.3030	\$80.3788	\$132,145	\$66.8752	\$83.5939
Step 2	\$124,099	\$62.8034	\$78.5042	\$129,063	\$65.3155	\$81.6444	\$134,226	\$67.9281	\$84.9102
Step 3	\$126,361	\$63.9481	\$79.9351	\$131,416	\$66.5060	\$83.1325	\$136,673	\$69.1663	\$86.4578
Step 4	\$128,621	\$65.0916	\$81.3645	\$133,766	\$67.6953	\$84.6191	\$139,117	\$70.4031	\$88.0039
LEVEL 10	Salary	Hourly Rate	Hourly Rate	Salary	Hourly Rate	Hourly Rate	Salary	Hourly Rate	Hourly Rate
Step 1	\$131,687	\$66.6433	\$83.3041	\$136,955	\$69.3090	\$86.6363	\$142,433	\$72.0814	\$90.1017
Step 2	\$134,754	\$68.1956	\$85.2445	\$140,145	\$70.9234	\$88.6543	\$145,750	\$73.7604	\$92.2004
Step 3	\$137,822	\$69.7479	\$87.1849	\$143,335	\$72.5378	\$90.6723	\$149,068	\$75.4393	\$94.2991
Step 4	\$140,889	\$71.3002	\$89.1252	\$146,525	\$74.1522	\$92.6902	\$152,386	\$77.1183	\$96.3979