



SOUTH
AUSTRALIAN
EMPLOYMENT
TRIBUNAL

SOUTH AUSTRALIA POLICE ENTERPRISE AGREEMENT 2016

**File No. 119 of 2018
Cross Reference File No. 1967/2016**

VARIATION ORDERS MADE PURSUANT TO SECTION S.84 ON 22 February 2018

1. **THAT** the Enterprise Agreement be varied as follows:
 - (a) Replacing the existing Schedule 1: Salary Schedules.

2. **THAT** the said variation will operate on and from First full pay period commencing on or after 1st January 2018 and is to have a life for the balance of the currently approved Enterprise Agreement.

PURSUANT TO SECTION 84:

OF THE FAIR WORK ACT 1994, SAET HEREBY
APPROVES THIS VARIATION OF THE ENTERPRISE
AGREEMENT.



DATED 22 FEBRUARY 2018

COMMISSIONER AIKENS

SOUTH AUSTRALIA POLICE ENTERPRISE AGREEMENT 2016

**File No. 119 of 2018
Cross Reference File No. 1234 of 2005**

**CONSOLIDATED AGREEMENT AS AT 22
FEBRUARY 2018 AS SUPPLIED BY THE
PARTIES AND INCORPORATING ALL
AMENDMENTS SINCE THE ORIGINAL
APPROVAL WAS GRANTED ON
21 AUGUST 2017**

SCHEDULE 1: SALARY SCHEDULES

Schedule 1.1: Salary and Rates of Pay

CADET / PROBATIONARY CONSTABLE / CONSTABLE

*the first full pay period commencing on or after date given

	Current rate 1/7/14* (includes 2.5% interim increase from 1/7/14*)	Rates from 1/7/15* 2.5%	Rates from 1/7/16* 2.5%	Adjustment Rates from 1/7/16* Refer Schedule 1.2	Rate from 1/7/17* 2.5%	Adjustment Rates from the first full pay period commencing on or after 1 January 2018 Refer Schedule 1.2
Cadet	\$50,676	\$51,943	\$53,242	\$53,808	\$55,153	\$55,236
Probationary Constable	\$59,122	\$60,600	\$62,115	\$62,775	\$64,344	\$64,440
Constable						
1	\$60,706	\$62,224	\$63,780	\$64,555	\$66,169	\$66,251
2	\$62,289	\$63,846	\$65,442	\$66,335	\$67,993	\$68,062
3	\$63,873	\$65,470	\$67,107	\$68,115	\$69,818	\$69,873
4	\$65,457	\$67,093	\$68,770	\$69,895	\$71,642	\$71,685
5	\$67,040	\$68,716	\$70,434	\$71,675	\$73,467	\$73,496
6	\$68,624	\$70,340	\$72,099	\$73,455	\$75,291	\$75,307
7	\$70,207	\$71,962	\$73,761	\$75,237	\$77,118	\$77,118
11 (capped)	\$70,207	\$71,962	\$73,761	\$75,237	\$77,118	\$77,118

≠ Salary rates calculated based on current interstate salaries for the Mid-Point Adjustment, and rates thereafter, which are subject to change pending movement in wage outcomes in other jurisdictions prior to implementation in July 2016.

COMMUNITY CONSTABLE / SENIOR COMMUNITY CONSTABLE**SENIOR COMMUNITY CONSTABLE - UNRESTRICTED**

*the first full pay period commencing on or after date given

	Current rate 1/7/14* (includes 2.5% interim increase from 1/7/14*)	Rates from 1/7/15* 2.5%	Rates from 1/7/16* 2.5%	Adjustment Rates from 1/7/16* Refer Schedule 1.2	Rate from 1/7/17* 2.5%	Adjustment Rates from the first full pay period commencing on or after 1 January 2018 Refer Schedule 1.2
Community Constable						
1	\$52,788	\$54,108	\$55,461	\$56,051	\$57,452	\$57,538
2	\$56,483	\$57,895	\$59,342	\$59,973	\$61,472	\$61,564
3	\$58,331	\$59,789	\$61,284	\$61,936	\$63,484	\$63,579
Senior Community Constable						
1	\$60,178	\$61,682	\$63,224	\$63,896	\$65,493	\$65,591
2	\$61,498	\$63,035	\$64,611	\$65,298	\$66,930	\$67,030
3	\$62,554	\$64,118	\$65,721	\$66,420	\$68,081	\$68,183
4	\$63,873	\$65,470	\$67,107	\$67,821	\$69,517	\$69,621
Unrestricted Community Constable						
1	\$64,929	\$66,552	\$68,216	\$68,941	\$70,665	\$70,771
2	\$66,512	\$68,175	\$69,879	\$70,622	\$72,388	\$72,497
3	\$67,832	\$69,528	\$71,266	\$72,024	\$73,825	\$73,936
4	\$69,152	\$70,881	\$72,653	\$73,425	\$75,261	\$75,374

≠ Salary rates calculated based on current interstate salaries for the Mid-Point Adjustment, and rates thereafter, which are subject to change pending movement in wage outcomes in other jurisdictions prior to implementation in July 2016.

SENIOR CONSTABLE / SENIOR CONSTABLE FIRST CLASS / BREVET SERGEANT**S/C S/C1C B/Sgt*****the first full pay period commencing on or after date given**

		Current rate 1/7/14* (includes 2.5% interim increase from 1/7/14*)	Rates from 1/7/15* 2.5%	Rates from 1/7/16* 2.5%	Adjustment Rates from 1/7/16*[≠] Refer Schedule 1.2	Rate from 1/7/17* 2.5%	Adjustment Rates from the first full pay period commencing on or after 1 January 2018 Refer Schedule 1.2
S/C	S/C1C B/Sgt						
1		\$73,375	\$75,209	\$77,089	\$77,475	\$79,412	\$79,412
2	1	\$75,675	\$77,567	\$79,506	\$80,058	\$82,058	\$82,058
3	2	\$77,974	\$79,923	\$81,921	\$82,639	\$84,705	\$84,705
4	3	\$80,274	\$82,281	\$84,338	\$85,221	\$87,352	\$87,352
5	4	\$82,573	\$84,637	\$86,753	\$87,803	\$89,998	\$89,998
6	5	\$84,873	\$86,995	\$89,170	\$90,385	\$92,645	\$92,645
	6 [^]	\$87,172	\$89,351	\$91,585	\$92,968	\$95,292	\$95,292

[^] Only members at the rank of SC1C and Brevet Sergeants at the rank of SC1C will be eligible to progress to Increment 7 SC1C (or Increment 6 SC1C from 1 October 2012).

[≠] Salary rates calculated based on current interstate salaries for the Mid-Point Adjustment, and rates thereafter, which are subject to change pending movement in wage outcomes in other jurisdictions prior to implementation in July 2016.

SERGEANT / SENIOR SERGEANT

*the first full pay period commencing on or after date given

	Current rate 1/7/14* (includes 2.5% interim increase from 1/7/14*)	Rates from 1/7/15* 2.5%	Rates from 1/7/16* 2.5%	Adjustment Rates from 1/7/16* Refer Schedule 1.2	Rate from 1/7/17* 2.5%	Adjustment Rates from the first full pay period commencing on or after 1 January 2018 Refer Schedule 1.22
Sergeant						
1	\$89,211	\$91,441	\$93,727	\$94,623	\$96,989	\$96,989
2	\$91,645	\$93,936	\$96,284	\$97,143	\$99,572	\$99,572
3	\$93,959	\$96,308	\$98,716	\$99,663	\$102,155	\$102,155
4	\$96,271	\$98,678	\$101,145	\$102,183	\$104,738	\$104,738
5	\$98,948	\$101,422	\$103,958	\$104,703	\$107,321	\$107,321
Senior Sergeant						
1	\$100,296	\$102,803	\$105,373	\$106,449	\$109,110	\$109,110
2	\$101,880	\$104,427	\$107,038	\$107,980	\$110,680	\$110,680
3	\$103,464	\$106,051	\$108,702	\$109,511	\$112,249	\$112,249
4	\$104,784	\$107,404	\$110,089	\$111,042	\$113,818	\$113,818
5	\$106,103	\$108,756	\$111,475	\$112,574	\$115,388	\$115,388

NON BANDED

*the first full pay period commencing on or after date given

	Current rate 1/7/14* (includes 2.5% interim increase from 1/7/14*)	Rates from 1/7/15* 2.5%	Rates from 1/7/16* 2.5%	Adjustment Rates from 1/7/16* Refer Schedule 1.2	Rate from 1/7/17* 2.5%	Adjustment Rates from the first full pay period commencing on or after 1 January 2018 Refer Schedule 1.2
Senior Constable	\$68,360	\$70,069	\$71,821	\$72,584	\$74,399	\$74,511
Sergeant	\$79,446	\$81,432	\$83,468	\$84,355	\$86,464	\$86,594

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OFFICERS OF POLICE: INSPECTOR / CHIEF INSPECTOR

*the first full pay period commencing on or after date given

	Current rate 1/7/14* (includes 2.5% interim increase from 1/7/14*)	Rates from 1/7/15* 2.5%	Rates from 1/7/16* 2.5%	Adjustment Rates from 1/7/16* Refer Schedule 1.2	Rate from 1/7/17* 2.5%	Adjustment Rates from 1/1/18* Refer Schedule 1.2
Inspector						
1	\$125,106	\$128,234	\$131,440	\$132,098	\$135,400	\$135,400
2	\$130,118	\$133,371	\$136,705	\$137,389	\$140,824	\$140,910
3	\$135,128	\$138,506	\$141,969	\$142,679	\$146,246	\$146,420
Chief Inspector	\$139,401	\$142,886	\$146,458	\$147,190	\$150,870	\$151,051

OFFICERS OF POLICE: SUPERINTENDENT / CHIEF SUPERINTENDENT /COMMANDER

*the first full pay period commencing on or after date given

	Current rate 1/7/14* (includes 2.5% interim increase from 1/7/14*)	Rates from 1/7/15* 2.5%	Rates from 1/7/16* 2.5%	Adjustment Rates from 1/7/16* Refer Schedule 1.2	Rate from 1/7/17* 2.5%	Adjustment Rates from 1/1/18* Refer Schedule 1.2
Superintendent						
1	\$141,998	\$145,548	\$149,187	\$149,933	\$153,681	\$153,681
2	\$147,467	\$151,154	\$154,933	\$156,133	\$160,036	\$160,036
3	\$152,935	\$156,758	\$160,677	\$162,332	\$166,390	\$166,390
Chief Superintendent	\$158,837	\$162,808	\$166,878	\$168,597	\$172,812	\$172,812
Commander	\$164,203	\$168,308	\$172,516	\$174,293	\$178,650	\$178,650

≠ Salary rates calculated based on current interstate salaries for the Mid-Point Adjustment, and rates thereafter, which are subject to change pending movement in wage outcomes in other jurisdictions prior to implementation in July 2016.