



**ASIC**  
Australian Securities &  
Investments Commission



# ASIC Salary and Benefits

2024

# Your salary

## ASIC 1 – 4 classification levels

Classification	Salary step		Salary
ASIC 1	Step 1	Base	\$53,103
		Incl super	\$61,280
	Step 2	Base	\$54,893
		Incl super	\$63,346
Step 3	Base	\$56,377	
	Incl super	\$65,059	
Step 4	Base	\$58,692	
	Incl super	\$67,731	
ASIC 2	Step 1	Base	\$61,758
		Incl super	\$71,269
	Step 2	Base	\$63,379
		Incl super	\$73,139
	Step 3	Base	\$65,026
		Incl super	\$75,040
	Step 4	Base	\$66,648
		Incl super	\$76,912
Step 5	Base	\$68,455	
	Incl super	\$78,997	
Step 6	Base	\$70,253	
	Incl super	\$81,051	
Step 7	Base	\$72,019	
	Incl super	\$83,110	
Step 8	Base	\$73,888	
	Incl super	\$85,266	

Classification	Salary step		Salary
ASIC 3	Step 1	Base	\$78,720
		Incl super	\$90,843
	Step 2	Base	\$80,771
		Incl super	\$93,209
	Step 3	Base	\$82,842
		Incl super	\$95,600
Step 4	Base	\$85,097	
	Incl super	\$98,202	
Step 5	Base	\$87,766	
	Incl super	\$101,282	
Step 6	Base	\$90,235	
	Incl super	\$104,131	
ASIC 4	Step 1	Base	\$94,198
		Incl super	\$108,704
	Step 2	Base	\$96,780
		Incl super	\$111,684
	Step 3	Base	\$101,643
		Incl super	\$117,296
Step 4	Base	\$105,581	
	Incl super	\$121,841	
Step 5	Base	\$108,749	
	Incl super	\$125,497	
Step 6	Base	\$112,011	
	Incl super	\$129,261	

# Executive classification levels

Classification	Salary step		Salary
Executive Level 1	Step 1	Base	\$123,444
		Incl super	\$142,455
	Step 2	Base	\$126,716
		Incl super	\$146,231
	Step 3	Base	\$131,725
		Incl super	\$152,011
Step 4	Base	\$136,097	
	Incl super	\$157,056	
Step 5	Base	\$140,180	
	Incl super	\$161,768	
Step 6	Base	\$144,386	
	Incl super	\$166,621	
Executive Level 2	Step 1	Base	\$147,074
		Incl super	\$169,724
	Step 2	Base	\$150,262
		Incl super	\$173,402
	Step 3	Base	\$153,448
		Incl super	\$177,079
	Step 4	Base	\$158,578
		Incl super	\$182,999
	Step 5	Base	\$162,634
		Incl super	\$187,679
	Step 6	Base	\$165,011
		Incl super	\$190,423
Step 7	Base	\$168,580	
	Incl super	\$194,541	
Step 8	Base	\$175,323	
	Incl super	\$202,322	
Step 9	Base	\$178,498	
	Incl super	\$205,986	
Step 10	Base	\$185,637	
	Incl super	\$214,226	
Step 11	Base	\$188,416	
	Incl super	\$217,432	
Step 12	Base	\$195,951	
	Incl super	\$226,128	

## Salary advancement

We understand that your salary is important to you. In line with [ASIC's Enterprise Agreement](#), your salary will potentially advance one salary step based on your performance rating at 31 July each year.

To be eligible for salary advancement you must have:

- › completed probation,
- › completed six months at your existing salary step, and
- › achieved the required performance rating for salary advancement at your classification level.



# Your benefits\* at a glance



\*Based on a permanent, full time (37.5 hours per week) ASIC employee

Classification level		ASIC 1	ASIC 2	ASIC 3	ASIC 4	EL 1	EL 2
Superannuation	15.4% employer contribution	•	•	•	•	•	•
Professional development	<ul style="list-style-type: none"> <li>• Online learning</li> <li>• Access to Communities of Practice</li> <li>• Up to \$5000 per financial year for approved courses</li> <li>• Study leave up to 60 hours to complete course work and undertake private study</li> </ul>	•	•	•	•	•	•
Flexible working	• Flextime to take time off for additional hours worked during busy periods	•	•	•	•		
	• Time off in lieu arrangements to provide flexibility in consultation with your manager					•	•
	• Ability to request work and leave options that work for you and ASIC, for example varying start and finish times, part time work or job sharing	•	•	•	•	•	•
Hybrid work	Up to 50% of time spent working from home, subject to specific role requirements	•	•	•	•	•	•
Wellbeing	<ul style="list-style-type: none"> <li>• Employee Assistance Program</li> <li>• Spectacle lens reimbursement</li> <li>• Free flu vaccination</li> </ul>	•	•	•	•	•	•
Paid professional membership	One paid professional membership per year if required for your role	•	•	•	•	•	•
Leave	<ul style="list-style-type: none"> <li>• 20 days annual leave</li> <li>• Additional three days leave over Christmas / New Year</li> <li>• 18 days personal leave</li> <li>• 18 weeks parental leave paid for the primary caregiver</li> <li>• 8 weeks parental leave paid for the secondary caregiver (this will increase to 11 weeks in March 2025, 14 weeks in March 2026 and 18 weeks in October 2026)</li> <li>• Ability to purchase additional leave which will accrue over the purchase period</li> </ul>	•	•	•	•	•	•
Community	<ul style="list-style-type: none"> <li>• Workplace giving program (pre-tax) to a charity of your choice</li> <li>• One day paid volunteering</li> <li>• Ability to access cultural, ceremonial and NAIDOC leave</li> </ul>	•	•	•	•	•	•

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**More information about ASIC**

[ASIC.gov.au](https://ASIC.gov.au)



**Be the change**

