



**ASIC**  
Australian Securities &  
Investments Commission

# ASIC Salary and Benefits

2025



# Your salary

## ASIC 1 – 4 classification levels

Classification	Salary step		Salary
ASIC 1	Step 1	Base	\$54,908
		Incl super	\$63,364
	Step 2	Base	\$56,759
		Incl super	\$65,500
	Step 3	Base	\$58,294
		Incl super	\$67,271
	Step 4	Base	\$60,688
		Incl super	\$70,034
ASIC 2	Step 1	Base	\$63,858
		Incl super	\$73,692
	Step 2	Base	\$65,533
		Incl super	\$75,625
	Step 3	Base	\$67,237
		Incl super	\$77,591
	Step 4	Base	\$68,915
		Incl super	\$79,528
	Step 5	Base	\$70,782
		Incl super	\$81,682
	Step 6	Base	\$72,623
		Incl super	\$83,807
	Step 7	Base	\$74,468
		Incl super	\$85,936
	Step 8	Base	\$76,400
		Incl super	\$88,166

Classification	Salary step		Salary
ASIC 3	Step 1	Base	\$81,396
		Incl super	\$93,931
	Step 2	Base	\$83,517
		Incl super	\$96,379
	Step 3	Base	\$85,659
		Incl super	\$98,850
	Step 4	Base	\$87,991
		Incl super	\$101,542
	Step 5	Base	\$90,750
		Incl super	\$104,726
	Step 6	Base	\$93,303
		Incl super	\$107,672
ASIC 4	Step 1	Base	\$97,401
		Incl super	\$112,401
	Step 2	Base	\$100,071
		Incl super	\$115,482
	Step 3	Base	\$105,099
		Incl super	\$121,284
	Step 4	Base	\$109,171
		Incl super	\$125,983
	Step 5	Base	\$112,446
		Incl super	\$129,763
	Step 6	Base	\$115,820
		Incl super	\$133,656

# Executive classification levels

Classification	Salary step		Salary
Executive Level 1	Step 1	Base	\$127,641
		Incl super	\$147,298
	Step 2	Base	\$131,025
		Incl super	\$151,203
	Step 3	Base	\$136,204
		Incl super	\$157,179
Executive Level 2	Step 4	Base	\$140,725
		Incl super	\$162,397
	Step 5	Base	\$144,946
		Incl super	\$167,268
	Step 6	Base	\$149,295
		Incl super	\$172,286
	Step 1	Base	\$152,074
		Incl super	\$175,493
	Step 2	Base	\$155,371
		Incl super	\$179,298
	Step 3	Base	\$158,666
		Incl super	\$183,101
	Step 4	Base	\$163,970
		Incl super	\$189,221
	Step 5	Base	\$168,164
		Incl super	\$194,061
	Step 6	Base	\$170,621
		Incl super	\$196,897
	Step 7	Base	\$174,312
		Incl super	\$201,156
	Step 8	Base	\$181,284
		Incl super	\$209,202
	Step 9	Base	\$184,566
		Incl super	\$212,989
	Step 10	Base	\$191,949
		Incl super	\$221,509
	Step 11	Base	\$194,822
		Incl super	\$224,825
	Step 12	Base	\$202,614
		Incl super	\$233,817

# 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	<ul style="list-style-type: none"> <li>Flextime to take time off for additional hours worked during busy periods</li> </ul>	.	.	.	.		
	<ul style="list-style-type: none"> <li>Time off in lieu arrangements to provide flexibility in consultation with your manager</li> </ul>					.	.
	<ul style="list-style-type: none"> <li>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</li> </ul>	.	.	.	.	.	.
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>11 weeks parental leave paid for the secondary caregiver (this will increase to 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>	.	.	.	.	.	.



**Search and apply for roles at ASIC**

[careers.asic.gov.au](https://careers.asic.gov.au)

**More information about ASIC**

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



**Be the change**

