



## Cadet Engineer benchmark minimum salaries

Each year Charles Sturt Engineering sets a benchmark minimum salary for each of the cadet engineer levels. These are based on the historical median salaries that cadets have been paid across each placement level and are indicative of the value of cadets as defined by host organisations. The benchmark salaries for the 2021-22 placement rounds are as follows:

Placement Level	2021/2022 Charles Sturt Engineering Benchmark Minimum Salary	
	Weekly	Annual
Junior (2 <sup>nd</sup> year)	\$728.10	\$37,861.20
Intermediate (3 <sup>rd</sup> year)	\$834.00	\$43,368.00
Senior (4 <sup>th</sup> year)	\$900.30	\$46,815.60
Professional (5 <sup>th</sup> year)	\$944.60	\$49,119.20

Charles Sturt Engineering has a duty of care for the welfare of our cadet cohort as a whole. While an individual cadet's circumstance may enable them to take a below benchmark salary, we have an obligation to ensure that the cadets overall are compensated fairly and appropriately.

Host organisations are still required to meet their own employment obligations relating to salary and other conditions. We acknowledge that our hosts all operate under different awards and in different labour markets, and with different human resource systems. The specifics of how host organisations calculate the salary they pay their cadets is left to the discretion of the organisation.

### Notes:

- The Charles Sturt Engineering benchmark salary is calibrated for a four day working week and a paid study day per week.
- The benchmark figures above are for total gross salary after any loadings or weightings to account for the study day per week
- In order for a host organisation to advertise a position on the Charles Sturt Engineering placement website, it must meet the minimum benchmark salary.
- A cadet may undertake a placement with a salary below the benchmark, although this will require a placement variation request. In this instance the host organisation must outline the salary structure and relevant award that the cadet will be paid under.
- Figures for the 2021 / 2022 benchmark minimum salaries have been derived from the NSW State Local Government Award 2020 and calibrated against historical salaries for the 15<sup>th</sup> percentile, i.e. 85% of all cadets in previous years have been paid at or above these rates, when adjusted for inflation.