



## Cadet engineer benchmark salaries

Each year CSU Engineering sets a benchmark minimum salary for each of the cadet engineer levels. These salary figures have been derived from the NSW State Local Government Award 2020, inflation rates and historical salaries for CSU Engineering cadets. These salaries are indicative of the value of cadets as defined by host organisations and apply to all cadets in Australia.

The purpose of these benchmarks is part of our duty of care to ensure that our cadets are adequately and reasonably compensated for their time and skills, and to provide guidance to host organisations where required. In exceptional circumstances, a cadet may undertake a placement with a salary below the benchmark, however, this will require a placement variation request and approval from CSU Engineering for the placement to be considered as an official placement that meets the course requirements.

The benchmark salaries are:

2025/2026 CSU Engineering Benchmark minimum salary		
Placement level	Weekly	Annual
Junior (2 <sup>nd</sup> year)	\$903.73	\$46,994.59
Intermediate (3 <sup>rd</sup> year)	\$954.32	\$49,624.54
Senior (4 <sup>th</sup> year)	\$1,059.85	\$55,112.28
Professional (5 <sup>th</sup> year)	\$1,304.61	\$67,840.00

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. Given the benchmark guidelines, the specifics of how host organisations calculate the salary they pay their cadets is left to the discretion of the organisation.

Notes:

- The CSU 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.
- The benchmark figures do not include superannuation.