



ASD Terms and Conditions of Employment (non-SES) Determination 2026 – Interim

I, Abigail Bradshaw, Director-General Australian Signals Directorate, make the following Determination under subsection 38A(3) of the *Intelligence Services Act 2001*.

Dated *13 August* 2026

Abigail Bradshaw CSC
Director-General
Australian Signals Directorate

1 Name

This instrument is the *ASD Terms and Conditions of Employment (non-SES) Determination 2026 - Interim*.

2 Commencement

This instrument commences on 10 September 2026.

3 Authority

This instrument is made under subsection 38A(3) of the *Intelligence Services Act 2001*.

4 Application

This determination applies to non-SES employees employed in the Australian Signals Directorate under subsection 38A(1) of the *Intelligence Services Act 2001*, to whom the *ASD Terms and Conditions of Employment (non-SES) Determination 2024* applies.

5 Purpose

The purpose of this determination is to provide employees with adjustments to their existing salary and to certain allowances for which they are eligible under the terms of the *ASD Terms and Conditions of Employment (non-SES) Determination 2024*.

6 Period of operation

This determination will continue in force until:

- (a) it is revoked and / or replaced by another determination made under subsection 38A(3) of the *Intelligence Services Act 2001* that applies to non-SES employees employed in the Australian Signals Directorate.

7 Adjustment of salary and allowances

- (1) Employees' salaries as provided by paragraph G1.1, as adjusted by G2.1 and set out at Annex C – Salary Scales of the *ASD Terms and Conditions of Employment (non-SES) Determination 2024* are adjusted by 3%, with effect on 10 September 2026 as detailed in Schedule 1.
- (2) The adjustment is to be calculated based on the salary immediately before the adjustment under subsection (1).
- (3) The following salary related allowances are to be adjusted by the same percentage as salaries (3%) with effect on 10 September 2026 as detailed in Schedule 1:
 - Departmental Liaison Officer Allowance
 - Corporate Role Allowance
 - Language Proficiency Allowance
 - Special Defence or ASD Locality Allowance
 - Fire Fighting Allowance
 - Potentially Hazardous Material Allowance
 - Dirty or Offensive Work (including epoxy-based materials and fumes)
 - Protective Clothing and Safety Equipment Allowance
 - Tool Allowance
 - Electrical Licence Allowance
- (4) Each adjustment of an allowance under subsection (3) is to be calculated based on the allowance immediately before that adjustment.

Schedule 1 – Salaries and allowances

1 Salaries

Table 1A: Standard classifications

Classification	Category	Salary amount applicable before commencement of this determination		Salary amount applicable on and from 10 September 2026	
		Base	Top	Base	Top
ASD Level 1	A	57,497	61,713	59,222	63,564
ASD Level 2	A	62,775	69,945	64,658	72,043
ASD Level 3	A	70,871	78,089	72,997	80,432
ASD Level 4	A	80,278	87,641	82,686	90,270
ASD Level 5	A	88,834	96,829	91,499	99,734
ASD Level 6	A	99,734	111,701	102,726	115,052
ASD Executive Level 1	B	121,978	137,590	125,637	141,718
ASD Executive Level 2	B	141,624	169,993	145,873	175,093
ASD Executive Level 2.1	B	169,994	202,303	175,094	208,372
ASD Executive Level 2.2	B	202,304	227,590	208,373	234,418
Trainee ASD (Technical)	A	59,360	66,748	61,141	68,750

Table 1B: Legal broadband

Classification	Category	Salary amount applicable before commencement of this determination		Salary amount applicable on and from 10 September 2026	
		Base	Top	Base	Top
ASD Level 3	A	70,871	78,089	72,997	80,432
ASD Level 4	A	80,278	87,641	82,686	90,270
ASD Level 5	A	88,834	96,829	91,499	99,734
ASD Level 6	A	99,734	111,701	102,726	115,052
Barrier					
ASD Executive Level 1	B	121,978	149,366	125,637	153,847
Barrier					
ASD Executive Level 2	B	162,028	169,994	166,889	175,094

Table 1C: Technical broadband

Classification	Category	Salary amount applicable before commencement of this determination		Salary amount applicable on and from 10 September 2026	
		Base	Top	Base	Top
ASD Level 3	A	70,871	78,089	72,997	80,432
ASD Level 4	A	80,278	87,641	82,686	90,270

Table 1D: Professional broadband

Classification	Category	Salary amount applicable before commencement of this determination		Salary amount applicable on and from 10 September 2026	
		Base	Top	Base	Top
ASD Level 4	A	80,278	87,641	82,686	90,270
ASD Level 5	A	88,834	96,829	91,499	99,734

Table 1E: Academic broadband

Classification	Category	Salary amount applicable before commencement of this determination		Salary amount applicable on and from 10 September 2026	
		Base	Top	Base	Top
ASD Level 4	A	80,278	87,641	82,686	90,270
ASD Level 5	A	88,834	96,829	91,499	99,734
Barrier					
ASD Level 6	A	99,734	111,701	102,726	115,052
ASD Executive Level 1	B	121,978	137,590	125,637	141,718

Table 1F: Public affairs broadband

Classification	Category	Salary amount applicable before commencement of this determination		Salary amount applicable on and from 10 September 2026	
		Base	Top	Base	Top
ASD Level 4	A	80,278	87,641	82,686	90,270
ASD Level 5	A	88,834	96,829	91,499	99,734
Barrier					
ASD Executive Level 1	B	121,978	149,366	125,637	153,847

* Employees moving from Executive Level 1 (Public Affairs 3) to Executive Level 2 are to receive a salary on movement not less than the maximum salary payable to Executive Level 1 (Public Affairs 3).

Table 1G: Medical broadband

Classification	Category	Salary amount applicable before commencement of this determination		Salary amount applicable on and from 10 September 2026	
		Base	Top	Base	Top
Medical Officer 1	B	121,977	141,778	125,636	146,031
Barrier					
Medical Officer 2	B	141,778	169,993	146,031	175,093
Barrier					
Medical Officer 3	B	175,855	182,374	181,131	187,845
Barrier					
Medical Officer 4	B	191,772	208,946	197,525	215,214

Table 1H: Salary for trainee classifications

Column 1 – Training classification	Column 2 – Salary	Column 3 – Maximum salary range for determining exceptional salary
Apprentice ASD	Minimum salary payable ASD Level 2.	Maximum: top of salary range for ASD Level 4
Cadet ASD	Minimum salary payable ASD Level 3.	Maximum: top of salary range for ASD Level 4
Cadet ASD (Research Scientist)	Minimum salary payable ASD Level 4.	Maximum: top of salary range for ASD Level 6
Graduate ASD	Minimum salary payable ASD Level 4.	Maximum: top of salary range for ASD Level 6
Trainee ASD (Technical)	See Table 1 Annex C	Maximum: top of salary range for ASD Level 5

2 Allowances

Table 2A – Allowances payable under this Determination

Name of allowance	Rate of allowance applicable before commencement of this Determination	Rate of allowance on and from 10 September 2026
Departmental Liaison Officer Allowance	\$26,339 per annum	\$27,129 per annum
Corporate Role Allowance	\$16.38 per week (<i>Tier 1</i>) \$24.73 per week (<i>Tier 2</i>)	\$16.87 per week (<i>Tier 1</i>) \$25.47 per week (<i>Tier 2</i>)
Language Proficiency Allowance (Grade 1)	\$973 per annum (<i>Intermediate</i>) \$1,787 per annum (<i>Higher</i>) \$3,574 per annum (<i>Advanced</i>)	\$1,002 per annum (<i>Intermediate</i>) \$1,841 per annum (<i>Higher</i>) \$3,681 per annum (<i>Advanced</i>)
Language Proficiency Allowance (Grade 2)	\$1,823 per annum (<i>Intermediate</i>) \$3,645 per annum (<i>Higher</i>)	\$1,878 per annum (<i>Intermediate</i>) \$3,754 per annum (<i>Higher</i>)

	\$5,966 per annum (<i>Advanced</i>)	\$6,145 per annum (<i>Advanced</i>)
Language Proficiency Allowance (Grade 3)	\$3,152 per annum (<i>Intermediate</i>)	\$3,247 per annum (<i>Intermediate</i>)
	\$5,799 per annum (<i>Higher</i>)	\$5,973 per annum (<i>Higher</i>)
	\$8,612 per annum (<i>Advanced</i>)	\$8,870 per annum (<i>Advanced</i>)
Language Proficiency Allowance (Grade 4)	\$4,471 per annum (<i>Intermediate</i>)	\$4,605 per annum (<i>Intermediate</i>)
	\$8,694 per annum (<i>Higher</i>)	\$8,955 per annum (<i>Higher</i>)
	\$12,580 per annum (<i>Advanced</i>)	\$12,957 per annum (<i>Advanced</i>)
Special Defence or ASD Locality Allowance	\$48.64 per fortnight (<i>Oakey Army Aviation Centre</i>)	\$50.10 per fortnight (<i>Oakey Army Aviation Centre</i>)
	\$144.40 per fortnight (<i>JLU-SQ Wallangarra</i>)	\$148.73 per fortnight (<i>JLU-SQ Wallangarra</i>)
	\$118.56 per fortnight (<i>Shoalwater Bay Training Area</i>)	\$122.12 per fortnight (<i>Shoalwater Bay Training Area</i>)
	\$255.36 per fortnight (<i>Port Wakefield Proof and Experimental Establishment</i>)	\$263.02 per fortnight (<i>Port Wakefield Proof and Experimental Establishment</i>)
	\$118.56 per fortnight (<i>Woomera (including the Woomera Test Facility)</i>)	\$122.12 per fortnight (<i>Woomera (including the Woomera Test Facility)</i>)
	\$50.16 per fortnight (<i>Fort Direction</i>)	\$51.66 per fortnight (<i>Fort Direction</i>)
	\$152.00 per fortnight (<i>Graytown Proof & Experimental Establishment</i>)	\$156.56 per fortnight (<i>Graytown Proof & Experimental Establishment</i>)
	\$103.36 per fortnight (<i>ADSC Station, Geraldton</i>)	\$106.46 per fortnight (<i>ADSC Station, Geraldton</i>)
Fire Fighting Allowance	\$33.08 per week	\$34.07 per week
Potentially Hazardous Material Allowance	\$49.66 per week (<i>Duty A</i>)	\$51.15 per week (<i>Duty A</i>)
	\$34.78 per week (<i>Duty B</i>)	\$35.82 per week (<i>Duty B</i>)
Dirty or Offensive Work (including epoxy-based materials and fumes)	\$1.17 per hour or part thereof	\$1.21 per hour or part thereof
Protective Clothing and Safety Equipment Allowance	\$3.07 per hour (<i>Where exposed to OTTO Fuel</i>)	\$3.16 per hour (<i>Where exposed to OTTO Fuel</i>)
	\$1.69 per hour (<i>Welding</i>)	\$1.74 per hour (<i>Welding</i>)
	\$1.18 per hour (<i>Spray equipment operation</i>)	\$1.22 per hour (<i>Spray equipment operation</i>)
Tool Allowance	\$21.06 per week	\$21.69 per week
Electrical Licence Allowance	\$33.71 per week	\$34.72 per week