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NEW SOUTH WALES  
**INDUSTRIAL GAZETTE**

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**CLOTHING TRADES (STATE) AWARD**

## INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Transport Workers' Union of New South Wales for adoption of National Wage Decision under section 50(2) of the *Industrial Relations Act 1996*.

(No. IRC 1255 of 2012)

Before The Honourable Justice Walton, Vice-President

21 February 2013

**VARIATION**

- Delete Part B Monetary Rates of the award published 9 May 2008 (365 I.G. 1236), and award reprinted 27 January 2012 (372 I.G. 225), and insert in lieu thereof the following:

**PART B****MONETARY RATES****Table 1 - Rates of Pay**

Clause 6 - Adult Rates of Pay

Skill Level	Award Rate from the beginning of the first pay period to commence on or after 16 December 2012 \$	Award Rate from the beginning of the first pay period to commence on or after 1 July 2013 \$
Trainee	606.40*	As per the Textile, Clothing, Footwear and associated Industries Award 2010 (MA000017) an award of the Fair Work Commission
1	624.00	As per the Textile, Clothing, Footwear and associated Industries Award 2010 (MA000017) an award of the Fair Work Commission
2	648.00	As per the Textile, Clothing, Footwear and associated Industries Award 2010 (MA000017) an award of the Fair Work Commission
3	670.20	As per the Textile, Clothing, Footwear and associated Industries Award 2010 (MA000017) an award of the Fair Work Commission
4	706.10	As per the Textile, Clothing, Footwear and associated Industries Award 2010 (MA000017) an award of the Fair Work Commission
5#	750.40**	As per the Textile, Clothing, Footwear and associated Industries Award 2010 (MA000017) an award of the Fair Work Commission

- \* Calculation for minute pay rate for PBR purposes  
 \*\* Note yet determined as to relativity  
 # Not a skill level

**Table 2 - Other Rates and Allowances**

Allowances payable from the beginning of the first pay period to commence on or after 16 December 2010.

Item No.	Clause. No	Brief Description	Amount from the beginning of the first pay period to commence on or after 16 Dec. 2012 \$	Amount from the beginning of the first pay period to commence on or after 1 July 2013
1	6.6.1	Head of table or bench of machines, in charge of four or more persons - above appropriate machinist rate	19.06	As per row 1 of the table in clause 25.1 of the Textile, Clothing, Footwear and Associated Industries Award 2010 (MA000017) an award of the Fair Work Commission
2	6.6.2	Head of table or bench of machines, in charge of four or more persons - above appropriate machinist	13.77	As per row 2 of the table in clause 25.1 of the Textile, Clothing, Footwear and Associated Industries Award 2010 (MA000017) an award of the Fair Work Commission
3	17.1	Meal Money	11.26	As per clause 24.5 of the Textile, Clothing, Footwear and Associated Industries Award 2010 (MA000017) an award of the Fair Work Commission
4	46.1	Disability allowances - Inadequate dining facilities	4.59	As per clause 25.2 of the Textile, Clothing, Footwear and Associated Industries Award 2010 (MA000017) an award of the Fair Work Commission
5	46.2	Disability Allowances - Inadequate rest facilities	4.59	As per clause 25.3 of the Textile, Clothing, Footwear and Associated Industries Award 2010 (MA000017) an award of the Fair Work Commission

2. Delete the paragraph commencing "Wages" in clause 63, Schedule C - Information to be Given to Outworkers, and insert in lieu thereof the following:

Wages - These are set by the Textile Clothing Footwear and Associated Industries Award 2010. Remember, the law says you must not be paid less than the hourly rate according to the award.

3. This variation shall take effect on and from the first full pay period on or after 16 December 2012.

M. J. WALTON J, *Vice-President*

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**CROWN EMPLOYEES (PUBLIC SECTOR - SALARIES 2008) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Review of Award pursuant to Section 19 of the *Industrial Relations Act 1996*.

(No. IRC 73 of 2012)

Before The Honourable Mr Justice Staff

4 February 2013

**REVIEWED AWARD****PART A****1. Arrangement**

## PART A

Clause No.	Subject Matter
1.	Arrangement
2.	Definitions
3.	Salaries
4.	Allowances
5.	Salary Packaging Arrangements, including Salary Sacrifice to Superannuation
6.	Dispute Settlement Procedure
7.	Anti-Discrimination
8.	No Extra Claims
9.	Area, Incidence and Duration

Schedule A - List of Awards, Agreements and Determinations

Schedule B - Common Salary Points

## PART B

## MONETARY RATES

Table 1 - Rates of Pay

**2. Definitions**

In this Award:

- (i) "2007 Award" means the Crown Employees (Public Sector - Salaries 2007) Award published 30 March 2007 (362 I.G. 404).
- (ii) "Association" means the Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales.
- (iii) "Secretary" means the Secretary of the NSW Treasury, as established under the *Public Sector Employment and Management Act 2002*.
- (iv) "Employee" means and includes any person appointed to or performing the duties of any of the positions covered by the Awards, Agreements and Determinations listed in Schedule A to this Award.

### 3. Salaries

- (i) The salaries under this Award are payable to employees appointed to or performing the duties of any of the positions covered by the Awards, Agreements and Determinations listed in Schedule A to this Award.
- (ii) The salaries payable are prescribed in Part B, Monetary Rates, of this Award.
- (iii) The salaries prescribed in Part B reflect:
  - (a) salaries payable with effect from the first full pay period to commence on or after 1 July 2011 published 30 December 2011 (371 I.G. 1500); and
  - (b) salaries reflecting a 2.5% increase payable with effect from the first full pay period to commence on or after 1 July 2012 published 17 August 2012 (374 I.G. 89).
- (iv) Applicable salary rates as applied between 1 July 2007 and 30 June 2011 published 15 May 2009 (367 I.G. 1580).

### 4. Allowances

- (i) The following allowances in the Awards, Agreements and Determinations in Schedule A are subject to adjustment in line with the salary increases in clause 3, Salaries of this Award:

Additional Responsibilities Allowance

All Incidents of Employment Allowance

Charge Hand Allowance

Community Language Allowance

Diving Allowance

Environmental Allowance

Extraneous Duties Allowance

First Aid Allowance

Flying Allowance

In-Lieu of Overtime Allowance

Leading Hand Allowance

Licence Allowances covered in Trade Based Groups Agreement No. 2301 of 1981 and the Crown Employees (General Staff - Salaries) Award 2007

Officer-in-Charge Allowance

On-Call Allowance

Part-Time Building Managers/House Officers Allowance

Any Wage Related Allowances applicable to the Crown Employees (General Staff - Salaries) Award 2007

Qualifications Allowances - where the qualification is deemed to be a requisite for the position in question

Resident Officers Allowance

Shift Allowances

Special Rates Allowance

Supervision Allowance

Service Increments expressed as a separate sum

Word Processing Allowance

- (ii) In addition to the allowances listed in subclause (i) of this clause, any other allowance in the Awards, Agreements and Determinations listed in Schedule A which is normally moved in accordance with salary increases is to be adjusted in line with the salary increase in clause 3, Salaries of this award.

#### **5. Salary Packaging Arrangements, Including Salary Sacrifice to Superannuation**

- (i) The entitlement to salary package in accordance with this clause is available to:
- (a) permanent full-time and part-time employees;
  - (b) temporary employees, subject to the Department or agency's convenience; and
  - (c) casual employees, subject to the Department or agency's convenience, and limited to salary sacrifice to superannuation in accordance with subclause (vii).
- (ii) For the purposes of this clause:
- (a) "salary" means the salary or rate of pay prescribed for the employee's classification by clause 3, Salaries, Part B of this Award, and any other payment that can be salary packaged in accordance with Australian taxation law.
  - (b) "post compulsory deduction salary" means the amount of salary available to be packaged after payroll deductions required by legislation or order have been taken into account. Such payroll deductions may include, but are not limited to, taxes, compulsory superannuation payments, HECS payments, child support payments, and judgement debtor/garnishee orders.
- (iii) By mutual agreement with the ( )Secretary, an employee may elect to package a part or all of their post compulsory deduction salary in order to obtain:
- (a) a benefit or benefits selected from those approved by the Secretary; and
  - (b) an amount equal to the difference between the employee's salary, and the amount specified by the Secretary for the benefit provided to or in respect of the employee in accordance with such agreement.
- (iv) An election to salary package must be made prior to the commencement of the period of service to which the earnings relate.
- (v) The agreement shall be known as a Salary Packaging Agreement.
- (vi) Except in accordance with subclause (vii), a Salary Packaging Agreement shall be recorded in writing and shall be for a period of time as mutually agreed between the employee and the Secretary at the time of signing the Salary Packaging Agreement.

- (vii) Where an employee makes an election to sacrifice a part or all of their post compulsory deduction salary as additional employer superannuation contributions, the employee may elect to have the amount sacrificed:
- (a) paid into the superannuation fund established under the *First State Superannuation Act 1992*; or
  - (b) where the employer is making compulsory employer superannuation contributions to another complying superannuation fund, paid into the same complying fund; or
  - (c) subject to the Department or agency's agreement, paid into another complying superannuation fund.
- (viii) Where the employee makes an election to salary sacrifice, the employer shall pay the amount of post compulsory deduction salary, the subject of election, to the relevant superannuation fund.
- (ix) Where the employee makes an election to salary package and where the employee is a member of a superannuation scheme established under the:
- (a) *Police Regulation (Superannuation) Act 1906*;
  - (b) *Superannuation Act 1916*;
  - (c) *State Authorities Superannuation Act 1987*; or
  - (d) *State Authorities Non-contributory Superannuation Act 1987*,
- the employee's Department or agency must ensure that the employee's superable salary for the purposes of the above Acts, as notified to the SAS Trustee Corporation, is calculated as if the Salary Packaging Agreement had not been entered into.
- (x) Where the employee makes an election to salary package, and where the employee is a member of a superannuation fund other than a fund established under legislation listed in subclause (ix) of this clause, the employee's Department or agency must continue to base contributions to that fund on the salary payable as if the Salary Packaging Agreement had not been entered into. This clause applies even though the superannuation contributions made by the Department or agency may be in excess of superannuation guarantee requirements after the salary packaging is implemented.
- (xi) Where the employee makes an election to salary package:
- (a) subject to Australian Taxation law, the amount of salary packaged will reduce the salary subject to appropriate PAYG taxation deductions by the amount packaged; and
  - (b) any allowance, penalty rate, payment for unused leave entitlements, weekly worker's compensation or other payment, other than any payments for leave taken in service, to which an employee is entitled under this Award or any applicable Award, Act or statute which is expressed to be determined by reference to the employee's rate of pay, shall be calculated by reference to the rate of pay which would have applied to the employee under clause 3, Salaries, or Part B of this Award if the Salary Packaging Agreement had not been entered into.
- (xii) The Secretary may vary the range and type of benefits available from time to time following discussion with the Association. Such variations shall apply to any existing or future Salary Packaging Agreement from date of such variation.
- (xiii) The Secretary will determine from time to time the value of the benefits provided following discussion with the Association. Such variations shall apply to any existing or future Salary Packaging Agreement from the date of such variation. In this circumstance, the employee may elect to terminate the Salary Packaging Agreement.

## 6. Dispute Settling Procedure

All disputes relating to the provisions of this Award shall initially be dealt with as close to the source as possible, with graduated steps for further attempts at resolution at higher levels of authority within the appropriate agency, if required.

- (i) An employee is required to notify (in writing or otherwise) their immediate manager, as to the substance of the dispute or difficulty, request a meeting to discuss the matter and, if possible, state the remedy sought.
- (ii) Where the grievance or dispute involves confidential or other sensitive material (including issues of harassment or discrimination under the *Anti-Discrimination Act 1977*) that makes it impractical for the employee to advise their immediate manager, the notification may occur to the next appropriate level of management, including, where required, to the appropriate agency head or Delegate.
- (iii) The immediate manager shall convene a meeting in order to resolve the dispute or difficulty within two (2) days, or as soon as practicable, of the matter being brought to attention.
- (iv) If the matter remains unresolved with the immediate manager, the employee may request to meet the appropriate person at the next level of management in order to resolve the matter. This manager shall respond within two (2) days, or as soon as practicable. This sequence of reference to successive levels of management may be pursued by the employee until the matter is referred to the agency head.
- (v) The agency head may refer the matter to the Secretary for consideration.
- (vi) In the event that the matter remains unresolved, the agency head shall provide a written response to the employee and any other party involved in the dispute or difficulty, concerning action to be taken, or the reasons for not taking action, in relation to the matter
- (vii) An employee, at any stage, may request to be represented by an Association representative.
- (viii) The employee, or the Association on their behalf, or the agency head may refer the matter to the Industrial Relations Commission of New South Wales if the matter is unresolved following the use of these procedures.
- (ix) The employee, Association, Department and Secretary shall agree to be bound by any lawful recommendation, order or determination by the Industrial Relations Commission of New South Wales in relation to the dispute.
- (x) Whilst the procedures are being followed, normal work undertaken prior to notification of the grievance or dispute shall continue unless otherwise agreed between the parties, or, in the case of a dispute involving Occupational Health and Safety, if practicable, normal work shall proceed in such a manner as to avoid any risk to the health and safety of any employee or member of the public.

## 7. Anti-Discrimination

- (i) It is the intention of the parties bound by this award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- (ii) It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the award which, by its terms or operation, has a direct or indirect discriminatory effect.
- (iii) Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.

- (iv) Nothing in this clause is to be taken to affect:
  - (a) Any conduct or act which is specifically exempted from anti-discrimination legislation;
  - (b) Offering or providing junior rates of pay to persons under 21 years of age;
  - (c) Any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
  - (d) A party to this award from pursuing matters of unlawful discrimination in any State or federal jurisdiction.
- (v) This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

#### NOTES

- (i) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- (ii) Section 56(d) of the *Anti-Discrimination Act 1977* provides:

"Nothing in the Act affects ... any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion."

#### **8. No Extra Claims**

- (i) This Award provides pay increases of 4% with effect from the first full pay period that commenced on or after 1 July 2008, a further increase of 4% with effect from the first full pay period to commence on or after 1 July 2009, and a further increase of 4% with effect from the first full pay period to commence on or after 1 July 2010.
- (ii) These increases arise from the agreement of the parties contained in the Memorandum of Understanding between the NSW Government and the Association for the period of 1 July 2008 to 30 June 2011 entered into on 2 October 2008 ("Memorandum of Understanding").
- (iii) The pay increases under this Award are provided on the basis of the "no extra claims" commitment of the parties contained in clause 8 of the Memorandum of Understanding, provided that this shall not prevent the parties from applying for the award changes identified in the Memorandum of Understanding.

#### **9. Area, Incidence and Duration**

- (i) This Award shall apply to employees employed in the classifications covered by the Awards, Agreements and Determinations listed in Schedule A of this Award.
- (ii) This Award shall not apply to:
  - (a) persons falling within the operation of the Livestock Health and Pest Authorities Salaries and Conditions Award and
  - (b) persons employed by Roads and Maritime Services.
- (iii) This Award rescinds and replaces the Crown Employees (Public Sector - Salaries 2008) Award published 15 May 2009 (367 I.G. 1580).
- (iv) The award remains in force until varied or rescinded, the period for which it was made having already expired

- (v) The changes made to the award pursuant to the Award Review pursuant to section 19(6) of the *Industrial Relations Act* 1996 and Principle 26 of the Principles for Review of Awards made by the Industrial Relations Commission of New South Wales on 28 April 1999 (310 I.G. 359) take effect on and from 4 February 2013.

## **SCHEDULE A**

### **LIST OF AWARDS, AGREEMENTS AND DETERMINATIONS**

The wages, salaries and relevant allowances under this Award are payable to employees appointed to or performing the duties of any of the positions covered by the following Awards, Agreements and Determinations

#### **Awards:**

Crown Employees (Administrative and Clerical Officers - Salaries) Award 2007

Crown Employees Ageing, Disability and Home Care - Department of Family and Community Services NSW (Community Living Award) 2010

Crown Employees (Correctional Officers, Department of Attorney General and Justice - Corrective Services NSW) Award

Crown Employees (Correctional Officers, Department of Corrective Services) Award 2007 for Kempsey, Dillwynia and Wellington Correctional Centres

Crown Employees (Departmental Officers) Award

Crown Employees (Department of Attorney General and Justice - Attorney General's Division) (Reporting Services Branch) Sound Reporters Award 2007

Crown Employees (Department of Attorney General and Justice (Juvenile Justice) - 38 Hour week Operational Staff 2012) Reviewed Award

Crown Employees (Department of Education and Communities - Catering Officers) Award

Crown Employees (Department of Education and Communities - Centre Managers) Award

Crown Employees (Department of Education and Communities - Program Officers) Award

Crown Employees (Department of Education and Communities - Services Officers) Award

Crown Employees Department of Family and Community Services NSW (Aboriginal Housing Office) Award 2012

Crown Employees (Department of Finance and Services) Award 2012

Crown Employees (Department of Finance and Services - Waste Assets Management Corporation) Salaried Staff Award 2012

Crown Employees Food Safety Officers Award

Crown Employees (General Assistants in Schools - Department of Education and Communities) Award

Crown Employees (General Managers, Superintendents, Managers Security and Deputy Superintendents, Department of Attorney General and Justice - Corrective Services NSW) Award 2009

Crown Employees (General Staff - Salaries) Award 2007

Crown Employees Historic Houses Trust (Gardens - Horticulture and Trades Staff) Award 2007

Crown Employees (Home Care Service of New South Wales - Administrative Staff) Award 2012

Crown Employees (Interpreters and Translators, Community Relations Commission) Award

Crown Employees (Jenolan Caves Reserve Trust Division) Salaries Award

Crown Employees - Legal Officers (Crown Solicitor's Office, Office of the Legal Aid Commission, Office of the Director of Public Prosecutions and Parliamentary Counsel's Office) Reviewed Award 2012

Crown Employees (Librarians, Library Assistants, Library Technicians and Archivists) Award

Crown Employees (Lord Howe Island Board Salaries and Conditions 2009) Award

Crown Employees (New South Wales Department of Ageing, Disability and Home Care) Residential Centre Support Services Staff Award

Crown Employees (NSW Department of Family and Community Services - Community Services Division) After Hours Service Award

Crown Employees (NSW Department of Finance and Services, Government Chief Information Office) Award 2012

Crown Employees (NSW Department of Finance and Services - Graphic Service Operators) Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Casino Inspectors Transferred from Department of Gaming and Racing Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Domestic Services Officers Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Exhibition Project Managers and Project Officers) Australian Museum Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Fisheries Staff Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Forests NSW - Forestry Field Officers Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Forests NSW Senior Staff Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Geoscientists Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Land Information Officers Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Local Coordinator Allowance Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Mine Safety and Environment Officers Award

Crown Employees NSW Department of Trade and Investment, Regional Infrastructure and Services) Museum of Applied Arts and Sciences - Casual Guide Lecturers Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Operational Staff Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Professional Officers Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Regulatory Officers Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) State Library Security Staff Award 2007

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Technical Staff Award

Crown Employees (NSW Police Administrative Officers and Temporary Employees) Award 2009

Crown Employees (NSW Police Force Communications Officers) Award

Crown Employees (NSW Police Force Special Constables) (Police Band) Award

Crown Employees (NSW Police Force Special Constables) (Security) Award

Crown Employees (Office of Environment and Heritage and the Office of Environment Protection Authority) General Award

Crown Employees (Office of Environment and Heritage - Parks and Wildlife) Conditions of Employment Award

Crown Employees (Office of the Sydney Harbour Foreshore Authority) Award 2007

Crown Employees (Office of the WorkCover Authority - Inspectors 2007) Award

Crown Employees (Parks and Gardens - Horticulture and Rangers Staff) Award 2007

Crown Employees (Parliamentary Electorate Officers) Award

Crown Employees (Parliament House Conditions of Employment) Award 2010

Crown Employees (Physiotherapists, Occupational Therapists, Speech Pathologists and Music Therapists) Award

Crown Employees (Planning Officers) Award 2008

Crown Employees (Psychologists) Award

Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009

Crown Employees (Research Scientists) Award 2007

Crown Employees (Rural Fire Service) Award

Crown Employees (School Administrative and Support Staff) Award

Crown Employees (Senior Assistant Superintendents and Assistant Superintendents, Department of Attorney General and Justice - Corrective Services NSW) Award 2009

Crown Employees (Senior Officers Salaries) Award 2012

Crown Employees (Sheriff's Officers) Award 2007

Crown Employees (State Emergency Service) Communication Centre - Continuous Shift Workers Award 2009

Crown Employees (State Emergency Service) Learning and Development Officers Award 2012

Crown Employees (State Emergency Service) Region Controllers Award 2012

Crown Employees (Technical Officers - Treasury) Award

Crown Employees (Tipstaves to Justices) Award 2007

Crown Employees (Trades Assistants) Award

Taronga Conservation Society Salaried Employees Award

#### **Agreements and Determinations:**

Adventure Facilitator, Oberon Correctional Centre - Department of Corrective Services Section 130 (1) Determination No. 955 of 2007

Architects etc. Agreement No. 1733 of 1971

Artists, etc., Australian Museum; Designers and Senior Designer, National Parks & Wildlife Service; Artist, Chief, Exhibitions Department and Keeper of Exhibits, Museum of Applied Arts and Sciences Agreement No. 2196 of 1975

Bandmaster, Department of Corrective Services, Determination No. 936 of 2004

Cadet Conditions and Rates of Pay, Various Departments Determination No. 938 of 2004

Cartographers, Engineering Survey Drafting Officers, Survey Drafting Officers, Photogrammetrists, Computers All Departments Agreement No. 2439 of 1982

Casual Drug Counsellors - Department of Corrective Services Determination No. 935 of 2004

Community Offender Support Program Centres, Department of Corrective Services Determination No. 960 of 2008

Computer Operators - Salaries - Public Service Board Determination No. 642 of 1981 and Determination No. 801 of 1983

Computer Systems Officers -TAFE - Public Service Board Determination

Conditions of Service for Case Workers, Compulsory Drug Treatment Correctional Centre (ADTCC), Department of Corrective Services. Determination No. 968 of 2010

Conditions of Service for Program Support Officers, Offender External Leave Program, Department of Corrective Services. Determination No. 966 of 2009

Conditions of Service for Program Support Officers, Tabulam, Department of Corrective Services. Determination No. 964 of 2008

Conditions of Service for Program Support Officers, Yetta Dhinnakkal Centre, Department of Corrective Services. Determination No. 969 of 2011

Conditions of Service Team Leader and Bail Coordinator, Bail Assistance Line, Juvenile Justice, Department of Human Services. Determination No. 967 of 2010

Conservators, Cultural Institutions Agreement No. 2504 of 1987

Co-ordinators and Directors Community Justice Centres, Department of the Attorney General Determination No. 808 of 1983

Coordinator, Visual Arts, Long Bay Correctional Complex - Department of Corrective Services Determination No. 929 of 2002

Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987

Dental Auxiliaries (TAFE) - Public Service Board Advice 77/4514 of 14.7.82

Departmental Professional Officers Determination No. 866 of 1987

Department of Transport Officers Employment Conditions Agreement No. 2548 of 1998

Education Officers, etc., Department of Culture, Sport and Recreation, Public Service Board Determination No. 473 of 1975

Education Officer Department of Training and Education Co-ordination Determination No. 912 of 1996

Engineers Agreement No. 1734 of 1971

Escorts and Travelling Attendants Agreement No. 2270 of 1980

Gardening, Parks and Horticultural and Landscape Staff Amending Agreement No. 2320 of 1982; Gardening, Parks and Horticultural and Landscape Staff Agreement No. 2266 of 1980; Determination No. 767 of 1982

General Division Driver/Assistant etc Various Departments Agreement No. 2478 of 1985

General Division (Trade Based Groups) Agreement No. 2301 of 1980; Amending Agreement No. 2317 of 1981; Determination No. 764 of 1982

Glenfield Park School Staff, Department of Education, Determination No. 787 of 1983

Guidance Officer, Department of Industrial Relations; Research Officers, Division of Vocational Guidance Services, Department of Industrial Relations, Department of Corrective Services, Department of Family and Community Services, Department of Health NSW; Research Officers (Non-Legally Qualified) Law Reform Commission, Department of Attorney General; Psychologists, Department of Health NSW, Department of Corrective Services, Department of Family and Community Services; Research Anthropologists, Department of Health NSW; Rehabilitation Counsellor Workers Compensation Commission Agreement No. 2405 of 1982; Amending Agreement No. 2520 of 1989

Interpretive Assistants, National Parks and Wildlife Service, Industrial Authority Determination

Laboratory Attendants, Trainee Technical Officers (Scientific), Technical Officers (Scientific) and Senior Technical Officer (Scientific), Various Departments Agreement No. 2369 of 1982

Legal Officers, Various Departments Agreement No. 2375 of 1982

Maintenance Officer State Library of NSW, Determination No 939 of 2004

Media Monitoring Unit, Premier's Department Agreement No. 2546 of 1997

Ministerial Drivers' Salaries and Conditions - New South Wales Premier's Department Determination No. 953 of 2007

Miscellaneous Professional Officers, Department of Water Resources Agreement No. 2535 of 1991

Parliament House, Administrative and Clerical Officers, Determinations of the Presiding Officers

Parliament House, Other Clerical Officers, Determinations of the Presiding Officers

Parliamentary Attendant Staff, Determinations of the Presiding Officers

Parliamentary Staff (Security Officers, Attendants/Gatekeepers, Joint Services Staff, Food and Beverages Staff) Agreement No. 2379 of 1981, Agreement No. 2381 of 1981, Agreement No. 2382 of 1981

Parole Officers, Department of Corrective Services Industrial Authority Determination

Petty Sessions Officers - Local Courts Administration Determination No. 741 of 1982

Pharmacists Agreement No. 2441 of 1982

Pilots Forestry Commission Determination No. 843 of 1985

Psychologists, Community Offender Services, Department of Corrective Services Determination No. 958 of 2008

Publicity Officers and Public Relations Officers Agreement No. 2126 of 1975

Scientific Officers Various Departments Agreement No. 2433 of 1982

Security Officers and Senior Security Officers, Various Departments Determination No. 768 of 1982

Social Workers, Various Departments Agreement No. 2374 of 1982

Stores Officers Various Departments; Agreement No. 2038 of 1973; Determination 534 of 1978; Determination 747 of 1982

Student Association Officer, Department of Technical and Further Education Determination No. 5 of 2001

Surveyors, Trigonometrical Surveyors and Cartographic Surveyors, Various Departments Agreement No. 2449 of 1982

Technical Officers (Engineering) Determination No. 803 of 1983

Technical Surveyors, All Departments Agreement No. 2494 of 1986

Technician (Security Services), Department of Education and Training, Public Service Board Determination dated 4 February 1988

Timekeepers and/or Storekeepers, Various Departments (other than State Dockyards) Salaries Agreement No. 2418 of 1982

Tracers, Various Departments, Agreement No.2192 of 1975

Visual Aids Officers Agreement No.1810 of 1971

## **SCHEDULE B**

### **COMMON SALARY POINTS**

- (i) History of the Crown Employees (Common Salary Points) Award:

This Schedule contains a summary of the Crown Employees (Common Salary Points) Award made 30 July 1990 published 1 October 1993 (276 I.G. 941) and Erratum published 3 December 1993 (277 I.G. 576).

The parties have agreed to the rescission of the Crown Employees (Common Salary Points) Award in accordance with the s19 Award Review process, and to the inclusion of a summary of the award as a schedule to the Crown Employees (Public Sector - Salaries January, 2000) Award and any replacement award, until such time as a new classification and grading system has been agreed and implemented by the parties.

The Crown Employees (Common Salary Points) Award was introduced under the Structural Efficiency Principle to establish a set of 130 common salary points, replacing about 1400 salary points spread across about 500 separate classifications in the NSW public service. The introduction of common salary points allowed for the simplification of pay structures, the encouragement of the review and redesign of jobs to improve work arrangements and the simplification of pay administration.

#### Summary of the Crown Employees (Common Salary Points) Award

The Crown Employees (Common Salary Points) Award applied to all persons employed by an organisation specified in Table 1 for whom an annual salary rate was prescribed by an award specified in Table 2 or by an agreement or determination but did not include a person who was occupying a position specified in Table 3.

It took effect from the beginning of the first full pay period to commence on or after 1 July 1991. The annual salary rates applicable to the various classifications of employees were to be drawn from the common salary points prescribed by Table 4. The actual common salary points applicable to a particular classification of employees were to be prescribed by an award, agreement or determination. Annual salary rates prescribed by an award, agreement or determination that exceeded the rate prescribed by the highest common salary point were not affected by the award.

Table 1: Organisations

Table 2: Awards

Table 3: Classifications (by organisation) excluded

Table 4: Common salary points

#### (ii) Current Common Salary Points

These Common Salary Points apply only to the classifications contained in this Award, as appropriate. Prior relationships between salaries and Common Salary Points continue, but there is no extension of their use by the making of this Award. Where Common Salary Points have been identified in this Award the CSP Numbers have been noted next to the salary rates to assist calculation and checking.

COMMON SALARY POINTS			
		1.7.11 Per annum	1.7.12 Per annum 2.5%
		\$	\$
Common Salary Point:	1	21,713	22,256
	2	23,169	23,748
	3	24,390	25,000
	4	25,860	26,507
	5	27,501	28,189
	6	29,346	30,080
	7	31,193	31,973
	8	33,331	34,164
	9	35,345	36,229
	10	37,385	38,320
	11	37,729	38,672

	12	38,064	39,016
	13	38,446	39,407
	14	38,846	39,817
	15	39,212	40,192
	16	39,663	40,655
	17	40,662	41,679
	18	41,063	42,090
	19	41,420	42,456
	20	41,771	42,815
	21	42,171	43,225
	22	42,563	43,627
	23	43,539	44,627
	24	43,967	45,066
	25	44,329	45,437
	26	44,688	45,805
	27	45,048	46,174
	28	45,428	46,564
	29	45,896	47,043
	30	46,288	47,445
	31	46,657	47,823
	32	47,108	48,286
	33	47,490	48,677
	34	47,936	49,134
	35	48,324	49,532
	36	48,816	50,036
	37	49,282	50,514
	38	49,693	50,935
	39	50,205	51,460
	40	50,619	51,884
	41	51,189	52,469
	42	51,590	52,880
	43	52,102	53,405
	44	52,489	53,801
	45	53,000	54,325
	46	53,407	54,742
	47	53,967	55,316
	48	54,416	55,776
	49	54,977	56,351
	50	55,509	56,897
	51	55,940	57,339
	52	56,509	57,922
	53	56,993	58,418
	54	57,491	58,928
	55	58,060	59,512
	56	58,604	60,069
	57	59,121	60,599
	58	59,705	61,198
	59	60,329	61,837
	60	60,889	62,411
	61	61,505	63,043
	62	62,085	63,637
	63	62,814	64,384
	64	63,425	65,011
	65	63,959	65,558
	66	64,714	66,332
	67	65,376	67,010
	68	65,855	67,501
	69	66,610	68,275

70	67,267	68,949
71	67,939	69,637
72	68,519	70,232
73	69,227	70,958
74	69,777	71,521
75	70,480	72,242
76	71,256	73,037
77	71,866	73,663
78	72,702	74,520
79	73,284	75,116
80	74,080	75,932
81	74,745	76,614
82	75,552	77,441
83	76,290	78,197
84	76,961	78,885
85	77,767	79,711
86	78,462	80,424
87	79,306	81,289
88	80,096	82,098
90	80,902	82,925
90	81,703	83,746
91	82,491	84,553
92	83,255	85,336
93	84,129	86,232
94	85,033	87,159
95	85,928	88,076
96	86,829	89,000
97	87,701	89,894
98	88,660	90,877
99	89,511	91,749
100	90,426	92,687
101	91,303	93,586
102	92,178	94,482
103	93,026	95,352
104	93,870	96,217
105	94,826	97,197
106	95,786	98,181
107	96,742	99,161
108	97,702	100,145
109	98,673	101,140
110	99,640	102,131
111	100,613	103,128
112	101,594	104,134
113	102,572	105,136
114	103,550	106,139
115	104,575	107,189
116	105,602	108,242
117	106,651	109,317
118	107,710	110,403
119	108,892	111,614
120	110,079	112,831
121	111,025	113,801
122	111,965	114,764
123	113,212	116,042
124	114,457	117,318
125	115,718	118,611
126	116,974	119,898

	127	118,200	121,155
	128	119,439	122,425
	129	120,780	123,800
	130	122,128	125,181

**PART B****MONETARY RATES****AWARDS****Crown Employees (Administrative and Clerical Officers - Salaries) Award 2007**

Administrative and Clerical Officer			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Clerks General Scale			
Clerks General Scale step 1	4	25,860	26,507
Clerks General Scale step 2	6	29,346	30,080
Clerks General Scale step 3 - 1st year of service or 18 years	7	31,193	31,973
Clerks General Scale step 4 - Minimum for - employee with Business Administration Certificate III, Government Certificate III or equivalent at 18 years of age - employee with Higher School Certificate Qualification at 19 years of age	9	35,345	36,229
Clerks General Scale step 5 - Minimum for: - employee qualified at Business Administration Certificate III, Government Certificate III or equivalent and is qualified at HSC standard at 17 years of age - employee 20 years of age	11	37,729	38,672
Clerks General Scale step 6 - Minimum for employee 21 years of age	17	40,662	41,679
Clerks General Scale step 7	20	41,771	42,815
Clerks General Scale step 8	23	43,539	44,627
Clerks General Scale step 9	25	44,329	45,437
Clerks General Scale step 10	28	45,428	46,564
Clerks General Scale step 11	32	47,108	48,286
Clerks General Scale step 12	36	48,816	50,036
Clerks General Scale step 13	40	50,619	51,884
Provided that officers who on 6th December 1979 were on 14th year of General Scale and paid a personal allowance of \$417.00 p.a. in terms of Circular No 202 of 1979 shall be paid by way of allowance above Step 13 of the General Scale	-	52,784	54,104
Grade 1			
1st year of service	46	53,407	54,742
Thereafter	49	54,977	56,351

Grade 2			
1st year of service	52	56,509	57,922
Thereafter	55	58,060	59,512
Grade 3			
1st year of service	58	59,705	61,198
Thereafter	61	61,505	63,043
Grade 4			
1st year of service	64	63,425	65,011
Thereafter	67	65,376	67,010
Grade 5			
1st year of service	75	70,480	72,242
Thereafter	78	72,702	74,520
Grade 6			
1st year of service	82	75,552	77,441
Thereafter	85	77,767	79,711
Grade 7			
1st year of service	88	80,096	82,098
Thereafter	91	82,491	84,553
Grade 8			
1st year of service	95	85,928	88,076
Thereafter	98	88,660	90,877
Grade 9			
1st year of service	101	91,303	93,586
Thereafter	104	93,870	96,217
Grade 10			
1st year of service	108	97,702	100,145
Thereafter	111	100,613	103,128
Grade 11			
1st year of service	116	105,602	108,242
Thereafter	120	110,079	112,831
Grade 12			
1st year of service	126	116,974	119,898
Thereafter	130	122,128	125,181

**Crown Employees Ageing, Disability And Home Care - Department Of Family and Community Services  
NSW (Community Living Award) 2010**

Classification and Grades	1.7.11	1.7.12
	Per annum	Per annum
		2.5%
	\$	\$
Disability Support Worker		
Year 1	45,319	46,452
Year 2	46,116	47,269
Year 3	47,324	48,507
Year 4	48,244	49,450
Year 5	49,155	50,384
Year 6	50,508	51,771
Year 7	51,385	52,670
Year 8	52,291	53,598
Year 9	54,041	55,392
Year 10	55,798	57,193
Team Leader - One Unit		
Year 1	80,096	82,098
Year 2	81,703	83,746

Team Leader - Two Units		
Year 1	82,491	84,553
Year 2	84,129	86,232
Community Support Worker		
Year 1	45,319	46,452
Year 2	46,116	47,269
Year 3	47,324	48,507
Year 4	48,244	49,450
Year 5	49,155	50,384
Community Worker		
Year 1	49,155	50,384
Year 2	50,508	51,771
Year 3	52,291	53,598
Year 4	55,320	56,703
Year 5	57,893	59,340
Year 6	60,789	62,309
Year 7	64,002	65,602
Year 8	67,080	68,757
Community Consultant		
Year 1	64,715	66,333
Year 2	67,940	69,639
Year 3	70,480	72,242
Year 4	73,283	75,115
Year 5	76,961	78,885

Transitional Arrangements for Residential Support Workers Level 2 with 12 months or more service at their current rate of pay who were prevented from further annual increments due to qualification requirements under previous award provisions.

Classification and Grades	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Residential Support Worker Level 2		
Year 1	48,244	49,450
Year 2	49,155	50,384
Year 3	50,508	51,771
Year 4	51,385	52,670
Year 5	52,291	53,598
Year 6	54,041	55,392
Disability Support Worker		
Year 5	49,155	50,384
Year 6	50,508	51,771
Year 7	51,385	52,670
Year 8	52,291	53,598
Year 9	54,041	55,392
Year 10	55,798	57,193

Allowances	1.7.11 Per annum	1.7.12 Per annum 2.5%
(i) An officer who is required by the Department to accompany clients on excursions, etc, which necessitate overnight stays shall be paid in allowance equivalent to eight hours at ordinary rates for each overnight stay		

(ii) An officer who is nominated to supervise a team in a community based service, other than in a residential setting, shall be paid a Team Leader Allowance as follows		
No of staff Supervised 5 to 10	3,483	3,570
No of staff Supervised 11 to 25	5,816	5,961
No of staff supervised 26 to 40	8,151	8355
No of staff Supervised 40 +	9,300	9,533

**Crown Employees (Correctional Officers, Department of Attorney General and Justice - Corrective Services NSW) Award**

Correctional Officers - Department of Corrective Services			
Classification and Grades	CSP NO.	1.7.11 Per annum \$	1.7.12 Per annum +2.5% \$
Probationary Correctional Officer	45	53,000	54,325
Correctional Officer - 1st year	47	53,967	55,316
2nd year and thereafter	49	54,977	56,351
Correctional Officer, First Class -1st year	55	58,060	59,512
2nd year and thereafter	63	62,814	64,384
Senior Correctional Officer	69	66,610	68,275
Overseer - 1st year	55	58,060	59,512
2nd year and thereafter	63	62,814	64,384
Senior Overseer	69	66,610	68,275
Industries and Maintenance Allowance - Overseer 1st year	-	8,552	8,766
Overseer 2nd year and thereafter	-	3,796	3,891
Senior Overseer	-	7,468	7,655

Incidental Allowance -	1.7.11 Per annum	1.7.12 Per annum 2.5%
Probationary Correctional Officer (in training)	n/a	n/a
Probationary Correctional Officer (on graduation)	871	893
Correctional Officer 1st year	1,308	1,341
Correctional Officer 2 <sup>nd</sup> year and thereafter	1,747	1,791
Correctional Officer, First Class 1st year	2,613	2,678
Correctional Officer, First Class 2nd year and thereafter	2,613	2,678
Senior Correctional Officer	4,354	4,463
Overseer 1st year	2,613	2,678
Overseer 2nd year and thereafter	2,613	2,678
Senior Overseer	4,354	4,463

**Crown Employees (Correctional Officers, Department Of Corrective Services) Award 2007 for  
Kempsey, Dillwynia And Wellington Correctional Centres**

Annualised Salary Package - Kempsey, Dillwynia and Wellington Correctional Centres		
Classification and Grades	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
General Manager	163,623	167,714
Manager of Security	138,038	141,489
Principal Correctional Officer	106,655	109,321
Chief Correctional Officer	99,833	102,329

Correctional Officers - Kempsey, Dillwynia and Wellington Correctional Centres			
	Common Salary Points	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
<b>Correctional Officers:</b>			
Senior Correctional Officer	69	66,610	68,275
Correctional Officer 1 <sup>st</sup> Class Year 2	63	62,814	64,384
Correctional Officer 1 <sup>st</sup> Class Year 2	55	58,060	59,512
Correctional Officer Year 2	49	54,977	56,351
Correctional Officer Year 1	47	53,967	55,316
Correctional Officer Probationary	45	53,000	54,325
Correctional Officer (Training)	45	53,000	54,325
<b>Incidental Allowance:</b>			
Senior Correctional Officer	-	4,354	4,463
Correctional Officer 1st Class Years 1 and 2	-	2,613	2,678
Correctional Officer Year 2	-	1,747	1,791
Correctional Officer Year 1	-	1,308	1,341
Correctional Officer Probationary	-	871	893
<b>Industrial Officers:</b>			
Principal Industry Officer Level 1	-	111,219	113,999
Principal Industry Officer Level 2	-	105,849	108,495
Chief Industry Officer	-	100,820	103,341
Senior Overseer	80	74,080	75,932
Overseer	69	66,610	68,275
<b>Incidental Allowance</b>			
Senior Overseer	-	4,354	4,463
Overseer	-	2,613	2,678

**Crown Employees (Departmental Officers) Award**

Departmental Officer				
Classifications and Grades		Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
General Scale	Year 1	7	31,193	31,973
	Year 2	11	37,729	38,672
	Year 3	17	40,662	41,679
	Year 4	20	41,771	42,815

	Year 5	23	43,539	44,627
	Year 6	25	44,329	45,437
	Year 7	28	45,428	46,564
	Year 8	32	47,108	48,286
	Year 9	36	48,816	50,036
	Year 10	40	50,619	51,884
Grade 1-2 (Level 1)	Year 1	46	53,407	54,742
	Year 2	49	54,977	56,351
	Year 3	52	56,509	57,922
	Year 4	55	58,060	59,512
Grade 3-4 (Level 2)	Year 1	58	59,705	61,198
	Year 2	61	61,505	63,043
	Year 3	64	63,425	65,011
	Year 4	67	65,376	67,010
Grade 5-6 (Level 3)	Year 1	75	70,480	72,242
	Year 2	78	72,702	74,520
	Year 3	82	75,552	77,441
	Year 4	85	77,767	79,711
Grade 7-8 (Level 4)	Year 1	88	80,096	82,098
	Year 2	91	82,491	84,553
	Year 3	95	85,928	88,076
	Year 4	98	88,660	90,877
Grade 9-10 (Level 5)	Year 1	101	91,303	93,586
	Year 2	104	93,870	96,217
	Year 3	108	97,702	100,145
	Year 4	111	100,613	103,128
Grade 11 (Level 6)	Year 1	116	105,602	108,242
	Year 2	120	110,079	112,831
Grade 12 (Level 7)	Year 1	126	116,974	119,898
	Year 2	130	122,128	125,181
Senior Officer	Year 1	-	136,651	140,067
Grade 1 (Level 8)	Year 2	-	147,245	150,926
Senior Officer	Year 1	-	149,737	153,480
Grade 2 (Level 9)	Year 2	-	160,294	164,301
Senior Officer	Year 1	-	165,658	169,799
Grade 3 (Level 10)	Year 2	-	181,844	186,390

**Crown Employees (Department of Attorney General and Justice - Attorney General's Division)  
(Reporting Services Branch) Sound Reporters Award 2007**

Multi-Skilled Reporters and Sound Reporters Dual Remote			
Classification and Grade	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Trainee Multi-Skilled Sound Reporter Year 1	46	53,407	54,742
Multi-Skilled Sound Reporter Year 2	52	56,509	57,922
Multi-Skilled Sound Reporter Year 3	55	58,060	59,512
Multi-Skilled Sound Reporter Year 4	58	59,705	61,198
Multi-Skilled Sound Reporter Year 5	61	61,505	63,043
Sound Reporter Dual Remote	64	63,425	65,011

**Crown Employees (Department of Attorney General and Justice (Juvenile Justice) - 38 Hour week  
Operational Staff 2012) Reviewed Award**

Classification and Grades	A & C Grade Equivalent	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Unqualified Youth Officer - Level 1	GS Year 10	50,620	51,886
Youth Officer Level 2 Year 1	Min 1	53,407	54,742
Year 2	Max 1	54,977	56,351
Year 3	Min 2	56,509	57,922
Level 3 Year 1	Max 2	58,060	59,512
Shift Supervisor/Assistant Unit Manager - Level 4 Year 1	Min 4	63,425	65,011
Year 2	Max 4	65,376	67,010
Year 3	Min 5	70,480	72,242
Year 4	Max 5	72,702	74,520
Unit Manager - Level 5 Year 1	Min 6	75,552	77,441
Year 2	Max 6	36,767	37,686
Year 3	Min 7	80,096	82,098
Year 4	Max 7	82,491	84,553
Assistant Manager - Level 6 Year 1	Min 8	85,928	88,076
Year 2	Max 8	88,660	90,877
Year 3	Min 9	91,303	93,586
Year 4	Max 9	93,870	96,217
Centre Manager - Level 7 Year 1	Min 10	97,702	100,145
Year 2	Max 10	100,613	103,128
Centre Manager - Level 8 Year 1	Min 11	105,602	108,242
Year 2	Max 11	110,079	112,831
Centre Manager - Level 9 Year 1	Min 12	116,974	119,898
Year 2	Max 12	122,128	125,181
Vocational Instructor (Trade, Maintenance, Grounds) Level 1, Year 1	-	50,620	51,886
Level 2 Year 1	-	53,407	54,742
Year 2	-	54,977	56,351
Year 3	-	56,509	57,922
Year 4	-	58,060	59,512
Kitchen Support Officer and Vocational Instructor (Cook) Level 1 Year 1	-	41,771	42,815
Year 2	-	43,539	44,627
Level 2 Year 1	-	53,407	54,742
Year 2	-	54,977	56,351
Year 3	-	56,509	57,922
Year 4	-	58,060	59,512

Logistics Officer Level 4			
Year 1	-	70,480	72,242
Year 2	-	72,702	74,520
Level 5			
Year 3	-	75,552	77,441
Year 4	-	77,767	79,711
Court Supervisor - Level 4			
Year 1	Min 4	63,425	65,011
Year 2	Max 4	65,376	67,010
Year 3	Min 5	70,480	72,242
Year 4	Max 5	72,702	74,520
Drug Detection Security and Intelligence Officer			
Level 2			
Year 1	Min 1	53,407	54,742
Year 2	Max 1	54,977	56,351
Year 3	Min 2	56,509	57,922
Level 3	Max 2	58,060	59,512
Allowances			
Chokage Allowance (per day)		4.28	4.39
Uniform Allowance (per week)		4.44	4.55
Trade Allowance (per annum)		1,620.00	1,660.50
Supervisory Allowance (per week)		44.39	45.50
Allocated Youth Officer Additional Responsibilities			
Allowance (per hour)		1.15	1.18

#### **Crown Employees (Department of Education and Communities - Catering Officers) Award**

Classification and Grades	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Level 1	49,455	50,691
Level 2	51,019	52,294
Level 3	52,555	53,869
Level 4	54,251	55,607
Level 5	56,171	57,575
Catering Officers - Academy Allowance		
Senior Catering Officer	4,322	4,430
Catering Officer	2,085	2,137
Apprentice	1,669	1,711

#### **Crown Employees (Department of Education and Communities - Centre Managers) Award**

Grades and salary rates for classifications in this award are in accordance with the Crown Employees Administrative and Clerical Officers - Salaries) Award 2007 Grades 4 to 12

Allowance	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Annual Allowance (clause 11)	9,806	10,051

**Crown Employees (Department of Education and Communities - Program Officers) Award**

Program Officers - Department of the Arts, Sport and Recreation		
Classification and Grades	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Program Officers		
Level 1	50,020	51,271
Level 2	51,980	53,280
Level 3	54,913	56,286
Level 4	58,838	60,309
Level 5	60,797	62,317
Level 6	63,749	65,343
Level 7	66,683	68,350
Level 8	69,634	71,375
Level 9	72,567	74,381
Level 10	75,517	77,405
Level 11	78,447	80,408
Level 12	80,410	82,420
Program Officers - Temporary Employees	1.7.11 Per day 2.5% \$	1.7.12 Per day 2.5% \$
Level 1	192	196.80
Level 2	199	203.98
Level 3	210	215.25
Level 4	226	231.65
Level 5	233	238.83
Level 6	244	250.10
Level 7	256	262.40
Level 8	267	273.68
Level 9	278	284.95
Level 10	289	296.23
Level 11	301	308.53
Level 12	308	315.70
Program Officers - Casual employees	1.7.11 Per day \$	1.7.12 Per day 2.5% \$
Level 1	215.70	221.09
Level 2	224.16	229.76
Level 3	236.81	242.73
Level 4	253.70	260.04
Level 5	262.21	268.77
Level 6	274.88	281.75
Level 7	287.54	294.73
Level 8	300.26	307.77
Level 9	312.91	320.73
Level 10	325.65	333.79
Level 11	338.29	346.75
Level 12	346.73	355.39
	1.7.11 Per day \$	1.7.12 Per day 2.5% \$
Assistant instructor (Per day)	52.58	53.89

Program Officer (Instructor)	167.63 203.35	171.82 208.43
Allowances		
Sport and recreation allowance - permanent Program Officers (per annum)	9,806	10,051
Sport and recreation allowance- temporary Program Officers (per day)	37.59	38.53
Night duty allowance - casual Program Officers(per night)	80.23	82.24
Night duty allowance - Program Officer (Instructors) (per night)	38.71	39.68

**Crown Employees (Department of Education and Communities - Services Officers) Award**

<b>Table 1</b>		
<b>Salary Scale for Services Officers Prior to Competency Attainment</b>		
Classification and Grades	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Level 1	41,890	42,937
Level 2	44,184	45,289
Level 3	46,085	47,237
Level *4	47,989	49,189
	Per hour \$	Per hour \$
Level 1	21.12	21.65
Level 2	22.27	22.83
Level 3	23.26	23.84
Level 4	24.21	24.82

<b>Table 2</b>		
<b>Salary Scale for Services Officers after Competency Attainment</b>		
Classification and Grades	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Level 1	43,147	44,226
Level 2	45,511	46,649
Level 3	47,471	48,658
Level *4	49,429	50,665
	Per hour \$	Per hour \$
Level 1	21.78	22.33
Level 2	22.97	23.54
Level 3	23.94	24.54
Level 4	24.93	25.55
* Services Officer (Groundsperson) and Services Officer (Gardener) salary rate		

<b>Table 3</b>		
<b>Salary Scale for Assistant Services Officers</b>		
Classification and Grades	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Level 1	41,890	42,937
Level 2	44,184	45,289

	Per hour \$	Per hour \$
Level 1	21.12	21.65
Level 2	22.27	22.83

**Crown Employees Department of Family and Community Services NSW (Aboriginal Housing Office)  
Award 2012**

See rates for Crown Employees (Administrative and Clerical Officers - Salaries) Award 2007

**Crown Employees (Department of Finance and Services) Award 2012**

Department of Commerce (other than GCIO, OFT, OIR, Businesslink)		
Classifications and Grades	1.7.11 Per annum	1.7.12 Per annum
	\$	2.5% \$
DPWS Professional Staff -		
General Scale 1	31,622	32,413
General Scale HSC 19 years	35,830	36,726
General Scale 2 or age 20	38,244	39,200
General Scale 3 or age 21	41,217	42,247
General Scale 4	42,345	43,404
General Scale 5	44,131	45,234
General Scale 6	44,935	46,058
General Scale 7	46,052	47,203
General Scale 8	47,754	48,948
General Scale 9	49,486	50,723
General Scale 10	51,308	52,591
General Scale 11	52,818	54,138
General Scale 12	54,135	55,488
General Scale 13	55,726	57,119
Grade 1		
Year 1	56,266	57,673
Year 2	59,408	60,893
Year 3	63,672	65,264
Year 4	68,186	69,891
Year 5	72,230	74,036
Grade 2		
Year 1	76,588	78,503
Year 2	79,538	81,526
Year 3	82,007	84,057
Year 4	84,396	86,506
Grade 3		
Year 1	88,904	91,127
Year 2	91,664	93,956
Year 3	95,156	97,535
Year 4	98,067	100,519
Grade 4		
Year 1	102,984	105,559
Year 2	106,002	108,652
Year 3	108,116	110,819
DPWS Senior Professional Staff -		
Senior 1		
Year 1	112,545	115,359
Year 2	114,762	117,631

Senior 2		
Year 1	117,305	120,238
Year 2	119,823	122,819
Senior 3		
Year 1	122,434	125,495
Year 2	123,801	126,896
DPWS Project Staff -		
Grade 1		
Year 1	66,797	68,467
Year 2	67,912	69,610
Grade 2		
Year 1	72,269	74,076
Year 2	74,352	76,211
Grade 3		
Year 1	76,643	78,559
Year 2	78,927	80,900
Grade 4		
Year 1	81,211	83,241
DPWS Senior Management		
Grade 1		
Year 1	134,214	137,569
Year 2	140,980	144,505
Grade 2 -		
Year 1	147,739	151,432
Year 2	154,507	158,370
DPWS Staff -		
General Scale 1	31,622	32,413
General Scale HSC 19 yrs	35,830	36,726
General Scale 2 or age 20	38,244	39,200
General Scale 3 or age 21	41,217	42,247
General Scale 4	42,345	43,404
General Scale 5	44,131	45,234
General Scale 6	44,935	46,058
General Scale 7	46,052	47,203
General Scale 8	47,754	48,948
General Scale 9	49,486	50,723
General Scale 10	51,308	52,591
* Personal	52,818	54,138
Grade 1 -		
Year 1	54,135	55,488
Year 2	55,726	57,119
Grade 2 -		
Year 1	57,286	58,718
Year 2	58,852	60,323
Grade 3 -		
Year 1	60,524	62,037
Year 2	62,350	63,909
Grade 4 -		
Year 1	64,297	65,904
Year 2	66,269	67,926
Grade 5 -		
Year 1	71,446	73,232
Year 2	73,704	75,547
Grade 6 -		
Year 1	76,588	78,503
Year 2	78,830	80,801

Grade 7 - Year 1	81,197	83,227
Year 2	83,626	85,717
Grade 8 - Year 1	87,103	89,281
Year 2	89,878	92,125
Grade 9 - Year 1	92,554	94,868
Year 2	95,156	97,535
Grade 10 - Year 1	99,046	101,522
Year 2	101,992	104,542
Grade 11 - Year 1	107,049	109,725
Year 2	111,588	114,378
Grade 12 - Year 1	118,577	121,541
Year 2	123,801	126,896
DPWS Technical Staff (A) -		
General Scale 1 or 16 years	26,217	26,872
General Scale 2 or 17 years	29,750	30,494
General Scale 3 or 18 years	31,622	32,413
General Scale 4 or 20 years	35,830	36,726
General Scale 5 or 21 years	38,244	39,200
General Scale 6	41,217	42,247
General Scale 7	42,345	43,404
General Scale 8	44,131	45,234
General Scale 9	44,935	46,058
General Scale 10	46,052	47,203
General Scale 11	47,754	48,948
General Scale 12	49,486	50,723
General Scale 13	51,308	52,591
General Scale 14	52,818	54,138
Grade I - Year 1	55,164	56,543
Year 2	56,713	58,131
Year 3	58,277	59,734
Year 4	59,408	60,893
Year 5	61,158	62,687
Grade II - Year 1	64,297	65,904
Year 2	65,601	67,241
Year 3	66,760	68,429
Year 4	68,186	69,891
Grade III - Year 1	72,849	74,670
DPWS Senior Technical (A) -		
Senior I - Year 1	71,446	73,232
Year 2	72,849	74,670
Year 3	75,092	76,969
Senior II - Year 1	77,329	79,262
Year 2	79,538	81,526
Senior III - Year 1	82,818	84,888

Senior Officer - Grade 1 -		
Year 1	138,290	141,747
Year 2	148,884	152,606
Grade 2 -		
Year 1	151,375	155,159
Year 2	161,933	165,981
Grade 3 -		
Year 1	167,297	171,479
Year 2	183,482	188,069

**Crown Employees (Department of Finance and Services - Waste Assets Management Corporation)  
Salaried Staff Award 2012**

**WAMC OFFICER**

Grade	Year	Per annum 1 July 2011	Per annum 1 July 2012
WAMC Officer General Scale	1	31,764	32,558
WAMC Officer General Scale	2	38,420	39,381
WAMC Officer General Scale	3	41,407	42,442
WAMC Officer General Scale	4	42,539	43,602
WAMC Officer General Scale	5	44,340	45,449
WAMC Officer General Scale	6	45,144	46,273
WAMC Officer General Scale	7	46,262	47,419
WAMC Officer General Scale	8	47,973	49,172
WAMC Officer General Scale	9	49,710	50,953
WAMC Officer General Scale	10	51,546	52,835

Grade	Year	Per annum 1 July 2011 \$	Per annum 1 July 2012 \$
WAMC Officer Grade 1	1	54,386	55,746
	2	55,986	57,386
WAMC Officer Grade 2	1	57,546	58,985
	2	59,125	60,603
WAMC Officer Grade 3	1	60,801	62,321
	2	62,633	64,199
WAMC Officer Grade 4	1	64,591	66,206
	2	69,789	71,534
WAMC Officer Grade 5	1	71,775	73,569
	2	74,037	75,888
WAMC Officer Grade 6	1	76,939	78,862
	2	79,195	81,175
WAMC Officer Grade 7	1	81,568	83,607
	2	84,005	86,105
WAMC Officer Grade 8	1	87,506	89,694
	2	90,288	92,545
WAMC Officer Grade 9	1	92,981	95,306
	2	95,591	97,981
WAMC Officer Grade 10	1	99,498	101,985
	2	102,461	105,023
WAMC Officer Grade 11	1	107,540	110,229
	2	112,100	114,903
WAMC Officer Grade 12	1	119,119	122,097
	2	124,367	127,476

**WAMC SENIOR OFFICER**

Grade	Year	Per annum 1 July 2011 \$	Per annum 1 July 2012 \$
WAMC Senior Officer Grade 1	1	139,162	142,641
	2	149,948	153,697
WAMC Senior Officer Grade 2	1	152,485	156,297
	2	163,236	167,317
WAMC Senior Officer Grade 3	1	168,700	172,918
	2	185,183	189,813

**Crown Employees Food Safety Officers Award**

Food Safety Officers			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Grade 1, Year 1	-	54,191	55,546
Year 2	-	55,743	57,137
Year 3	55	58,060	59,512
Grade 2, Year 1	-	61,568	63,107
Year 2	-	66,954	68,628
Year 3	82	75,552	77,441
Grade 3, Year 1	-	81,294	83,326
Year 2	-	84,209	86,314
Year 3	98	88,660	90,877
Grade 4, Year 1	-	92,584	94,899
Year 2	-	95,785	98,180
Year 3	111	100,613	103,128
Grade 5, Year 1	116	105,602	108,242
Year 2	120	110,079	112,831
Grade 6, Year 1	126	116,974	119,898
Year 2	130	122,128	125,181

**Crown Employees (General Assistants in Schools - Department of Education and Communities) Award**

General Assistants in Schools - Department of Education and Training			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Full-time Permanent - Junior On employment	-	28,994	29,719
After 12 months or at 20 years Adult	-	37,278	38,210
Year 1	19	41,420	42,456
Year 2	20	41,771	42,815
Year 3	22	42,563	43,627
Year 4	23	43,539	44,627
Year 5	25	44,329	45,437

Part-time Permanent (up to 35.5 hpw)		1.7.11 Per Hour \$	1.7.12 Per Hour 2.5% \$
Junior On employment		16.1	16.50
After 12 months or at 20 years		20.68	21.20
Adult		23.62	24.21
Full-time (38 hpw) Temporary - Unloaded Junior			
On employment		14.64	15.01
After 12 months or at 20 years		18.8	19.27
Adult		20.87	21.39
Full-time Temporary - Loaded Junior			
On employment		15.84	16.24
After 12 months or at 20 years		20.35	20.86
Adult		22.65	23.22
Part-time Temporary (up to 35.5 hpw) Unloaded Junior			
On employment		16.1	16.50
After 12 months or at 20 years		20.68	21.20
Adult		23.62	24.21
Loaded Junior			
On employment		17.43	17.87
After 12 months or at 20 years		22.41	22.97
Adult		25.57	26.21

**Crown Employees (General Managers, Superintendents, Managers Security and Deputy Superintendents, Department of Corrective Services) Award 2009**

Rank	Annualised Salary from the first full pay period on or after 1.7.11 \$	Annualised Salary from the first full pay period on or after 1.7.12 2.5% \$
General Manager	163,623	167,714
Superintendent	150,136	153,889
Manager Security	138,038	141,489
Deputy Superintendent	128,595	131,810

**Crown Employees (General Staff - Salaries) Award 2007**

General Staff - Salaries			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Artist's Model, TAFE (draped)	33	47,490	48,677
(undraped)	39	50,205	51,460
Assistant, Enrolled Nurses Training Program, TAFE (part-time)			
1st year	23	43,539	44,627
2nd year	25	44,329	45,437
3rd year	28	45,428	46,564

Assistant Food & Beverage Controller, Ryde TAFE			
1st year	42	51,590	52,880
2nd year	48	54,416	55,776
Assistant Operations Controller, Port Macquarie, Campbelltown, TAFE			
1st year	39	50,205	51,460
2nd year	42	51,590	52,880
Assistant Operations Manager, TAFE (Hamilton, Ryde, Werrington)			
1st year	59	60,329	61,837
2nd year	61	61,505	63,043
3rd year	64	63,425	65,011
4th year	67	65,376	67,010
Assistant Operations Manager, TAFE (East Sydney)			
1st year	56	58,604	60,069
2nd year	60	60,889	62,411
Catering Services Manager, Kurri Kurri, Ryde, TAFE			
1st year	70	67,267	68,949
2nd year	75	70,480	72,242
Catering Supervisor, Kurri Kurri, Ryde, TAFE			
1st year	52	56,509	57,922
2nd year	55	58,060	59,512
Class Preparation Assistant Tourism & Hospitality/Rural Studies; Floristry, Catering and Bakery, TAFE			
1st year	23	43,539	44,627
2nd year	25	44,329	45,437
3rd year	26	44,688	45,805
Class Preparation Assistant Hairdresser, TAFE			
1st year	17	40,662	41,679
2nd year	20	41,771	42,815
3rd year	22	42,563	43,627
Duty Manager, Ryde, TAFE	57	59,121	60,599
Fitter-Operator, TAFE	51	55,940	57,339
Food and Beverage Controller, TAFE (Hamilton)	39 42	50,205 51,590	51,460 52,880
Food School Assistant, TAFE			
Years 1 - 3	18	41,063	42,090
Year 4 - 6	19	41,420	42,456
Year 7	20	41,771	42,815
Foreman, TAFE			
Electrical Grade 2	64	63,425	65,011
Electrical Grade 3	68	65,855	67,501
Electrical Grade 5	77	71,866	73,663
Other than Electrical			
Grade 1	57	59,121	60,599
Grade 2	61	61,505	63,043
Grade 3	65	63,959	65,558
Grade 4	73	69,227	70,958
Grade 5	77	71,866	73,663
Assistant Mechanical Foreman, TAFE	61	61,505	63,043

General Assistant/Caretaker, TAFE	25	44,329	45,437
Guest Services Agent, Ryde, TAFE			
1st year	34	47,936	49,134
2nd year	36	48,816	50,036
House Officer, TAFE, Sydney			
1st year	44	52,489	53,801
2nd year	47	53,967	55,316
3rd year	49	54,977	56,351
House Officer, TAFE, Newcastle			
1st year	41	51,189	52,469
2nd year	42	51,590	52,880
3rd year	43	52,102	53,405
House Supervisor (Goulburn, Kurri Kurri), TAFE			
1st year	39	50,205	51,460
2nd year	41	51,189	52,469
Kitchen Assistant (part-time), TAFE	18	41,063	42,090
Laboratory Craftsman, TAFE			
Grade 1, 1st year	40	50,619	51,884
Grade 1, 2nd year	41	51,189	52,469
Grade 1, 3rd year	43	52,102	53,405
Grade 1, 4th year	44	52,489	53,801
Grade 2, 1st year	45	53,000	54,325
Grade 2, 2nd year	46	53,407	54,742
Grade 2, 3rd year	47	53,967	55,316
Senior Laboratory Craftsman	55	58,060	59,512
Operations Controller Campbelltown/Port Macquarie/Orange, TAFE			
1st year	52	56,509	57,922
2nd year	55	58,060	59,512
Operations Manager - Food School/ Horticulture/Technical Support/ Purchasing and Stores Controller - East Sydney, Ryde, TAFE			
1st year	75	70,480	72,242
2nd year	78	72,702	74,520
3rd year	82	75,552	77,441
4th year	85	77,767	79,711
Hamilton/Wollongong			
1st year	72	68,519	70,232
2nd year	75	70,480	72,242
3rd year	78	72,702	74,520
4th year	82	75,552	77,441
Operations Manager (Brookvale, Dubbo, Loftus, Werrington) TAFE			
1st year	66	64,714	66,332
2nd year	77	71,866	73,663
Operations Supervisor - Food School, Kingscliff, Wollongong, TAFE			
1st year	52	56,509	57,922
2nd year	55	58,060	59,512
Senior Housekeeper, Ryde, TAFE			
1st year	57	59,121	60,599
2nd year	63	62,814	64,384
Scientific Instrument Maker, TAFE	51	55,940	57,339
Steel Production Assistant (formerly Cold Saw Operator) TAFE	25	44,329	45,437

Steel Production Supervisor (formerly Charge Hand, Cold Saw (Operator), TAFE Stores Attendant, Hairdressing, TAFE	40	50,619	51,884
1st year	22	42,563	43,627
2nd year	23	43,539	44,627
3rd year	25	44,329	45,437
Technical Assistant (Art, Ceramics, TV Studio) TAFE			
Years 1 - 3	32	47,108	48,286
Years 4 - 6	34	47,936	49,134
Year 7	35	48,324	49,532
Technical Assistant (Design)			
1st year	35	48,324	49,532
2nd year	37	49,282	50,514
3rd year	39	50,205	51,460
Technical Assistant (Electrical Engineering/ Applied Electricity), TAFE			
1st year	50	55,509	56,897
2nd year	52	56,509	57,922
3rd year	54	57,491	58,928
Technical Assistant (Mechanical Engineering/ Civil Engineering Building)			
1st year	46	53,407	54,742
2nd year	47	53,967	55,316
Technical Assistant (Vehicle Building)			
1st year	46	53,407	54,742
2nd year	47	53,967	55,316
Technical Assistant (Refrigeration and Air Conditioning), TAFE	32	47,108	48,286
Technical Assistant (Rural Studies), TAFE			
1st year	34	47,936	49,134
2nd year	36	48,816	50,036
3rd year	39	50,205	51,460
4th year	41	51,189	52,469
5th year	44	52,489	53,801
6th year	47	53,967	55,316
7th year	50	55,509	56,897
8th year	53	56,993	58,418
9th year	56	58,604	60,069
10th year	59	60,329	61,837
11th year	61	61,505	63,043
Community Liaison Officer/Aboriginal Community Liaison Officer, Department of Education and Training (DET)	57	59,121	60,599
Farm Foreman, DET			
Grade A			
1st year	39	50,205	51,460
2nd year	41	51,189	52,469
3rd year	43	52,102	53,405
Grade B			
1st year	45	53,000	54,325
2nd year	47	53,967	55,316
3rd year	51	55,940	57,339

House Officer, DET			
1st year	34	47,936	49,134
2nd year	36	48,816	50,036
3rd year	39	50,205	51,460
Maintenance Officer, DET			
1st year	24	43,967	45,066
2nd - 7th year	25	44,329	45,437
8th year	26	44,688	45,805
Photographic Assistant, DET			
1st year	22	42,563	43,627
2nd year	23	43,539	44,627
3rd year	25	44,329	45,437
4th year	26	44,688	45,805
Matrons and Sub-Matrons, DET			
Matron			
1st year	45	53,000	54,325
Thereafter	46	53,407	54,742
Sub-Matron			
1st year	39	50,205	51,460
Thereafter	40	50,619	51,884
Storeman/Attendant, Hurlstone/Yanco			
Agricultural High School, DET			
1st year	17	40,662	41,679
2nd year	18	41,063	42,090
3rd year and 4th year	20	41,771	42,815
5th year	22	42,563	43,627
Technical Assistant (Art, Ceramics, TV			
Studio)			
Years 1 - 3	32	47,108	48,286
Years 4 - 6	34	47,936	49,134
Year 7	35	48,324	49,532
Assistant, Dept of Infrastructure Planning			
and Natural Resources (DIPNR)			
Junior - under 17 (50% of Grade 1, Yr 1)			
Aged 17 (60% of Grade 1, Yr 1)			
Aged 18 (70% of Grade 1, Yr 1)			
Aged 19 (80% of Grade 1, Yr 1)			
Aged 20 (90% of Grade 1, Yr 1)			
Grade 1			
1st year	18	41,063	42,090
2nd year	22	42,563	43,627
3rd year	25	44,329	45,437
4th year	29	45,896	47,043
5th year	32	47,108	48,286
Grade 2			
1st year	34	47,936	49,134
2nd year	36	48,816	50,036
3rd year	37	49,282	50,514
4th year	39	50,205	51,460
Grade 3			
1st year	46	53,407	54,742
2nd year	52	56,509	57,922
Field Services Staff, DIPNR			
Field Supervisor			
1st year	48	54,416	55,776
2nd year	51	55,940	57,339

3rd year	53	56,993	58,418
4th year	55	58,060	59,512
5th year	58	59,705	61,198
Field Service Manager, Years 1-3 only			
Other locations (not specified)			
1st year	66	64,714	66,332
2nd year	67	65,376	67,010
3rd year	69	66,610	68,275
Specific locations Years 1-4 (Bathurst, Cooma, Glennies Creek, Gosford, Goulburn, Henty, Inverell, Lithgow, Manilla (f.s.), Moss Vale, Nowra, Newcastle, Parkes, Cowra RC, Parramatta, Penrith, Scone, Singleton, Wellington, Braidwood (cons.), Murwillumbah, Coffs Harbour, Kempsey, Grafton, Queanbeyan, Gunnedah RC.			
4th year	75	70,480	72,242
Regional Field Services Manager	83	76,290	78,197
Drillers (Central West Region employees only), DIPNR			
Driller's Assistant	22	42,563	43,627
Roster Allowance		4,936	5,059
Trainee Drilling Officer	25	44,329	45,437
Roster Allowance		5,142	5,271
Drilling Officer - Level 1	38	49,693	50,935
Roster Allowance		5,765	5,909
Drilling Officer - Level 2	40	50,619	51,884
Roster Allowance		5,872	6,019
Drilling Officer - Level 3	43	52,102	53,405
Roster Allowance		6,044	6,195
Drilling Officer - Level 4	48	54,416	55,776
Roster Allowance		6,313	6,471
Drilling Officer - Level 5	53	56,993	58,418
Roster Allowance		6,611	6,776
Senior Drilling Officer	57	59,121	60,599
Roster Allowance		6,857	7,028
Overseers, DIPNR			
Grade 1 (ex Dept of Water Resources only)	60	60,889	62,411
Grade II	61	61,505	63,043
Grade III	65	63,959	65,558
Grade IV	73	69,227	70,958
Grade V	77	71,866	73,663
Plant Managers, DIPNR			
Grade 1 (Workshop Supervisors, Goulburn, Inverell, Scone & Wagga Wagga)	65	63,959	65,558
Grade 2 (Workshop Manager, Wellington & Fleet Managers, Tamworth & Wagga Wagga)			
Year 1	69	66,610	68,275
Year 2	70	67,267	68,949
Assistant Education Officers, Powerhouse Museum	43	52,102	53,405
House Officer, Powerhouse Museum	47	53,967	55,316
	43	52,102	53,405
	44	52,489	53,801
Museum Officer, Powerhouse Museum	18	41,063	42,090
	19	41,420	42,456

	20	41,771	42,815
	21	42,171	43,225
	23	43,539	44,627
Photographer - Grade 1 - Years 1-3 (various agencies)			
1st year	39	50,205	51,460
2nd year	41	51,189	52,469
3rd year	43	52,102	53,405
Grade 2*			
1st year	49	54,977	56,351
2nd year	51	55,940	57,339
*Progression from Photographer Grade 1 to Photographer Grade 2 (see Sch A of award)			
Photographers Grade 3** Years 1-3			
1st year	63	62,814	64,384
2nd year	65	63,959	65,558
3rd year	69	66,610	68,275
**Grade 3 requirements in Sch A of award			
Photographic Assistant	22	42,563	43,627
	23	43,539	44,627
	25	44,329	45,437
	26	44,688	45,805
Preparator - Grade 1, Powerhouse Museum Years 1-3	45	53,000	54,325
	48	54,416	55,776
	51	55,940	57,339
Grade II - Years 1-2	55	58,060	59,512
	59	60,329	61,837
Senior Preparator, Powerhouse Museum	63	62,814	64,384
	65	63,959	65,558
Stores Officer, Powerhouse Museum			
Grade 1	31	46,657	47,823
	33	47,490	48,677
Grade 2	34	47,936	49,134
	35	48,324	49,532
Grade 3	36	48,816	50,036
	37	49,282	50,514
Grade 4	39	50,205	51,460
	41	51,189	52,469
Transport Officer, Powerhouse Museum	47	53,967	55,316
	49	54,977	56,351
Field Assistant, Dept of Mineral Resources			
Year 1	26	44,688	45,805
Year 2	28	45,428	46,564
Year 3	31	46,657	47,823
Year 4	32	47,108	48,286
Year 5	34	47,936	49,134
Regional Mining Officer, Dept of Mineral Resources	58	59,705	61,198
	61	61,505	63,043
	64	63,425	65,011
	67	65,376	67,010
Regional Mining Officer, Lightning Ridge, Dept of Mineral Resources	75	70,480	72,242
	79	73,284	75,116
	82	75,552	77,441
	85	77,767	79,711
Craftsman/Framer, Art Gallery	32	47,108	48,286
Gallery Services Officer, Art Gallery	18	41,063	42,090
	20	41,771	42,815

Supervisor, Gallery Services Officers	23	43,539	44,627
Art Gallery -			
Senior Gallery Services Officer	43	52,102	53,405
	45	53,000	54,325
	47	53,967	55,316
	49	54,977	56,351
Installation Officer, Art Gallery	26	44,688	45,805
	29	45,896	47,043
	32	47,108	48,286
Senior Installation Officer, Art Gallery	32	47,108	48,286
	35	48,324	49,532
Display Technician, Art Gallery			
Grade 1	45	53,000	54,325
	48	54,416	55,776
	51	55,940	57,339
Grade 2	55	58,060	59,512
	59	60,329	61,837
Senior Display Technician	63	62,814	64,384
	65	63,959	65,558
Bar Manager, Police Academy	34	47,936	49,134
Building Manager, NSW Police	60	60,889	62,411
	61	61,505	63,043
	63	62,814	64,384
Driving Instructor, NSW Police College	68	65,855	67,501
	69	66,610	68,275
	72	68,519	70,232
General Assistant, NSW	19	41,420	42,456
Police college	20	41,771	42,815
	22	42,563	43,627
	23	43,539	44,627
	25	44,329	45,437
Groom, Mounted Police	16	39,663	40,655
	18	41,063	42,090
Maintenance Attendant, Goulburn Police College	22	42,563	43,627
Senior Basement Attendant, Police Headquarters	29	45,896	47,043
	31	46,657	47,823
	32	47,108	48,286
	34	47,936	49,134
Storeman/Attendant, Police Headquarters	17	40,662	41,679
Uniform Fitter and Advisory Officer, NSW Police	37	49,282	50,514
Police Armourer			
Year 1	51	55,940	57,339
Year 2	55	58,060	59,512
Year 3	58	59,705	61,198
Year 4	59	60,329	61,837
General Assistant, State Library	23	43,539	44,627
Photographic Operator, State Library	23	43,539	44,627
	26	44,688	45,805
Museum Assistant, Historic Houses Trust			
Grade 1 Years 1 to 4	20	41,771	42,815
	21	42,171	43,225
	25	44,329	45,437
	27	45,048	46,174
Grade 2, Years 1 to 5	30	46,288	47,445
	31	46,657	47,823
	34	47,936	49,134
	35	48,324	49,532
	36	48,816	50,036

Museum Guide, Historic Houses Trust	28	45,428	46,564
Years 1 to 6	30	46,288	47,445
	32	47,108	48,286
	34	47,936	49,134
	36	48,816	50,036
	39	50,205	51,460
Chief Guide, Historic Houses Trust	48	54,416	55,776
	51	55,940	57,339
Timber Inspectors, State Forests			
Chief Timber Inspector	92	83,255	85,336
Deputy Chief Timber Inspector	77	71,866	73,663
	80	74,080	75,932
Senior Timber Inspector	67	65,376	67,010
	68	65,855	67,501
	69	66,610	68,275
Timber Inspector	45	53,000	54,325
	47	53,967	55,316
	49	54,977	56,351
	51	55,940	57,339
	53	56,993	58,418
	56	58,604	60,069
	58	59,705	61,198
Entrance Attendant, Royal Botanic Gardens	30	46,288	47,445
Herbarium Assistants, Royal Botanic Gardens			
Grade 1	18	41,063	42,090
	22	42,563	43,627
	25	44,329	45,437
	29	45,896	47,043
	32	47,108	48,286
Grade 2	34	47,936	49,134
	36	48,816	50,036
	37	49,282	50,514
	39	50,205	51,460
Centre Supervisor, State Sports Centre	37 (+10% all purpose allow.)	49,282	50,514
Centre Supervisor, State Sports Centre	40	50,619	51,884
Events Technical Officer, State Sports Centre	58	59,705	61,198
Maintenance Officer, State Sports Centre	55	58,060	59,512
Facilities Manager, State Sports Centre	111	100,613	103,128
Assistant Facilities Manager, State Sports Centre	67	65,376	67,010
General Assistant, WorkCover	19	41,420	42,456
	20	41,771	42,815
	22	42,563	43,627
	23	43,539	44,627
	25	44,329	45,437
Day Attendant, Australian Museum	18	41,063	42,090
	19	41,420	42,456
	20	41,771	42,815
	21	42,171	43,225
	23	43,539	44,627
Preparator, Australian Museum			
Assistant Preparator (55)	29	45,896	47,043
	34	47,936	49,134
	39	50,205	51,460
	43	52,102	53,405

Cadet Preparator (56)	21	42,171	43,225
	25	44,329	45,437
Chief Preparator	82	75,552	77,441
	84	76,961	78,885
Preparator (57) Grade I	46	53,407	54,742
	49	54,977	56,351
	52	56,509	57,922
Grade II	56	58,604	60,069
	60	60,889	62,411
Senior Preparator	63	62,814	64,384
	65	63,959	65,558
Cleaner/Messenger/Courtkeeper, Sheriff's Office, Attorney-General's Dept Courtkeeper and Cleaner, Darlinghurst, Attorney-General's Dept	30	46,288	47,445
Courtkeeper/Cleaner and Messenger, Bathurst, Attorney-General's Dept	27	45,048	46,174
Courtkeeper/Cleaner and Messenger, Queanbeyan (Local Court), Attorney- General's Dept	25	44,329	45,437
Security Attendant, Attorney-General's Dept (formerly Assistant Service Officer)	17	40,662	41,679
	18	41,063	42,090
	20	41,771	42,815
	22	42,563	43,627
Basement Attendant, Attorney-General's Dept (formerly Assistant Service Officer)	23	43,539	44,627
Property Inspector, Public Trust Office	64	63,425	65,011
	67	65,376	67,010
	69	66,610	68,275
	73	69,227	70,958

### Crown Employees Historic Houses Trust (Gardens - Horticulture and Trades Staff) Award 2007

Gardens - Horticulture and Trades Staff Historic Houses Trust		
Classification and Grades	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Horticultural/Trades Officer Level One	39,212	40,192
Level Two Year 1	43,539	44,627
Level Two Year thereafter	44,688	45,805
Level Three Year 1	46,288	47,445
Level Three Year thereafter	47,936	49,134
Level Four Year 1	49,693	50,935
Level Four Year thereafter	51,189	52,469
Level Five Year 1	53,000	54,325
Level Five Year thereafter	54,416	55,776
Level Six Year 1	55,940	57,339
Level Six Year thereafter	57,491	58,928
Level Seven Year 1	59,121	60,599
Level Seven Year thereafter	60,889	62,411
Level Eight Year 1	62,814	64,384
Level Eight Year thereafter	65,376	67,010
Level Nine Year 1	67,939	69,637
Level Nine Year thereafter	70,480	72,242
Level Ten Year 1	72,702	74,520
Level Ten Year thereafter	74,745	76,614

Level Eleven Year 1	80,902	82,925
Level Eleven Year thereafter	85,928	88,076

**Crown Employees (Home Care Service of New South Wales - Administrative Staff) Award 2012**

Home Care Service of New South Wales Administrative Staff			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Home Care Gradings and Pay Scales -			
Grade 1 -			
Step 1	29	45,896	47,043
Step 2	33	47,490	48,677
Grade 2 -			
Step 1	35	48,324	49,532
Step 2	38	49,693	50,935
Grade 3 -			
Step 1	40	50,619	51,884
Step 2	43	52,102	53,405
Grade 4 -			
Step 1	45	53,000	54,325
Step 2	49	54,977	56,351
Grade 5 -			
Step 1	52	56,509	57,922
Step 2	56	58,604	60,069
Grade 6 -			
Step 1	58	59,705	61,198
Step 2	62	62,085	63,637
Grade 7 -			
Step 1	64	63,425	65,011
Step 2	68	65,855	67,501
Grade 8 -			
Step 1	70	67,267	68,949
Step 2	74	69,777	71,521
Grade 9 -			
Step 1	76	71,256	73,037
Step 2	79	73,284	75,116
Grade 10 -			
Step 1	81	74,745	76,614
Step 2	84	76,961	78,885
Grade 11 -			
Step 1	86	78,462	80,424
Step 2	89	80,902	82,925
Grade 12 -			
Step 1	90	81,703	83,746
Step 2	94	85,033	87,159
Grade 13 -			
Step 1	96	86,829	89,000
Step 2	100	90,426	92,687
Grade 14 -			
Step 1	102	92,178	94,482
Step 2	105	94,826	97,197
Grade 15 -			
Step 1	107	96,742	99,161
Step 2	110	99,640	102,131

Grade 16 -			
Step 1	112	101,594	104,134
Step 2	115	104,575	107,189
Grade 17 -			
Step 1	117	106,651	109,317
Step 2	120	110,079	112,831
Grade 18 -			
Step 1	121	111,025	113,801
Step 2	124	114,457	117,318
Grade 19 -			
Step 1	126	116,974	119,898
Step 2	130	122,128	125,181

**Crown Employees (Interpreters and Translators, Community Relations Commission) Award**

**Table 1 - Rates of Pay**

Classification and Grades	Common Salary Point	1.7.11 Per annum 2.5% \$	1.7.12 Per annum 2.5% \$
Interpreting/Translating Officer			
Year 1	49	54,977	56,351
Year 2	56	58,604	60,069
Year 3	63	62,814	64,384
Interpreter/Translator			
Year 1	56	58,604	60,069
Year 2	63	62,814	64,384
Year 3	70	67,267	68,949
Year 4	76	71,256	73,037
Year 5	81	74,745	76,614
Senior Interpreter/Translator			
Year 1	84	76,961	78,885
Year 2	87	79,306	81,289
Year 3	91	82,491	84,553

**Table 2 - Casual Rates of Pay**

Casual Interpreter	1.7.11	1.7.12
Year 1		
Base Hourly Rate (Unloaded)	32.08	32.88
Hourly Rate (Base + 20% + 34.5%)	49.57	50.81
Base Overtime Rate (Base + 34.5%)	43.15	44.23
Year 2		
Base Hourly Rate (Unloaded)	34.4	35.26
Hourly Rate (Base + 20% + 34.5%)	53.15	54.48
Base Overtime Rate (Base + 34.5%)	46.27	47.43
Year 3		
Base Hourly Rate (Unloaded)	36.83	37.75
Hourly Rate (Base + 20% + 34.5%)	56.9	58.32
Base Overtime Rate (Base + 34.5%)	49.54	50.78
Year 4		
Base Hourly Rate (Unloaded)	39.01	39.99
Hourly Rate (Base + 20% + 34.5%)	60.28	61.79
Base Overtime Rate (Base + 34.5%)	52.48	53.79

Year 5		
Base Hourly Rate (Unloaded)	40.92	41.94
Hourly Rate (Base + 20% + 34.5%)	63.22	64.80
Base Overtime Rate (Base + 34.5%)	55.03	56.41
Casual Translator		
Year 1		
Standard Document Translation	24.78	25.40
Non Standard Document Translation		
First 200 words or part thereof	49.57	50.81
Then 100 words thereafter or part thereof	24.78	25.40
Editing		
First 200 words or part thereof	37.18	38.11
Then 100 words thereafter or part thereof	18.59	19.06
Proof Reading		
First 200 words or part thereof	24.78	25.40
Then 100 words thereafter or part thereof	12.39	12.70
Checking		
First 200 words or part thereof	37.18	38.11
Then 100 words thereafter or part thereof	18.59	19.06
Year 2		
Standard Document Translation	26.58	27.24
Non Standard Document Translation		
First 200 words or part thereof	53.15	54.48
Then 100 words thereafter or part thereof	26.58	27.24
Editing		
First 200 words or part thereof	39.86	40.86
Then 100 words thereafter or part thereof	19.93	20.43
Proof Reading		
First 200 words or part thereof	26.58	27.24
Then 100 words thereafter or part thereof	13.28	13.61
Checking		
First 200 words or part thereof	39.86	40.86
Then 100 words thereafter or part thereof	19.93	20.43
Year 3		
Standard Document Translation	28.45	29.17
Non Standard Document Translation		
First 200 words or part thereof	56.9	58.32
Then 100 words thereafter or part thereof	28.45	29.17
Editing		
First 200 words or part thereof	42.67	43.74
Then 100 words thereafter or part thereof	21.34	21.87
Proof Reading		
First 200 words or part thereof	28.45	29.17
Then 100 words thereafter or part thereof	14.23	14.59
Checking		
First 200 words or part thereof	42.67	43.74
Then 100 words thereafter or part thereof	21.34	21.87
Year 4		
Standard Document Translation	30.15	30.90
Non Standard Document Translation		
First 200 words or part thereof	60.28	61.79
Then 100 words thereafter or part thereof	30.15	30.90
Editing		
First 200 words or part thereof	45.21	46.34
Then 100 words thereafter or part thereof	22.6	23.17

Proof Reading		
First 200 words or part thereof	30.15	30.90
Then 100 words thereafter or part thereof	15.07	15.45
Checking		
First 200 words or part thereof	45.21	46.34
Then 100 words thereafter or part thereof	22.6	23.17
Year 5		
Standard Document Translation	31.64	32.43
Non Standard Document Translation		
First 200 words or part thereof	63.21	64.79
Then 100 words thereafter or part thereof	31.64	32.43
Editing		
First 200 words or part thereof	47.43	48.62
Then 100 words thereafter or part thereof	23.71	24.30
Proof Reading		
First 200 words or part thereof	31.64	32.43
Then 100 words thereafter or part thereof	15.81	16.21
Checking		
First 200 words or part thereof	47.43	48.62
Then 100 words thereafter or part thereof	23.71	24.30

**Crown Employees (Jenolan Caves Reserve Trust Division) Salaries Award**

Jenolan Caves Reserve Trust Officers		
Classification and Grades	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Administration Officer	50,004	51,254
Administration Officer (Special)	51,822	53,118
Business Development Manager	93,871	96,218
Caretaker Jenolan Cottages	48,110	49,313
Manager Caving Operations	75,552	77,441
Director	136,651	140,067
Guide - Grade 1	48,110	49,313
Guide - Grade 2	50,004	51,254
Maintenance Officer	45,367	46,501
Karst Resources Officer	72,184	73,989
Senior Finance Officer	80,092	82,094
Guide - Grade 3	53,729	55,072
System Administrator/Finance Officer	72,184	73,989
Team Leader - Electrical	62,548	64,112
Team Leader - Maintenance	62,548	64,112
Trades Officer	51,822	53,118
Trades Officer - Electrical (W/ends)	59,004	60,479
Visitor Services Officer (Tickers - PT)*	48,110	49,313

\*Visitor Services Officer part-time works four days per week. Base rate is 80 per cent of Level 1A base rate

**Crown Employees - Legal Officers (Crown Solicitors Office, Office of Legal Aid Commission, Office of Director of Public Prosecutions an Parliamentary Counsel's Office) Reviewed Award 2012**

Legal Officers			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
<b>Legal Officers</b>			
<b>Grade I</b>			
1st year of service	51	55,940	57,339
2nd year of service	55	58,060	59,512
3rd year of service	58	59,705	61,198
4th year of service	61	61,505	63,043
5th year of service	65	63,959	65,558
<b>Grade II</b>			
1st year of service	73	69,227	70,958
2nd year of service	78	72,702	74,520
3rd year of service	84	76,961	78,885
4th year of service	89	80,902	82,925
5th year of service	93	84,129	86,232
<b>Grade III</b>			
1st year of service	98	88,660	90,877
2nd year of service	101	91,303	93,586
3rd year of service	105	94,826	97,197
<b>Grade IV</b>			
1st year of service	112	101,594	104,134
2nd year of service	114	103,550	106,139
<b>Grade V</b>			
1st year of service	119	108,892	111,614
2nd year of service	121	111,025	113,801
<b>Grade VI</b>			
1st year of service	126	116,974	119,898
2nd year of service	128	119,439	122,425

**Crown Employees (Librarians, Library Assistants, Library Technicians and Archivists) Award**

Classification and Grades	Salary Point	Per annum \$	Per annum 2.5% \$
<b>Librarians and Archivists</b>			
<b>Grade 1</b>			
Year 1	46	53,407	54,742
Year 2	52	56,509	57,922
Year 3	58	59,705	61,198
Year 4	64	63,425	65,011
Year 5	69	66,610	68,275
Year 6	74	69,777	71,521
<b>Grade 2</b>			
Year 1	78	72,702	74,520
Year 2	82	75,552	77,441
Year 3	87	79,306	81,289
Year 4	91	82,491	84,553
<b>Grade 3</b>			
Year 1	96	86,829	89,000
Year 2	99	89,511	91,749
Year 3	103	93,026	95,352
Year 4	107	96,742	99,161

Grade 4			
Year 1	110	99,640	102,131
Year 2	113	102,572	105,136
Year 3	116	105,602	108,242
Year 4	119	108,892	111,614
Grade 5			
Year 1	122	111,965	114,764
Year 2	125	115,718	118,611
Year 3	128	119,439	122,425
Year 4	-	123,491	126,578
Library Assistant			
Year 1	20	41,771	42,815
Year 2	25	44,329	45,437
Year 3	32	47,108	48,286
Year 4	40	50,619	51,884
Year 5	44	52,489	53,801
Library Technician			
Grade 1			
Year 1	46	53,407	54,742
Year 2	52	56,509	57,922
Year 3	58	59,705	61,198
Year 4	64	63,425	65,011
Grade 2			
Year 1	75	70,480	72,242
Year 2	78	72,702	74,520
Year 3	82	75,552	77,441
Year 4	87	79,306	81,289

**Crown Employees (Lord Howe Island Board Salaries and Conditions 2009) Award**

Classification	Grade	Year	1.7.11	1.7.12
			Per annum	Per annum
			\$	2.5% \$
LHI Officer	1	1	45,353	46,487
		2	47,376	48,560
		3	48,547	49,761
LHI Officer	2	1	49,840	51,086
		2	50,335	51,593
		3	52,513	53,826
LHI Officer	3	1	53,394	54,729
		2	54,897	56,269
		3	56,712	58,130
LHI Officer	4	1	58,361	59,820
		2	61,133	62,661
		3	63,472	65,059
LHI Officer	5	1	64,822	66,443
		2	66,674	68,341
		3	70,542	72,306
LHI Officer	5A	1	70,543	72,307
		2	72,612	74,427
		3	81,445	83,481
		4	84,739	86,857
		5	87,356	89,540
		6	90,254	92,510
LHI Officer	6	1	72,612	74,427
		2	81,445	83,481
		3	84,739	86,857

LHI Officer	7	1	87,356	89,540
		2	90,254	92,510
		3	96,023	98,424
LHI Officer	8	1	98,810	101,280
		2	103,589	106,179
		3	107,880	110,577
LHI Senior Officer	1	1	119,257	122,238
		2	124,411	127,521

**Crown Employees (New South Wales Department of Ageing, Disability and Home Care) Residential Centre Support Services Staff Award**

Classification and Grades	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Schedule A		
Transport Driver		
Up to 2,950 kilograms	43,745	44,839
Over 2,950 kilos and up to 4,650 kilos*	44,102	45,205
Over 4,650 kilos and up to 7,700 kilos*	44,477	45,589
Over 7,700 kilos and up to 10,800 kilos*	44,932	46,055
Over 10,800 kilos and up to 12,350 kilos*	45,319	46,452
Over 12,350 kilos and up to 15,5000 kilos*	45,677	46,819
Over 15,500 kilos and up to 21,000 kilos*	46,125	47,278
Over 21,000 kilos and up to 22,450 kilos*	46,503	47,666
*Manufacturer's Gross Vehicle Mass		
Extra Hand	43,745	44,839
Services Support Officer -		
Grade 1	40,197	41,202
Grade 2	41,280	42,312
Grade 3	42,625	43,691
Apprentice Cook -		
1st six months (50%)	21,874	22,421
2nd six months (70%)	30,622	31,388
3rd six months (80%)	34,997	35,872
4th six months (85%)	37,184	38,114
5th six months (90%)	39,371	40,355
6th six months (95%)	41,558	42,597
Hunter Residences -		
Head Chef	59,065	60,542
Chef	52,291	53,598
Metro Residences -		
Head Chef	47,658	48,849
Deputy Head Chef	45,677	46,819
Chef	44,932	46,055
Other Residences -		
Head Chef	45,677	46,819
Deputy Head Chef	44,932	46,055
Chef	43,745	44,839
Outdoor Attendant Sewerage Works - Peat Island	45,677	46,819
Gardener (Tradesperson)	48,247	49,453
Gardener (non-Tradesperson)	45,319	46,452
Instructor Woodwork -		
Without Qualifications - 1 <sup>st</sup> Year	52,289	53,596
Without Qualifications - 2nd Year	53,280	54,612
Without Qualifications - Thereafter	53,822	55,168

With Qualifications - 1st Year	53,400	54,735
With Qualifications - 2nd Year	54,770	56,139
With Qualifications - Thereafter	55,325	56,708
Technical Instructor Without Qualifications -		
1st Year	49,151	50,380
2nd Year	49,551	50,790
Thereafter	50,113	51,366
Technical Instructor With Qualifications -		
1st Year	51,008	52,283
2nd Year	51,385	52,670
Thereafter	52,289	53,596
Therapy Aide -		
1st Year	43,748	44,482
2nd Year	44,481	45,593
Thereafter	45,674	46,816
Supervisor - Linen Distribution -		
Rydalmere	46,117	47,270
Marsden, Grosvenor	44,062	45,164
Schedule B - Special Allowances		
(i) Services Support Officers Grade 2 additional duties allowance	13.84 per week	14.19 per week
(ii) Sewerage works and grease traps allowance \$3.40 Per week (the allowance is not automatically adjusted in the future)		
(iii) Sewerage chokages allowance	8.3 per day	8.51 per day
(iv) Drivers and Extra Hands who handle wet and dry garbage shall be paid an allowance per hour	0.45 per hour	0.46 per hour
(v) Staff members required to handle linen of a nauseous nature (other than in sealed bags) per shift	3.93 per shift	4.03 per shift
(vi) Leading Hand Allowance (Per Week)		
In charge of 2 to 5 other officers	28.55	29.26
In charge of 6 to 10 other officers	40.69	41.71
In charge of 11 to 15 other officers	51.81	53.11
In charge of 16 to 19 other officers	63.45	65.04
(vii) A Boiler Attendant required to attend more than one high pressure boiler	751.74 per annum	770.53 per annum
(viii) Uniform Allowance - If the uniform of a staff member is not laundered at the expense of the Department - \$5.35 per week		
Schedule C - Allowances		
(i) Cold Places - Where temperature is reduced by artificial means to below 0 degrees Celsius	0.69 per hour	0.71 per hour
(ii) Confined Spaces	0.87 per hour	0.89 per hour
(iii) Dirty Work	0.69 per hour	0.71 per hour

(iv) Height Money Staff members working at a height of 7.5 metres from the ground, deck, floor or water And for every additional 3 metres	0.69 per hour	0.71 per hour
(v) Hot Places Staff members working in the shade in places where: the temperature is raised by artificial means to between 46 degrees Celsius and 54 degrees Celsius	0.21 per hour	0.22 per hour
the temperature exceeds 54 degrees Celsius	0.69 per hour	0.71 per hour
(vi)(a) Insulation Material Staff members working in any room or similar area or in any confined (unventilated) space where pumice or other unrecognised insulating material is being used in insulating work	0.87 per hour	0.89 per hour
Where the insulating material is silicate	0.57 per hour	0.58 per hour
(b) Asbestos A staff member required to work with any materials containing asbestos and where safeguards include the mandatory wearing of protective equipment	0.87 per hour	0.89 per hour
(vii) Wet Places (a) (1) A staff member working in a place where water other than rain is falling so that their clothing shall be appreciably wet and/or water, oil or mud underfoot is sufficient to saturate their boots	0.69 per hour	0.71 per hour
(2) Where a staff member is required to work in the rain	0.69 per hour	0.71 per hour
(b) A staff member is called upon to work knee-deep in mud or water	5.43 per day	5.57 per day
(viii) Acid Furnaces, Stills, etc.- A staff member engaged on the construction or alteration or repairs to boilers, flues, furnaces, retorts, kilns, ovens, ladles and similar refractory work	3.54 per hour	3.63 per hour
(ix) Depth Money - A staff member engaged in tunnels, cylinders, caissons, coffer dams and sewer work and in underground shafts exceeding 3 metres in depth	0.69 per hour	0.71 per hour
(x) Swinging Scaffolds - (a) A staff member working in a bosun's chair or on a swinging scaffold shall be paid: For the first four hours whilst so engaged	5.04 per hour	5.17 per hour
After four hours	1.01 per hour	1.04 per hour
(xi) Spray Application - carried out in other than a properly constructed booth	0.69 per hour	0.71 per hour

(xi) Spray Application - carried out in other than a properly constructed booth	0.69 per hour	0.71 per hour
(xii) Roof Work	0.87 per hour	0.89 per hour
(xiii) Explosive Powered Tools Staff members required to use explosive powered tools shall be paid	0.04 per hour	0.04 per hour
With a minimum payment per day	1.61 per hour	1.65 per hour
(xiv) Toxic and Obnoxious Substances - (a) A staff member engaged in either the preparation and/or the application of toxic or epoxy based materials	0.87 per hour	0.89 per hour
(b) In addition, staff members applying such material in buildings where the air-conditioning plant is not operating.	0.59 per hour	0.60 per hour
(c) Where there is an absence of adequate natural ventilation, the employer shall provide ventilation by artificial means and/or supply an approved type of respirator and, in addition, protective clothing shall be supplied where recommended by the Department.		
(d) Staff members working in close proximity to staff members so engaged	0.69 per hour	0.71 per hour
Schedule D - Existing staff as at 19/4/99		
Outdoor Attendant (Other) 11th year and thereafter Current incumbents only	43,399 per annum	44,484 per annum

**Crown Employees (NSW Department of Family and Community Services - Community Services Division) After Hours Service Award**

After Hour Service		
	1.7.11 Per day \$	1.7.12 Per day 2.5% \$
Monday 5.00 pm to Saturday 9.00 am	88.21	90.42
Saturday 9.00 am to Sunday 9.00 am	132.3	135.61
Sunday 9.00 am to Monday 9.00 am	132.3	135.61
Public Holiday	132.3	135.61
Other Rates and Allowances		0.00
Disturbance Rate	26.43	27.09

**Crown Employees (NSW Department of Finance and Services, Government Chief Information Office) Award 2012**

Classifications and grades	Common Salary Point		1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
General scale	year 1	7	31,193	31,973
	year 2	11	37,729	38,672
	year 3	17	40,662	41,679
	year 4	20	41,771	42,815
	year 5	23	43,539	44,627
	year 6	25	44,329	45,437

	year 7	28	45,428	46,564
	year 8	32	47,108	48,286
	year 9	36	48,816	50,036
	year 10	40	50,619	51,884
Grade 1-2	year 1	46	53,407	54,742
	year 2	49	54,977	56,351
	year 3	52	56,509	57,922
	year 4	55	58,060	59,512
Grade 3-4	year 1	58	59,705	61,198
	year 2	61	61,505	63,043
	year 3	64	63,425	65,011
	year 4	67	65,376	67,010
Grade 5-6	year 1	75	70,480	72,242
	year 2	78	72,702	74,520
	year 3	82	75,552	77,441
	year 4	85	77,767	79,711
Grade 7-8	year 1	88	80,096	82,098
	year 2	91	82,491	84,553
	year 3	95	85,928	88,076
	year 4	98	88,660	90,877
Grade 9-10	year 1	101	91,303	93,586
	year 2	104	93,870	96,217
	year 3	108	97,702	100,145
	year 4	111	100,613	103,128
Grade 11	year 1	116	105,602	108,242
	year 2	120	110,079	112,831
Grade 12	year 1	126	116,974	119,898
	year 2	130	122,128	125,181
Senior officer grade 1	year 1	-	136,651	140,067
	year 2	-	147,245	150,926
Senior officer grade 2	year 1	-	149,737	153,480
	year 2	-	160,294	164,301
Senior officer grade 3	year 1	-	165,658	169,799
	year 2	-	181,844	186,390

**Crown Employees (NSW Department of Finance and Services - Graphic Service Operators) Award**

Classification	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Graphic Service Operator Class 2			
Commencing Salary	46	53,407	54,742
After completion of stage 1 training	49	54,977	56,351
After completion of stage 2 training	52	56,509	57,922
After completion of stage 3 training	55	58,060	59,512
Graphic Service Operator Class 1			
Commencing Salary	58	59,705	61,198
After completion of stage 1 training	61	61,505	63,043
After completion of stage 2 training	64	63,425	65,011
After completion of stage 3 training	67	65,376	67,010
After completion of stage 4 training	75	70,480	72,242
After completion of stage 5 training	78	72,702	74,520
Graphic Services Operator - Shift Supervisor			
Commencement salary	88	80,096	82,098
Year 2	91	82,491	84,553
Year 3	95	85,928	88,076
Year 4	98	88,660	90,877

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)  
Casino Inspectors Transferred from Department of Gaming and Racing Award**

Casino Inspectors			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Preliminary Training Rates - Inspectors			
Inspector - 1st Year of Service	64	63,425	65,011
Inspector - 2nd Year of Service	67	65,376	67,010
Inspector - 3rd Year of Service	75	70,480	72,242
Thereafter	78	72,702	74,520
Salary Rates - Inspectors			
Inspector - 1st Year of Service		82,455	84,516
Inspector - 2nd Year of Service		84,986	87,111
Inspector - 3rd Year of Service		91,624	93,915
Thereafter		94,515	96,878
Preliminary Training Rates - Supervising Inspectors			
Supervising Inspector - 1st year of Service	88	80,096	82,098
Supervising Inspector - 2 <sup>nd</sup> year of Service	91	82,491	84,553
Supervising Inspector - 3rd year of Service	95	85,928	88,076
Thereafter	98	88,660	90,877
Salary Rates - Supervising Inspector			
Supervising Inspector - 1st year of Service	-	104,125	106,728
Supervising Inspector - 2 <sup>nd</sup> year of Service	-	107,238	109,919
Supervising Inspector - 3rd year of Service	-	111,708	114,501
Thereafter	-	115,259	118,140

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)  
Domestic Services Officers Award**

Domestic Services Officers			
Classification	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Domestic Services Officers (A) Full Time (Old Classifications)			
Level 1 Porter, Pantry Person, Store Person, Useful, Steward, House Person, Kitchen Person, Boiler Attendant, Fourth Cook, General Services Officer Grade 1	17	40,662	41,679
Level 2 Cook 1, 2 and 3, Butcher, Kitchen Supervisor, General Services Officer Grade 2, General Services Officer Grade 3, Security Officer Grade 1	23	43,539	44,627

Level 3 Security Officer Grade 2, Assistant House Supervisor, Security Officer Grade 3	31	46,657	47,823
Level 4 House Supervisor	44	52,489	53,801
Level 5 Manager Catering and Accommodation	70	67,267	68,949
Apprentice Cook (Per week)			
1st Year	-	431.42	442.21
2nd Year	-	569.49	583.73
3rd Year	-	704.38	721.99
4th Year	-	824.41	845.02
Other Rates and Allowances			
Qualification - Commercial Cookery Trade Course Stage I (Per annum)	-	757	775.93
Qualification - Commercial Cookery Trade Course Stage II and III (Per annum)	-	1,519	1,557
Broken Shift (Per day)	-	12.79	13.11

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)  
Exhibition Project Managers and Officers Australian Museum Award**

Exhibition Project Managers and Project Officers Australian Museum			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Exhibition Project Officer			
Skill Level 1	46	53,407	54,742
Skill Level 2	52	56,509	57,922
Skill Level 3	58	59,705	61,198
Skill Level 4	64	63,425	65,011
Skill Level 5	67	65,376	67,010
Skill Level 6	78	72,702	74,520
Skill Level 7	83	76,290	78,197
Skill Level 8	88	80,096	82,098
Exhibition Project Manager			
Year 1	95	85,928	88,076
Year 2	98	88,660	90,877
Year 3	102	92,178	94,482

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)  
Fisheries Staff Award**

Fisheries Staff			
Administrative and Clerical Officers	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
General Scale			
Year 1	9	35,345	36,229
Year 2	17	40,662	41,679
Year 3	25	44,329	45,437
Year 4	32	47,108	48,286
Year 5	40	50,619	51,884

Clerical Officers - Grade 1/2			
Year 1	9	35,345	36,229
Year 2	17	40,662	41,679
Year 3	25	44,329	45,437
Year 4	32	47,108	48,286
Year 5	40	50,619	51,884
Fisheries Officers - Grade 1			
Year 1	52	56,509	57,922
Grade 2			
Year 1	58	59,705	61,198
Year 2	64	63,425	65,011
Grade 3			
Year 1	64	63,425	65,011
Year 2	67	65,376	67,010
District Fisheries Officer			
Year 1	78	72,702	74,520
Year 2	85	77,767	79,711
Supervising Fisheries Officer			
Year 1	101	91,303	93,586
Year 2	104	93,870	96,217
Clause 4 (i)(a) Fisheries Officers receive a salary loading of 13.7%			
Fisheries Scientific Technicians			
Grade 1			
Year 1	-	39,035	40,011
Year 2	-	41,659	42,700
Year 3	-	44,329	45,437
Year 4	-	46,918	48,091
Year 5	-	49,545	50,784
Year 6	-	52,169	53,473
Grade 2			
Year 1	-	54,268	55,625
Year 2	-	57,121	58,549
Year 3	-	59,979	61,478
Grade 3			
Year 1	-	62,834	64,405
Year 2	-	66,070	67,722
Year 3	-	71,253	73,034
Grade 4			
Year 1	-	72,544	74,358
Year 2	-	74,735	76,603
Year 3	-	76,961	78,885
Grade 5			
Year 1	-	79,783	81,778
Year 2	-	82,640	84,706
Year 3	-	85,928	88,076
Fisheries Maintenance Technician			
Grade 1			
Year 1	-	39,035	40,011
Year 2	-	41,659	42,700
Year 3	-	44,329	45,437
Year 4	-	46,918	48,091
Year 5	-	49,545	50,784
Year 6	-	52,169	53,473
Grade 2			
Year 1	-	54,268	55,625
Year 2	-	57,121	58,549
Year 3	-	59,979	61,478

Grade 3			
Year 1	-	62,834	64,405
Year 2	-	66,070	67,722
Year 3	-	71,253	73,034
Grade 4			
Year 1	-	72,544	74,358
Year 2	-	74,735	76,603
Year 3	-	76,961	78,885
Grade 5			
Year 1	-	79,783	81,778
Year 2	-	82,640	84,706
Year 3	-	85,928	88,076
Fish Hatchery Staff			
Assistant Manager			
Year 1	-	54,268	55,625
Year 2	-	57,121	58,549
Year 3	-	59,980	61,480
Manager			
Year 1	-	62,834	64,405
Year 2	-	66,070	67,722
Year 3	-	71,256	73,037
Clause 4 (i)(c) Fish Hatchery Staff receive a salary loading of 11.05%			
Senior Manager	-		
Year 1	-	126,896	130,068
Year 2	-	139,152	142,631
Other Rates and Allowances			
Brief Description			
Regional Dive Coordinator		1,810	1,855
Regional Dive Officer		1,269	1,301

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)  
Forests NSW - Forestry Field Officers Award**

Forestry Field Officers - Forests NSW		Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Classification and grades				
Forest Assistant				
Grade 1	First Year	36	48,816	50,036
	Second Year	42	51,590	52,880
	Third Year	46	53,407	54,742
	Fourth Year	50	55,509	56,897
	Fifth Year	63	62,814	64,384
Grade 2	First Year	70	67,267	68,949
	Second Year	77	71,866	73,663
Forester				
Grade 1	First Year	50	55,509	56,897
	Second Year	63	62,814	64,384
	Third Year	70	67,267	68,949
	Fourth Year	77	71,866	73,663
	Fifth Year	87	79,306	81,289
	Sixth Year	94	85,033	87,159
Grade 2	First Year	99	89,511	91,749
	Second Year	103	93,026	95,352
	Third Year	105	94,826	97,197
Grade 3		109	98,673	101,140

Grade 4		111	100,613	103,128
Grade 5		113	102,572	105,136
Grade 6	First Year	126	116,974	119,898
	Second Year	128	119,439	122,425
Grade 7		130	122,128	125,181

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)  
Geoscientists Award**

Geoscientists			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
<b>Geoscientists</b>			
<b>Grade I</b>			
1st year of service	47	53,967	55,316
2nd year of service	51	55,940	57,339
3rd year of service	57	59,121	60,599
4th year of service	64	63,425	65,011
5th year of service	71	67,939	69,637
6th year of service and thereafter	77	71,866	73,663
<b>Grade II</b>			
1st year of service	82	75,552	77,441
2nd year of service	85	77,767	79,711
3rd year of service	89	80,902	82,925
4th year of service and thereafter	94	85,033	87,159
<b>Senior</b>			
1st year of service	97	87,701	89,894
2nd year of service	99	89,511	91,749
3rd year of service	102	92,178	94,482
4th year of service and thereafter	105	94,826	97,197
<b>Principal</b>			
1st year of service	111	100,613	103,128
2nd year of service and thereafter	114	103,550	106,139
<b>Assistant Director, Geological Survey</b>			
1st year of service	119	108,892	111,614
2nd year of service	124	114,457	117,318
3rd year of service and thereafter	128	119,439	122,425

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)  
Land Information Officers Award**

Land Information Officers			
Classification	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
<b>Land Information Officer Level 1</b>			
Year 1	20	41,771	42,815
Year 2	27	45,048	46,174
Year 3	36	48,816	50,036
Year 4	46	53,407	54,742
<b>Land Information Officer Level 2</b>			
Year 1	52	56,509	57,922
Year 2	57	59,121	60,599
Year 3	62	62,085	63,637

Land Information Officer Level 3			
Year 1	67	65,376	67,010
Year 2	71	67,939	69,637
Year 3	75	70,480	72,242
Year 4	78	72,702	74,520
Land Information Officer Level 4			
Year 1	82	75,552	77,441
Year 2	85	77,767	79,711
Year 3	88	80,096	82,098
Land Information Officer Level 5			
Year 1	91	82,491	84,553
Year 2	94	85,033	87,159
Year 3	98	88,660	90,877
Land Information Officer Level 6			
Year 1	101	91,303	93,586
Year 2	105	94,826	97,197
Year 3	108	97,702	100,145
Year 4	111	100,613	103,128
Land Information Officer Level 7			
Year 1	116	105,602	108,242
Year 2	120	110,079	112,831
Year 3	126	116,974	119,898
Year 4	130	122,128	125,181

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)  
Local Coordinator Allowance Award**

	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
<b>Staff Administered by Local Office Coordinator</b>		
Full Allowance -		
Up to three staff	2,101	2,154
Up to six staff	3,149	3,228
Up to ten staff	4,201	4,306
More than ten staff	6,302	6,460
Partial Allowance -		
Up to three staff	1,050	1,076
Up to six staff	1,575	1,614
Up to ten staff	2,101	2,154
More than ten staff	3,151	3,230

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)  
Mine Safety and Environment Officers Award**

	Classification and Grade	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Inspector Grade 1 - Mine Safety Officer	Level 1	50	55,509	56,897
Inspector (Information and Analysis)	Level 2	57	59,121	60,599
Inspector (Mining)	Level 3	63	62,814	64,384
Inspector (Environment)	Level 4	69	66,610	68,275
	Level 5	75	70,480	72,242
	Level 6	80	74,080	75,932

	Level 7	92	83,255	85,336
	Level 8	102	92,178	94,482
	Level 9	112	101,594	104,134
Inspector Grade 2 - Inspector (Review, Enforcement and Systems) Mine Safety Officer	Level 1		115,669	118,561
Inspector (Mining)	Level 2	-	119,556	122,545
Inspector (Environment)	Level 3	-	123,359	126,443
	Level 4	-	126,462	129,624
	Level 5	-	130,670	133,937
	Level 6	-	133,884	137,231
Inspector Grade 3 - Inspector (Management and/or Systems) Inspector (Mining) Inspector (Environment)	Level 1	-	147,583	151,273
	Level 2	-	153,050	156,876
	Level 3	-	159,022	162,998
	Level 4	-	164,913	169,036
	Level 5	-	170,805	175,075
Inspector Grade 4 - Regional Manager Grade 4 Assistant Director Deputy Chief Inspector Grade 4	Level 1	-	173,117	177,445
	Level 2	-	179,533	184,021

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)  
Operational Staff Award**

Operational Staff				
Classification and Grades		Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Junior				
Under 17		-	30,168	30,922
at 17 years		-	36,632	37,548
Grade 1				
Step 1		-	43,095	44,172
Step 2		26	44,688	45,805
Step 3		29	45,896	47,043
Step 4		33	47,490	48,677
Grade 2				
Step 1		36	48,816	50,036
Step 2		39	50,205	51,460
Step 3		43	52,102	53,405
Step 4		46	53,407	54,742
Grade 3				
Step 1		46	53,407	54,742
Step 2		50	55,509	56,897
Step 3		53	56,993	58,418
Grade 4				
Step 1		56	58,604	60,069
Step 2		60	60,889	62,411
Step 3		63	62,814	64,384
Grade 5				
Step 1		63	62,814	64,384
Step 2		66	64,714	66,332
Step 3		70	67,267	68,949

Grade 6			
Step 1	73	69,227	70,958
Step 2	76	71,256	73,037
Step 3	80	74,080	75,932
Apprentices Full-time (Weekly Rate)			
Year 1	-	431.42	442.20
Year 2	-	569.49	583.70
Year 3	-	725.6	743.70
Year 4	-	824.41	845.00
Chokage, etc., allowance per day or part thereof	-	8.06 per day	8.26 per day
Maintenance Operator - Licence and Registration Allowances		per annum	per annum
Electricians Licence A Grade	-	2,245	2,301
B Grade	-	1,207	1,237
Registration Allowance	-	1,690	1,732
(a) Plumber's Licence	-	2,219	2,274
(b) Gasfitter's Licence	-	2,219	2,274
(c) Drainer's Licence	-	1,913	1,961
(d) Plumber's/Gasfitter's Licence	-	2,961	3,035
(e) Gasfitter's/Drainer's Licence	-	2,961	3,035
(f) Plumber's/Drainer's Licence	-	2,961	3,035
(g) Plumber's/Gasfitter's/Drainer's Licence	-	4,086	4,188
Leading Hand Allowance	-	1,956 per annum	2,005 per annum
Broken Shift	-	12.45 per day	12.77 per day
Occupational First Aid	-	22.14 per week	22.69 per week
First Aid Allowance	-	14.86 per week	15.23 per week
Refrigeration Allowance	-	592 per annum	607 per annum

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)  
Museum of Applied Arts and Sciences - Casual Guide Lecturers Award**

Casual Guide Lecturers - Museum of Applied Arts and Sciences		
Classification	1.7.11 Per hour \$	1.7.12 Per hour 2.5% \$
Casual Guide Lecturer	39.52	40.51

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)  
Professional Officers Award**

Professional Officers				
Classification and Grades	Salary Class	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Grade 1				
Year 1	46	46	53,407	54,742
Year 2	50	50	55,509	56,897

Year 3	56	56	58,604	60,069
Year 4	64	64	63,425	65,011
Year 5	70	70	67,267	68,949
Year 6	76	76	71,256	73,037
Grade 2				
Year 1	81	81	74,745	76,614
Year 2	84	84	76,961	78,885
Year 3	87	87	79,306	81,289
Year 4	91	91	82,491	84,553
Grade 3				
Year 1	95	95	85,928	88,076
Year 2	98	98	88,660	90,877
Year 3	100	100	90,426	92,687
Year 4	103	103	93,026	95,352
Grade 4				
Year 1	107	107	96,742	99,161
Year 2	110	110	99,640	102,131
Year 3	113	113	102,572	105,136
Grade 5				
Year 1	116	116	105,602	108,242
Year 2	118	118	107,710	110,403
Grade 6				
Year 1	121	121	111,025	113,801
Year 2	124	124	114,457	117,318
Grade 7				
Year 1	127	127	118,200	121,155
Year 2	130	130	122,128	125,181
Grade 8				
Year 1	132	-	128,094	131,296
Year 2	133	-	134,547	137,911
Grade 9				
Year 1	134	-	141,356	144,890
Year 2	135	-	148,511	152,224
OIC Veterinary Laboratory Allowance		-	6,302	6,460

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Regulatory Officers Award**

Classification and Grades	Common Salary Point	1.7.11 Per annum 2.5% \$	1.7.12 Per annum 2.5% \$
Grade 1, Year 1	29	45,896	47,043
Grade 1, Year 2	33	47,490	48,677
Grade 1, Year 3	37	49,282	50,514
Grade 2, Year 1	42	51,590	52,880
Grade 2, Year 2	50	55,509	56,897
Grade 2, Year 3	56	58,604	60,069
Grade 3, Year 1	62	62,085	63,637
Grade 3, Year 2	70	67,267	68,949
Grade 3, Year 3	74	69,777	71,521
Grade 4, Year 1	78	72,702	74,520
Grade 4, Year 2	81	74,745	76,614

Grade 5, Year 1	85	77,767	79,711
Grade 5, Year 2	88	80,096	82,098
Grade 6, Year 1	95	85,928	88,076
Grade 6, Year 2	98	88,660	90,877
Grade 7, Year 1	100	90,426	92,687
Grade 7, Year 2	103	93,026	95,352
Grade 8, Year 1	107	96,742	99,161
Grade 8, Year 2	110	99,640	102,131
Grade 8, Year 3	113	102,572	105,136
Allowances			
One person crossing relief allowance	-	4,921	5,044
One person crossing telephone allowance	-	2,431	2,492

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)  
State Library Security Staff Award**

Security Staff - State Library		
Classification	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
1st year of service	55,922	57,320
2nd year of service	57,915	59,363
3rd year of service	59,558	61,047
4th year of service	61,351	62,885

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)  
Technical Staff Award**

Technical Staff			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Technical Assistant - Junior			
Under 17	n/a	22,344	22,903
Age 17	n/a	26,812	27,482
Age 18	n/a	31,283	32,065
Age 19	n/a	35,753	36,647
Age 20	n/a	40,220	41,226
Grade 1			
1st Year	26	44,688	45,805
2nd Year	29	45,896	47,043
3rd Year and thereafter	33	47,490	48,677
Grade 2			
1st Year	36	48,816	50,036
2nd Year and thereafter	39	50,205	51,460
Grade 3			
1st Year	43	52,102	53,405
2nd Year and thereafter	46	53,407	54,742
Technical Officer - Grade 1			
1st Year	46	53,407	54,742
2nd Year	50	55,509	56,897
3rd Year	53	56,993	58,418
4th Year and thereafter	56	58,604	60,069

Grade 2			
1st Year	64	63,425	65,011
2nd Year	67	65,376	67,010
3rd Year	70	67,267	68,949
4th Year and thereafter	76	71,256	73,037
Grade 3			
1st Year	81	74,745	76,614
2nd Year	84	76,961	78,885
3rd Year	87	79,306	81,289
4th Year and thereafter	91	82,491	84,553
Grade 4			
1st Year	95	85,928	88,076
2nd Year	98	88,660	90,877
3rd Year	100	90,426	92,687
4th Year and thereafter	103	93,026	95,352
Grade 5			
1st Year	107	96,742	99,161
2nd Year	110	99,640	102,131
3rd Year and thereafter	113	102,572	105,136
Technical Co-ordinator Allowance	-	2,399	2,459

**Crown Employees (NSW Police Administrative Officers and Temporary Employees) Award 2009**

Administrative Officer and Temporary Employee Classifications		
Classification and Grades	1.7.11	1.7.12
	Per annum	+2.5
	\$	Per annum
		\$
Armourer, Police		
1st year of service	62,814	64,384
2nd year of service	63,959	65,558
3rd year of service	65,376	67,010
4th year of service and thereafter	66,610	68,275
Senior Armourer, Police		
1st year of service	69,777	71,521
2nd year of service	71,256	73,037
3rd year of service and thereafter	73,284	75,116
Administrative and Clerical Clerks General Scale		
Clerks General Scale step 1	25,860	26,507
Clerks General Scale step 2	29,346	30,080
Clerks General Scale step 3	31,193	31,973
- 1st year of service or 18 years		
Clerks General Scale step 4	35,345	36,229
Minimum for:		
- employee with Business Administration Certificate III, Government Certificate III or equivalent at 18 years of age		
- employee with Higher School Certificate Qualification at 19 years of age		
Clerks General Scale step 5	37,729	38,672
Minimum for:		
- employee qualified at Business Administration Certificate III, Government Certificate III or equivalent and is qualified at HSC standard at 17 years of age		
- employee 20 years of age		

Clerks General Scale step 6	40,662	41,679
Minimum for employee 21 years of age		
Clerks General Scale step 7	41,771	42,815
Clerks General Scale step 8	43,539	44,627
Clerks General Scale step 9	44,329	45,437
Clerks General Scale step 10	45,428	46,564
Clerks General Scale step 11	47,108	48,286
Clerks General Scale step 12	48,816	50,036
Clerks General Scale step 13	50,619	51,884
Provided that officers who on 6th December 1979 were on 14th year of General Scale and paid a personal allowance of \$417.00 p.a. in terms of Circular No. 202 of 1979 shall be paid by way of allowance above step 13 of the General Scale	52,784	54,104
Grade 1		
1st year of service	53,407	54,742
Thereafter	54,977	56,351
Grade 2		
1st year of service	56,509	57,922
Thereafter	58,060	59,512
Grade 3		
1st year of service	59,705	61,198
Thereafter	61,505	63,043
Grade 4		
1st year of service	63,425	65,011
Thereafter	65,376	67,010
Grade 5		
1st year of service	70,480	72,242
Thereafter	72,702	74,520
Grade 6		
1st year of service	75,552	77,441
Thereafter	77,767	79,711
Grade 7		
1st year of service	80,096	82,098
Thereafter	82,491	84,553
Grade 8		
1st year of service	85,928	88,076
Thereafter	88,660	90,877
Grade 9		
1st year of service	91,303	93,586
Thereafter	93,870	96,217
Grade 10		
1st year of service	97,702	100,145
Thereafter	100,613	103,128
Grade 11		
1st year of service	105,602	108,242
Thereafter	110,079	112,831
Grade 12		
1st year of service	116,974	119,898
Thereafter	122,128	125,181
Bar Manager, Police College		
1st year of service	53,000	54,325
Thereafter	53,967	55,316
Building Manager (Sydney Police Centre)		
1st year of service	67,267	68,949
2nd year of service	67,939	69,637

PT Building Manager Allowance	1,229	1,260
Clerical Officer - translated to Administrative and Clerical Clerks classification - see Table 2 of the award		
Clinical Pharmacologist	132,588	135,903
Computer Systems Officer (CSO)		
CSO Level 1 - Non Graduate		
Year 1A	31,193	31,973
Year 1B	37,729	38,672
Year 1C	40,662	41,679
Year 1D	41,771	42,815
Year 1E	43,539	44,627
Year 1F	44,329	45,437
Year 2	47,108	48,286
Year 3	54,977	56,351
Year 4	58,060	59,512
CSO Level 1 - Graduate		
Year 1A (Any degree)	47,108	48,286
Year 1B (Degree - Computer Sciences)	48,816	50,036
Year 2	65,376	67,010
Year 3	72,702	74,520
CSO Level 2		
Year 1	61,505	63,043
Year 2	65,376	67,010
Year 3	72,702	74,520
CSO Level 3		
Year 1	75,552	77,441
Year 2	77,767	79,711
Year 3	80,096	82,098
Year 4	82,491	84,553
Year 5	85,928	88,076
Year 6	88,660	90,877
CSO Level 4		
Year 1	91,303	93,586
Year 2	93,870	96,217
Year 3	97,702	100,145
Year 4	100,613	103,128
CSO Level 5		
Year 1	105,602	108,242
Year 2	110,079	112,831
CSO Level 6		
Year 1	116,974	119,898
Year 2	122,128	125,181
Departmental Professional Officer		
Grade I -		
1st year of service	53,407	54,742
2nd year of service	55,509	56,897
3rd year of service	58,604	60,069
4th year of service	62,814	64,384
5th year of service	67,267	68,949
6th year of service and thereafter	71,256	73,037
Grade II -		
1st year of service	74,745	76,614
2nd year of service	76,961	78,885
3rd year of service	79,306	81,289
4th year of service and thereafter	82,491	84,553

Grade III -		
1st year of service	85,928	88,076
2nd year of service	88,660	90,877
3rd year of service	90,426	92,687
4th year of service and thereafter	93,870	96,217
Grade IV -		
1st year of service	97,702	100,145
2nd year of service and thereafter	99,640	102,131
Grade V -		
1st year of service	103,550	106,139
2nd year of service and thereafter	105,602	108,242
Grade VI -		
1st year of service	108,892	111,614
2nd year of service and thereafter	111,025	113,801
1st year of service	114,457	117,318
2nd year of service and thereafter	116,974	119,898
Grade VIII -		
1st year of service	120,780	123,800
2nd year of service and thereafter	122,128	125,181
Director of Music (Police Band)		
1st year	72,702	74,520
2nd year	74,745	76,614
3rd year	76,961	78,885
4th year	79,306	81,289
5th year and thereafter	81,149	83,178
Loading		
1st year	7,270	7,452
2nd year	7,473	7,660
3rd year	7,697	7,889
4th year	7,931	8,129
5th year and thereafter	8,171	8,375
Car Drivers		
Driver/General Assistant	47,490	48,677
Departmental - Driver/Assistant	50,205	51,460
Police Executive Driver/Assistant		
1st year and thereafter	50,177	51,431
All incidence of employment allowance	46,430	47,591
Clothing Allowance \$600 per annum		
Driving Instructor		
1st year	65,855	67,501
2nd year	66,610	68,275
3rd year and thereafter	68,519	70,232
Engineer		
Grade I Diplomat Experience Since Qualifying		
In first year	53,407	54,742
After one year	55,509	56,897
After two years	58,604	60,069
After three years	62,814	64,384
After four years	67,267	68,949
After five years	71,256	73,037
Grade I Graduate Experience Since		
Qualifying		
In first year	55,509	56,897
After one year	58,604	60,069
After two years	62,814	64,384
After three years	67,267	68,949
After four years	71,256	73,037

Grade II		
1st year of service	75,552	77,441
2nd year of service	78,462	80,424
3rd year of service	80,902	82,925
4th year of service and thereafter	83,255	85,336
Grade III		
1st year of service	87,701	89,894
2nd year of service	90,426	92,687
3rd year of service	93,870	96,217
4th year of service and thereafter	96,742	99,161
Grade IV		
1st year of service	101,594	104,134
2nd year of service	104,575	107,189
3rd year of service and thereafter	106,651	109,317
Grade V		
1st year of service	111,025	113,801
2nd year of service and thereafter	113,212	116,042
Grade VI		
1st year of service	115,718	118,611
2nd year of service and thereafter	118,200	121,155
General Assistant (NSW Police Academy)		
1st year	41,420	42,456
2nd year	41,771	42,815
3rd year	42,563	43,627
4th year	43,539	44,627
5th year and thereafter	44,329	45,437
Groom, Mounted Police		
1st year	39,663	40,655
2nd year and there after	41,063	42,090
Imaging Technician		
1st year	59,705	61,198
2nd year	61,505	63,043
3rd year	63,425	65,011
4th year and thereafter	65,376	67,010
Interpreters and Translators		
Interpreter/Translator		
Year 1	58,604	60,069
Year 2	62,814	64,384
Year 3	67,267	68,949
Year 4	71,256	73,037
Year 5	74,745	76,614
Senior Interpreter/Translator		
Year 1	76,961	78,885
Year 2	79,306	81,289
Year 3	82,491	84,553
Legal Officers		
Grade I		
1st year of service	55,940	57,339
2nd year of service	58,060	59,512
3rd year of service	59,705	61,198
4th year of service	61,505	63,043
5th year of service	63,959	65,558
Grade II		
1st year of service	69,227	70,958
2nd year of service	72,702	74,520
3rd year of service	76,961	78,885
4th year of service	80,902	82,925
5th year of service	84,129	86,232

Grade III		
1st year of service	88,660	90,877
2nd year of service	91,303	93,586
3rd year of service	94,826	97,197
Grade IV		
1st year of service	101,594	104,134
2nd year of service	103,550	106,139
Grade V		
1st year of service	108,892	111,614
2nd year of service	111,025	113,801
Grade VI		
1st year of service	116,974	119,898
2nd year of service	119,439	122,425
Librarians and Archivists		
Grade 1		
Year 1	53,407	54,742
Year 2	56,509	57,922
Year 3	59,705	61,198
Year 4	63,425	65,011
Year 5	66,610	68,275
Year 6	69,777	71,521
Grade 2		
Year 1	72,702	74,520
Year 2	75,552	77,441
Year 3	79,306	81,289
Year 4	82,491	84,553
Grade 3		
Year 1	86,829	89,000
Year 2	89,511	91,749
Year 3	93,026	95,352
Year 4	96,742	99,161
Grade 4		
Year 1	99,640	102,131
Year 2	102,572	105,136
Year 3	105,602	108,242
Year 4	108,892	111,614
Grade 5		
Year 1	111,965	114,764
Year 2	115,718	118,611
Year 3	119,439	122,425
Year 4	123,491	126,578
Library Assistant		
Year 1	41,771	42,815
Year 2	44,329	45,437
Year 3	47,108	48,286
Year 4	50,619	51,884
Year 5	52,489	53,801
Library Technician		
Grade 1		
Year 1	53,407	54,742
Year 2	56,509	57,922
Year 3	59,705	61,198
Year 4	63,425	65,011
Grade 2		
Year 1	70,480	72,242
Year 2	72,702	74,520
Year 3	75,552	77,441
Year 4	79,306	81,289

Maintenance Attendant, Police Academy	42,563	43,627
Maintenance Officer Trades	63,425	65,011
Manager Trades		
1st year	88,660	90,877
2nd year and there after	89,511	91,749
On call Allowance (per hour)	1	1.03
	p/h	
Assistant Manager Trades		
1st year	72,702	74,520
2nd year and there after	74,080	75,932
On call Allowance	0.84	0.86
	p/h	
Pathology Exhibit Courier	48,816	50,036
Photogrammetrist		
General Scale		
1st year	31,193	31,973
2nd year	37,729	38,672
3rd year	40,662	41,679
4th year	41,771	42,815
5th year	43,539	44,627
6th year	44,329	45,437
7th year	45,428	46,564
8th year	47,108	48,286
9th year	48,816	50,036
10th year	50,619	51,884
11th year	53,407	54,742
12th year	54,977	56,351
13th year	56,509	57,922
14th year	58,060	59,512
Officer with HSC aged 19 and over paid not		
less than	35,345	36,229
Class 1		
1st year	59,705	61,198
2nd year	61,505	63,043
3rd year	63,425	65,011
4th year	65,376	67,010
Class 2		
1st year	70,480	72,242
2nd year	72,702	74,520
Class 3		
1st year	75,552	77,441
2nd year	77,767	79,711
Class 4		
1st year	80,096	82,098
2nd year	82,491	84,553
Class 5		
1st year	85,928	88,076
2nd year	88,660	90,877
Class 6		
1st year	91,303	93,586
2nd year	93,870	96,217
Class 7		
1st year	97,702	100,145
2nd year	100,613	103,128
Public Relations Officer		
Assistant Publicity Officers		
1st year of service	60,329	61,837
2nd year of service	62,085	63,637

Publicity Officers		
1st year of service	66,610	68,275
2nd year of service	68,519	70,232
3rd year of service and thereafter	69,777	71,521
Public Relations Officer		
Grade II		
1st year of service	79,306	81,289
2nd year of service	80,902	82,925
3rd year of service and thereafter	82,491	84,553
Grade I		
1st year of service	93,026	95,352
2nd year of service	94,826	97,197
3rd year of service and thereafter	96,742	99,161
Allowance in lieu of overtime (per annum)	11,740	12,034
Radio Technician,		
1st year of service	53,967	55,316
2nd year of service	54,416	55,776
3rd year of service and thereafter	55,509	56,897
Radio Technician, Senior		
1st year of service	59,121	60,599
2nd year of service and thereafter	59,705	61,198
Scientific Officer		
Grade I		
1st year of service	53,407	54,742
2nd year of service	55,509	56,897
3rd year of service	58,604	60,069
4th year of service	62,814	64,384
5th year of service	67,267	68,949
6th year of service and thereafter	71,256	73,037
Grade II		
1st year of service	74,745	76,614
2nd year of service	76,961	78,885
3rd year of service	79,306	81,289
4th year of service and thereafter	82,491	84,553
Grade III		
1st year of service	85,928	88,076
2nd year of service	88,660	90,877
3rd year of service and thereafter	90,426	92,687
Grade IV		
1st year of service	94,826	97,197
2nd year of service	97,702	100,145
3rd year of service and thereafter	99,640	102,131
Grade V		
1st year of service	103,550	106,139
2nd year of service and thereafter	106,651	109,317
Grade VI		
1st year of service	110,079	112,831
2nd year of service	113,212	116,042
Senior Basement Attendant, Police Headquarters		
1st year of service	45,896	47,043
2nd year of service	46,657	47,823
3rd year of service	47,108	48,286
4th year of service and thereafter	47,936	49,134
Senior Officers		
Grade 1		
Year 1	136,651	140,067
Year 2	147,245	150,926

Grade 2		
Year 1	149,737	153,480
Year 2	160,294	164,301
Grade 3		
Year 1	165,658	169,799
Year 2	181,844	186,390
Stenographers and Machine Operators (Present Occupants Only)		
1st year (up to 17 years)	23,169	23,748
2nd year (or 17 years)	27,501	28,189
3rd year (or 18 years)	31,193	31,973
4th year (or 19 years)	35,345	36,229
5th year (or 20 years)	37,385	38,320
6th year (or 21 years)	41,420	42,456
7th year	42,563	43,627
8th year	43,967	45,066
9th year	47,490	48,677
10th year	48,324	49,532
11th year	49,693	50,935
12th year	50,619	51,884
Grade 1		
1st year	53,407	54,742
2nd year	54,977	56,351
Grade 2		
1st year	56,509	57,922
2nd year	58,060	59,512
Grade 3		
1st year	59,705	61,198
2nd year	61,505	63,043
Storeman Attendant	40,662	41,679
Stores Officers		
Grade 1		
1st year of service	46,657	47,823
2nd year of service and thereafter	47,490	48,677
Grade 2		
1st year of service	47,936	49,134
2nd year of service and thereafter	48,324	49,532
Grade 3		
1st year of service	48,816	50,036
2nd year of service and thereafter	49,282	50,514
Grade 4		
1st year of service	50,205	51,460
2nd year of service	51,189	52,469
3rd year of service and thereafter	51,189	52,469
Technical Officer		
Grade 1		
1st year of service	54,416	55,776
2nd year of service	55,940	57,339
3rd year of service	57,491	58,928
4th year of service	58,604	60,069
5th year of service	60,329	61,837
Grade 2		
1st year of service	63,425	65,011
2nd year of service	64,714	66,332
3rd year of service	65,855	67,501
4th year of service	67,267	68,949

Grade 3		
1st year of service and thereafter	71,866	73,663
Senior Technical Officer		
Grade 1		
1st year of service	70,480	72,242
2nd year of service	71,866	73,663
3rd year of service	74,080	75,932
Grade 2		
1st year of service	76,290	78,197
2nd year of service	78,462	80,424
Grade 3	81,703	83,746
Technical Officer, Maintenance Services	74,745	76,614
Technician		
Class 1		
1st year of service	50,619	51,884
2nd year of service	52,102	53,405
Class 2		
1st year of service	54,977	56,351
2nd year of service	56,509	57,922
Class 3		
1st year of service	59,705	61,198
2nd year of service	60,889	62,411
Class 4		
1st year of service	62,085	63,637
2nd year of service	62,814	64,384
Transport Officer	51,189	52,469
Transport Officer, Mechanical		
Year 1	59,705	61,198
Year 2	60,329	61,837
Year 3	60,889	62,411
Year 4	61,505	63,043
Uniform Fitter and Advisory Officer	49,282	50,514
Allowances		
On call allowances (per hour)	0.84	0.86
Community Language Allowance Scheme (per annum)		
Base level rate	1,194	1,224
Higher level rate	1,794	1,839
Flying Allowance (per hour)	17.98	18.43
First Aid Allowance (per annum)		
Holders of basic qualification	769	788.23
Holders of current occupational first aid certificate	1,155	1,184

**Crown Employees (NSW Police Force Communications Officers) Award**

Communications Officer - NSW Police Force Classifications	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Communications Officer			
Trainee	35	48,324	49,532
1st year	40	50,619	51,884
2nd year	46	53,407	54,742
3rd year	49	54,977	56,351
4th year	55	58,060	59,512
5th year	58	59,705	61,198
Senior Communications Officer			
1st year	64	63,425	65,011
2nd year	67	65,376	67,010

Shift Co-ordinators			
1st year	75	70,480	72,242
2nd year	78	72,702	74,520
3rd year	82	75,552	77,441
4th year	85	77,767	79,711
Radio and Communications Operators			
4th year	52	56,509	57,922
5th year	55	58,060	59,512

**Crown Employees (NSW Police Force Special Constables) (Police Band) Award**

Special Constables (Police Bands) NSW Police Force			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Bandsperson			
1st year of service	41	51,189	52,469
2nd year of service	43	52,102	53,405
3rd year of service	45	53,000	54,325
4th year of service	47	53,967	55,316
5th year of service	52	56,509	57,922
6th year of service and thereafter	54	57,491	58,928
Senior Special Constable	-	59,654	61,145
Allowance - Doubling		949	973

**Crown Employees (NSW Police Force special Constables) (Security) Award**

Special Constables (Security) NSW Police Force		
Classification and Grades	1.7.11 Per week \$	1.7.12 Per week 2.5% \$
Special Constable (Security)		
1st year of service	855.70	877.10
2nd year of service	870.40	892.20
3rd year of service and thereafter	887.20	909.40
Special Constable (Security) First Class		
1st year of service and Thereafter	902.80	925.40
Senior Special Constable (Security)		
1st year of service	966.30	990.50
2nd year of service and Thereafter	987.60	1,012.30
Special Constable (Security), Field Supervisor		
1st year of service	1105.10	1132.70
2nd year of service and Thereafter	1128.80	1157.00
Other rates and allowances		
Full time Special Constables (Security) Monday to Friday Shift Allowance	58.30	59.80
Full time Special Constables (Security), Saturday and Sunday Shift Allowance	165.10	169.20

**Crown Employees (Office of Environment and Heritage and the Office of Environment Protection Authority) General Award**

Environment Officers - Department of Environment and Climate Change New South Wales		
Classification	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
<b>Class 1</b>		
1	31,495	32,282
2	38,050	39,001
3	41,763	42,807
4	44,315	45,423
5	46,277	47,434
6	48,800	50,020
7	53,927	55,275
<b>Class 2</b>		
1	53,927	55,275
2	55,509	56,897
3	56,982	58,407
4	59,111	60,589
<b>Class 3</b>		
1	56,982	58,407
2	59,111	60,589
3	62,067	63,619
4	63,936	65,534
<b>Class 4</b>		
1	62,067	63,619
2	63,936	65,534
3	66,591	68,256
4	69,207	70,937
<b>Class 5</b>		
1	66,591	68,256
2	69,207	70,937
3	71,849	73,645
4	74,061	75,913
<b>Class 6</b>		
1	71,849	73,645
2	74,061	75,913
3	76,941	78,865
4	79,281	81,263
<b>Class 7</b>		
1	76,941	78,865
2	79,281	81,263
3	81,680	83,722
4	85,011	87,136
<b>Class 8</b>		
1	81,680	83,722
2	85,011	87,136
3	87,675	89,867
4	92,150	94,454
<b>Class 9</b>		
1	87,675	89,867
2	92,150	94,454
3	94,799	97,169
4	97,670	100,112

Class 10		
1	94,799	97,169
2	97,670	100,112
3	101,566	104,105
4	104,543	107,157
Class 11		
1	101,566	104,105
2	104,543	107,157
3	107,673	110,365
4	111,933	114,731
Class 12		
1	107,673	110,365
2	111,933	114,731
3	115,687	118,579
4	118,171	121,125
Class 13		
1	115,687	118,579
2	118,171	121,125
3	122,091	125,143
4	123,917	127,015
Class 14		
1	122,091	125,143
2	123,917	127,015
3	129,656	132,897
4	135,399	138,784
Class 15		
1	129,656	132,897
2	135,399	138,784
3	141,140	144,669
4	146,878	150,550
Other Rates and Allowances		
Brief Description		
AHIS weekly allowance:		
inconvenience and 6 incoming calls after/before normal working hours	406.49	416.65
For each call above 6 incoming calls in an AHIS roster period; not limited	19.91	20.41
Extra per public holiday falling on a weekday	124.71	127.83
Out of hours disturbance (AHIS Supervising Officers)	40.06	41.06

**Crown Employees (Office of Environment and Heritage - Parks and Wildlife) Conditions of  
Employment Award**

Ranger Classifications		
Classification and Grades	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Trainee Rangers		
1st year of service	47,834	49,030
2nd year of service	48,693	49,910
3rd year of service	50,160	51,414
4th year of service	51,059	52,335
5th year of service	51,590	52,880
6th year of service	52,337	53,645

Rangers		
Grade 1		
1st level	52,337	53,645
2nd level	54,396	55,756
3rd level	57,430	58,866
4th level	61,552	63,091
5th level	67,844	69,540
6th level	71,814	73,609
Grade 2		
1st year	73,244	75,075
2nd year	75,418	77,303
3rd year	77,713	79,656
4th year	80,838	82,859
Senior Ranger		
1st year & thereafter	86,881	89,053
Assistant District Manager		
Grade 1	89,470	91,707
Grade 2	95,742	98,136
Grade 3	103,482	106,069
Grade 4	107,870	110,567
District Manager		
Grade 1	91,990	94,290
Grade 2	98,598	101,063
Grade 3	107,870	110,567
Grade 4	114,629	117,495
Grade 5	119,678	122,670
Project/Research Officer Classification		
Grade 1		
1st year	54,203	55,558
2nd year	55,941	57,340
3rd year	61,025	62,551
4th year	65,795	67,440
5th year	70,533	72,296
Grade 2*		
1st year	75,552	77,441
2nd year	77,764	79,708
3rd year	80,096	82,098
Grade 3*		
1st year	84,129	86,232
2nd year	86,829	89,000
3rd year	89,517	91,755
4th year	91,300	93,583
Grade 4*		
1st year	92,176	94,480
2nd year	94,826	97,197
Grade 5		
1st year	99,635	102,126
2nd year	103,860	106,457
Grade 6		
1st year	110,366	113,125
2nd year	111,524	114,312
* Progression criteria applies		
Project Officer (Aboriginal Positions)		
Grade 1		
1st year	54,203	55,558
2nd year	55,941	57,340
3rd year	61,025	62,551

4th year	65,795	67,440
5th year	70,533	72,296
Grade 2*		
1st year	75,552	77,441
2nd year	77,764	79,708
3rd year	80,096	82,098
Grade 3*		
1st year	84,129	86,232
2nd year	86,829	89,000
3rd year	89,517	91,755
4th year	91,300	93,583
Grade 4*		
1st year	92,176	94,480
2nd year	94,826	97,197
Grade 5		
1st year	99,635	102,126
2nd year	103,860	106,457
Grade 6		
1st year	110,366	113,125
2nd year	111,524	114,312
*Progression criteria applies		
Field Officer Classification		
Field Officer Base Grade 1/2		
Employees Engaged on or after 1 July 2007		
Grade 1		
Year 1	41,113	42,141
Year 2	42,151	43,205
Grade 2		
Year 1	43,124	44,202
Year 2	45,135	46,263
Field Officer Grade 1/4		
Employees Engaged on or after 1 July 2007		
Grade 1		
1st year	41,113	42,141
2nd year	42,151	43,205
Grade 2		
1st year	43,124	44,202
2nd year	45,135	46,263
Grade 3 (A)		
1st year	51,502	52,790
2nd year	52,410	53,720
Grade 4 (A)		
1st year	53,877	55,224
2nd year	54,850	56,221
Field Officer Grade B3/B4		
Employees engaged on or before 30 June 2007		
Grade 3 (B)		
1st year	51,502	52,790
2nd year	52,410	53,720
Grade 4 (B)		
1st year	53,877	55,224
2nd year	54,850	56,221
Senior Field Officer and Senior Field Officer (Plant)		
Grade 1		
1st year	56,068	57,470
2nd year	57,021	58,447

Grade 2		
1st year	58,175	59,629
2nd year	59,392	60,877
Field Supervisor Classification and Grades		
Grade 1		
1st year	61,429	62,965
2nd year	62,838	64,409
Grade 2		
1st year	64,245	65,851
2nd year	65,654	67,295
Senior Field Supervisor Classification and Grades		
Grade 1		
1st year	71,229	73,010
2nd year	72,979	74,803
Grade 2		
1st year	74,731	76,599
2nd year	76,480	78,392

**Crown Employees (Office of the Sydney Harbour Foreshore Authority) Award 2007**

Professional, Administration and Operational Officers - Sydney Harbour Foreshore Authority			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Professional Officer SHFA			
PO4	-	148,518	152,231
	-	142,783	146,353
	-	136,930	140,353
		Hard Barrier	Hard Barrier
PO3	-	124,200	127,305
	128	119,439	122,425
		Hard Barrier	Hard Barrier
	124	114,457	117,318
	-	111,122	113,900
	117	106,650	109,316
		Hard Barrier	Hard Barrier
PO2	115	104,575	107,189
	-	100,536	103,049
	108	97,702	100,145
		Hard Barrier	Hard Barrier
PO1	-	92,066	94,368
	97	87,701	89,894
	94	85,032	87,158
	90	81,703	83,746
		Hard Barrier	Hard Barrier

PO Entry Level	84	76,961	78,885
	80	74,080	75,932
	76	71,256	73,037
	69	66,610	68,275
	59	60,329	61,837
Administration Officer SHFA			
AO7	130	122,128	125,181
	126	116,974	119,898
	120	110,079	112,831
	116	105,602	108,242
		Hard Barrier	Hard Barrier
AO6	111	100,613	103,128
	108	97,702	100,145
	104	93,870	96,217
		Hard Barrier	Hard Barrier
AO5	98	88,660	90,877
	95	85,928	88,076
	91	82,491	84,553
		Hard Barrier	Hard Barrier
AO4	85	77,767	79,711
	82	75,552	77,441
	78	72,702	74,520
		Hard Barrier	Hard Barrier
AO3	67	65,376	67,010
	61	61,505	63,043
		Hard Barrier	Hard Barrier
AO2	55	58,060	59,512
	49	54,977	56,351
		Hard Barrier	Hard Barrier
AO1	40	50,619	51,884
	32	47,108	48,286
	28	45,428	46,564
		Hard Barrier	Hard Barrier
AO Entry Level	23	43,539	44,627
	17	40,662	41,679
	11	37,729	38,672
	-	33,318	34,151
Operational Officer SHFA			
OO4	98	88,660	90,877
	95	85,928	88,076
	91	82,491	84,553
		Hard Barrier	Hard Barrier
OO3	85	77,767	79,711
	82	75,552	77,441
	78	72,702	74,520
		Hard Barrier	Hard Barrier
OO2	67	65,376	67,010
	61	61,505	63,043

		Hard Barrier	Hard Barrier
OO1	55	58,060	59,512
	49	54,977	56,351
	40	50,619	51,884
		Hard Barrier	Hard Barrier
OO Entry Level	32	47,108	48,286
	28	45,428	46,564
	23	43,539	44,627
	17	40,662	41,679
	11	37,729	38,672
	-	33,318	34,151
Control Room Operator SHFA	55	58,060	59,512

**Crown Employees (Office of the WorkCover Authority - Inspectors 2007) Award**

Inspectors - WorkCover Authority		1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Classification			
Inspectorial Stream	Managerial Stream		
Progression Level			
Level 1		82,051	84,102
Level 2		84,296	86,403
Level 3		89,095	91,322
Senior Inspector 1		92,577	94,891
Senior Inspector 2		93,447	95,783
Principal Inspector 1	District Coordinator 1	95,349	97,733
Principal Inspector 2		96,244	98,650
	District Coordinator 2	97,236	99,667
Assistant State Inspector 1		100,631	103,147
Assistant State Inspector 2		101,579	104,118
State Inspector 1	Team Coordinator 1	107,475	110,162
State Inspector 2		108,486	111,198
	Team Coordinator 2	109,602	112,342
	State Coordinator 1	112,537	115,350
	State Coordinator 2	113,597	116,437
	Team Manager 1	126,684	129,851
	Team Manager 2	139,957	143,456

**Crown Employees (Parks and Gardens - Horticulture and Rangers Staff) Award 2007**

Classification	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Horticultural Apprentice Year 1	-	23,849	24,445
Horticultural Apprentice Year 2	-	31,799	32,594
Horticultural Apprentice Year 3	-	39,750	40,744
Horticultural Apprentice Year 4	27	45,048	46,174

Level 1	15	39,212	40,192
Level 2, Year 1 (Minimum)	23	43,539	44,627
Level 2, (Maximum)	26	44,688	45,805
Level 3 Year 1, (Minimum)	30	46,288	47,445
Level 3, (Maximum)	34	47,936	49,134
Level 4, Year 1, (Minimum)	38	49,693	50,935
Level 4, (Maximum)	41	51,189	52,469
Level 5, Year 1, (Minimum)	45	53,000	54,325
Level 5, (Maximum)	48	54,416	55,776
Level 6, Year 1, (Minimum)	51	55,940	57,339
Level 6, (Maximum)	54	57,491	58,928
Level 7, Year 1, (Minimum)	57	59,121	60,599
Level 7, (Maximum)	60	60,889	62,411
Level 8, Year 1, (Minimum)	63	62,814	64,384
Level 8, Maximum	67	65,376	67,010
Level 9, Year 1, (Minimum)	71	67,939	69,637
Level 9, (Maximum)	75	70,480	72,242
Level 10, Year 1, (Minimum)	78	72,702	74,520
Level 10, (Maximum)	81	74,745	76,614
Level 11, Year 1, (Minimum)	89	80,902	82,925
Level 11, (Maximum)	95	85,928	88,076
Level 12, Year 1, (Minimum)	109	98,673	101,140
Level 12, (Maximum)	112	101,594	104,134
Level 13, Year 1, (Minimum)	115	104,575	107,189
Level 13, (Maximum)	118	107,710	110,403
Level 14, Year 1, (Minimum)	121	111,025	113,801
Level 14, (Maximum)	124	114,457	117,318
Level 15, Year 1, (Minimum)	127	118,200	121,155
Level 15, (Maximum)	130	122,128	125,181

**Crown Employees (Parliamentary Electorate Officers) Award**

Parliamentary Electorate Officers			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Grade 1			
Year or 18 years	7	31,193	31,973
Year 2 min at 20 years	11	37,729	38,672
Year 3, min at 21 years	17	40,662	41,679
Year 4	20	41,771	42,815
Year 5	23	43,539	44,627
Year 6	25	44,329	45,437
Year 7	28	45,428	46,564
Year 8	32	47,108	48,286
Year 9	36	48,816	50,036
Year 10	40	50,619	51,884
Grade 2			
Year 1	64	63,425	65,011
Year 2	67	65,376	67,010
Year 3	75	70,480	72,242
Year 4	78	72,702	74,520
Grade 1 Special Salary Scale			
Year 1	52	56,509	57,922
Year 2	55	58,060	59,512

Year 3	58	59,705	61,198
Year 4	61	61,505	63,043
Research Assistant to independent Members of the Legislative Assembly	98	88,660	90,877
Allowances			
Electorate Officer, Grade 1	-	4,623	4,739
Electorate Officer, Grade 1 Special Salary Scale	-	5,545	5,684
Electorate Officer, Grade 2	-	7,394	7,579

**Crown Employees (Parliament House Conditions of Employment) Award 2010**

Allowances	1.7.11	1.7.12
	\$	2.5%
		\$
Allowance in lieu of overtime Sessional Staff Above Clerk Grade 8 (per occasion)	339.82	348.32

**Crown Employees (Physiotherapists, Occupation Therapists, Speech Pathologists and Music Therapists) Award**

Physiotherapists, Occupational Therapists, Speech Pathologists and Music Therapists			
Classification and Grade	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Physiotherapists - Grade 1			
1st year of service	46	53,407	54,742
2nd year of service	50	55,509	56,897
3rd year of service	56	58,604	60,069
4th year of service	63	62,814	64,384
5th year of service	70	67,267	68,949
6th year of service	76	71,256	73,037
7th year of service	81	74,745	76,614
Grade 2	85	77,767	79,711
Grade 3	92	83,255	85,336
Grade 4	95	85,928	88,076
Grade 5	98	88,660	90,877
Grade 6	100	90,426	92,687
Grade 7	103	93,026	95,352
Occupational Therapists - Grade 1			
1st year of service	46	53,407	54,742
2nd year of service	50	55,509	56,897
3rd year of service	56	58,604	60,069
4th year of service	63	62,814	64,384
5th year of service	70	67,267	68,949
6th year of service	76	71,256	73,037
7th year of service	81	74,745	76,614
Grade 2	85	77,767	79,711
Grade 3	92	83,255	85,336
Grade 4	95	85,928	88,076
Grade 5	98	88,660	90,877
Grade 6	100	90,426	92,687
Speech Pathologist - Grade 1			
1st year of service	46	53,407	54,742
2nd year of service	50	55,509	56,897

3rd year of service	56	58,604	60,069
4th year of service	63	62,814	64,384
5th year of service	70	67,267	68,949
6th year of service	76	71,256	73,037
7th year of service	81	74,745	76,614
Grade 2	85	77,767	79,711
Grade 3	92	83,255	85,336
Grade 4	95	85,928	88,076
Grade 5	98	88,660	90,877
Music Therapists			
1st year of service	31	46,657	47,823
2nd year of service	38	49,693	50,935
3rd year of service	43	52,102	53,405
4th year of service	49	54,977	56,351
5th year of service	54	57,491	58,928
6th year of service	59	60,329	61,837
7th year of service	63	62,814	64,384
Sole Allowance - 3(ii)(a)		2,248	2,304
Part-time Student Unit Supervisor Allowance			
for each student per supervised shift			
- refer formula in award at 3(ii)(b)		8.16	8.36

#### Crown Employees Planning Officers Award 2008

Classification		1/7/11	1/7/12
		Per annum \$	Per annum 2.5% \$
Student Planner			
Year 1	CSP 23	43,539	44,627
Year 2	CSP 28	45,428	46,564
Year 3	CSP 32	47,108	48,286
Year 4	CSP 40	50,619	51,884
PLANNING OFFICER (PROFESSIONAL)			
Level 1(a)			
Year 1	CSP 59	60,329	61,837
Year 2	CSP 69	66,610	68,275
Year 3	CSP 76	71,256	73,037
Year 4	CSP 80	74,080	75,932
Year 5	CSP 84	76,961	78,885
Progression/ promotion soft barrier (clause 4.7.2)			
Level 1(b)			
Year 1	CSP 90	81,703	83,746
Year 2	CSP 94	85,033	87,159
Year 3	CSP 97	87,701	89,894,
Year 4	-	92,066	94,368
Level 2			
Year 1	CSP 108	97,702	100,145
Year 2	-	100,536	103,049
Year 3	CSP115	104,575	107,189

Level 3			
Year 1	CSP 117	106,651	109,317
Year 2	-	111,122	113,900
Year 3	CSP 124	114,457	117,318
Progression/promotion soft barrier (clause 4.9.2)			
Level 3 (cont'd)			
Year 4	CSP 128	119,439	122,425
Year 5	-	124,200	127,305
Level 4			
Year 1	-	136,930	140,353
Year 2	-	142,666	146,233
Year 3	-	148,518	152,231
Level 5			
Year 1	-	156,401	160,311
Year 2	-	160,294	164,301

### Crown Employees (Psychologists) Award

Psychologists		
Classification and Grade	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Psychologist -		
1st year	56,131	57,534
2nd year	59,169	60,648
3rd year	62,201	63,756
4th year	65,993	67,643
5th year	69,787	71,532
6th year	73,580	75,420
7th year	77,373	79,307
8th year	80,408	82,418
9th year and thereafter	83,440	85,526
Senior Psychologist -		
1st year	87,993	90,193
2nd year	91,786	94,081
3rd year and thereafter	95,577	97,966
Specialist Psychologist -		
1st year	80,408	82,418
2nd year	84,956	87,080
3rd year	89,510	91,748
4th year	94,060	96,412
5th year and thereafter	98,610	101,075
Senior Specialist Psychologist -		
1st year	103,163	105,742
2nd year	106,197	108,852
3rd year and thereafter	109,232	111,963
Chief Psychologist -		
1st year	114,515	117,378
Principal Psychologist -		
1st year and thereafter	124,402	127,512
Environmental Allowance (Corrective Services and Juvenile Justice)	2,570	2,634

**Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009**

Allowances	1.7.11 \$	1.7.12 2.5% \$
On call allowance	0.84	0.86
Community Language Allowance Scheme		
Base level rate	1,194	1,224
Higher level rate	1,794	1,839
Flying Allowance	17.9	18.35
First Aid Allowance		
Holders of basic qualification	769	788
Holders of current occupational first aid certificate	1,155	1,184

**Crown Employees (Research Scientists) Award 2007**

Research Scientists			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Research Scientist -			
1st year of service	86	78,462	80,424
2nd year of service	91	82,491	84,553
3rd year of service	96	86,829	89,000
4th year of service	100	90,426	92,687
Efficiency Barrier -			
5th year of service	105	94,826	97,197
6th year of service	109	98,673	101,140
7th year of service	113	102,572	105,136
Senior Research Scientist -			
1st year of service	115	104,575	107,189
2nd year of service	118	107,710	110,403
3rd year of service	121	111,025	113,801
Efficiency Barrier -			
4th year of service	124	114,457	117,318
5th year of service	127	118,200	121,155
Principal Research Scientist -			
1st year of service	130	122,128	125,181
2nd year of service	-	124,920	128,043
3rd year of service	-	128,094	131,296
Senior Principal Research Scientist -			
1st year of service	-	137,327	140,760
2nd year of service	-	147,318	151,001
Efficiency Barrier -			
3rd year of service	-	159,869	163,866

**Crown Employees (Rural Fire Service) Award**

## RFS Officers

These rates are inclusive of Annual Leave Loading

Classification and Grades	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
RFS Officer Level 1		
Year 1	31,616	32,406
Year 2	38,236	39,192
Year 3	41,211	42,241
Year 4	42,339	43,397
Year 5	44,127	45,230
Year 6	44,927	46,050
Year 7	46,040	47,191
Year 8	47,746	48,940
Year 9	49,473	50,710
Year 10	51,299	52,581
RFS Officer Level 2		
Year 1	54,127	55,480
Year 2	55,718	57,111
RFS Officer Level 3		
Year 1	57,271	58,703
Year 2	58,842	60,313
RFS Officer Level 4		
Year 1	60,511	62,024
Year 2	62,336	63,894
RFS Officer Level 5		
Year 1	64,282	65,889
Year 2	66,257	67,913
RFS Officer Level 6		
Year 1	71,429	73,215
Year 2	73,684	75,526
RFS Officer Level 7		
Year 1	76,571	78,485
Year 2	78,816	80,786
RFS Officer Level 8		
Year 1	81,178	83,207
Year 2	83,607	85,697
RFS Officer Level 9		
Year 1	87,089	89,266
Year 2	89,856	92,102
RFS Officer Level 10		
Year 1	92,535	94,848
Year 2	95,138	97,516
RFS Officer Level 11		
Year 1	99,022	101,498
Year 2	101,971	104,520
RFS Officer Level 12		
Year 1	107,024	109,700
Year 2	111,567	114,356
RFS Officer Level 13		
Year 1	118,554	121,518
Year 2	123,775	126,869

RFS Officer Level 14		
Year 1	138,497	141,959
Year 2	149,234	152,965
RFS Officer Level 15		
Year 1	151,756	155,550
Year 2	162,455	166,516
RFS Officer Level 16		
Year 1	167,894	172,091
Year 2	184,296	188,903

**RFS Officers (OCSC)**

These rates are inclusive of Annual Leave Loading

Classification and Grades	1.7.11 Per annum 2.5%	1.7.12 Per annum 2.5%
RFS Officer Level A (OCSC Operator)		
Year 1	35,345	36,229
Year 2	37,729	38,672
Year 3	40,662	41,679
Year 4	41,771	42,815
Year 5	43,539	44,627
Year 6	44,329	45,437
Year 7	45,428	46,564
Year 8	47,108	48,286
Year 9	48,816	50,036
Year 10	50,619	51,884
RFS Officer Level B (OCSC Senior Operator)		
Year 1	53,407	54,742
Year 2	54,977	56,351
Year 3	56,509	57,922
Year 4	58,060	59,512

**Crown Employees (School Administrative and Support Staff) Award****Schedule 1 - School Administrative and Support Staff (other than Aboriginal Education Officers) - Rates of Pay****1.1 Permanent School Administrative and Support Staff**

	Rate of pay from the first pay period to commence on or after 8.7.2011 (\$ p/h)	1.7.12 Per hour 2.5% \$p/h
School Support Officer	22.51	23.07
School Administrative Officer	25.27	25.90
School Administrative Manager -		
Level 1	29.23	29.96
Level 2	30.03	30.78
Level 3	30.88	31.65
Level 4	31.81	32.61

	Rate of pay from the first pay period to commence on or after 8.7.2011 (\$ p/h)	1.7.12 Per hour 2.5% \$p/h
School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter) - (for progression on these rates see clause 6)		
Junior	16.09	16.49
Following 12 months of service or at age 20	19.00	19.48
1st year	23.13	23.71
2nd year	23.55	24.14
3rd year	25.20	25.83
4th year	26.87	27.54
School Learning Support Officer (Pre-school) - (for progression on these rates see clause 6)		
Junior	16.09	16.49
Following 12 months of service or at age 20	19.00	19.48
1st year	22.30	22.86
2nd year	22.71	23.28
3rd year	23.13	23.71
4th year	23.55	24.14

## 1.2 Long-term Temporary School Administrative and Support Staff

	Rate of pay from the first pay period to commence on or after 8.7.2011 (\$ p/h)	1.7.12 Per hour 2.5% \$p/h
School Support Officer	23.84	24.44
School Administrative Officer	26.72	27.39
School Administrative Manager -		
Level 1	30.92	31.69
Level 2	31.78	32.57
Level 3	32.69	33.51
Level 4	33.66	34.50
	Rate of pay from the first pay period to commence on or after 8.7.2011 (\$ p/h)	1.7.12 Per hour 2.5% \$p/h
School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter) - (for progression on these rates see clause 6)		
Junior	16.98	17.40
Following 12 months of service or at age 20	20.10	20.60
1st year	24.52	25.13
2nd year	24.91	25.53
3rd year	26.64	27.31
4th year	28.42	29.13

School Learning Support Officer (Pre-school) - (for progression on these rates see clause 6)		
Junior	16.98	17.40
Following 12 months of service or at age 20	20.10	20.60
1st year	23.63	24.22
2nd year	24.03	24.63
3rd year	24.52	25.13
4th year	24.91	25.53

## 1.3 Short-term Temporary School Administrative and Support Staff

	Rate of pay from the first pay period to commence on or after 8.7.2011 (\$ p/h)	1.7.12 Per hour 2.5% \$/h
School Support Officer	25.90	26.55
School Administrative Officer	29.06	29.79
School Administrative Manager		
Level 1	33.62	34.46
Level 2	34.55	35.41
Level 3	35.53	36.42
Level 4	36.59	37.50

	Rate of pay from the first pay period to commence on or after 8.7.2011 (\$ p/h)	1.7.12 Per hour 2.5% \$/h
School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter) - (for progression on these rates see clause 6)		
Junior	18.49	18.95
Following 12 months of service or at age 20	21.83	22.38
1st year	26.62	27.29
2nd year	27.09	27.77
3rd year	29.00	29.73
4th year	30.88	31.65
School Learning Support Officer (Pre- school) - (for progression on these rates see clause 6)		
Junior	18.49	18.95
Following 12 months of service or at age 20	21.83	22.38
1st year	25.68	26.32
2nd year	26.15	26.80
3rd year	26.62	27.29
4th year	27.09	27.77

**Schedule 2 - Aboriginal Education Officers - Rates Of Pay**

(For progression on these rates see subclause 6.3)

**2.1 Permanent Aboriginal Education Officer**

	Rate of pay from the first pay period to commence on or after 8.7.2011 (\$ p/h)	1.7.12 Per hour 2.5% \$p/h
Year 1	27.64	28.33
Year 2	28.45	29.16
Year 3	29.25	29.98
Year 4	30.05	30.80

**2.2 Long-term Temporary Aboriginal Education Officer**

	Rate of pay from the first pay period to commence on or after 8.7.2011 (\$ p/h)	1.7.12 Per hour 2.5% \$p/h
Year 1	29.24	29.97
Year 2	30.10	30.85
Year 3	30.94	31.71
Year 4	31.79	32.58

**2.3 Short-term Temporary Aboriginal Education Officer**

	Rate of pay from the first pay period to commence on or after 8.7.2011 (\$ p/h)	1.7.12 Per hour 2.5% \$p/h
Year 1	31.79	32.58
Year 2	32.72	33.54
Year 3	33.64	34.48
Year 4	34.56	35.42

**Crown Employees (Senior Assistant Superintendents and Assistant Superintendents, Department of Attorney General and Justice - Corrective Services NSW) Award 2009**

Classification	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Commissioned Correctional Officers:		
Senior Assistant Superintendent - 7 day or any 5/7 days	106,655	109,321
Assistant Superintendent - 7 day or any 5/7 days	99,833	102,329
Senior Assistant Superintendent - 5 day	100,820	103,341
Assistant Superintendent - 5 day	93,998	96,348
Commissioned Industries Officers:		
Regional Business Manager - 5 day		
Year 1	113,265	116,097
Year 2	116,176	119,080
Year 3	121,163	124,192
Year 4	125,640	128,781

Operations Manager	120,533	123,546
Manager of Industries Level 1 - 5 day	111,219	113,999
Manager of Industries Level 2 - Any 5 of 7 days	111,686	114,478
Manager Centre Services and Employment Manager of Industries		
Level 2 - 5 day	105,849	108,495
Manager Business Unit - any 5/7 days	106,655	109,321
Manager Business Unit - 5 day	100,820	103,341

**Crown Employees (Senior Officers Salaries) Award 2007**

Senior Officers		
Classification and Grades	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Grade 1		
Year 1	136,651	140,067
Year 2	147,245	150,926
Grade 2		
Year 1	149,737	153,480
Year 2	160,294	164,301
Grade 3		
Year 1	165,658	169,799
Year 2	181,844	186,390

**Crown Employees (Sheriff's Officers) Award 2007**

Sheriff's Officers			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Chief Inspector			
Year 2	85	77,767	79,711
Year 1	82	75,552	77,441
Inspector			
Year 2	78	72,702	74,520
Year 1	75	70,480	72,242
Sergeant			
Year 4	67	65,376	67,010
Year 3	64	63,425	65,011
Year 2	61	61,505	63,043
Year 1	58	59,705	61,198
Sheriff's Officer			
Year 4	55	58,060	59,512
Year 3	52	56,509	57,922
Year 2	49	54,977	56,351
Year 1	46	53,407	54,742
Probationary Sheriff's Officer	36	48,816	50,036

**Crown Employees (State Emergency Service) Communication Centre - Continuous Shift Workers  
Award 2009**

Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Operations Communications Centre Senior Team Leader, Clerk Grade 5/6			
1st year of service	75	70,480	72,242
2nd year of service	78	72,702	74,520
3rd year of service	82	75,552	77,441
Thereafter	85	77,767	79,711
Operations Communications Centre Team Leader, Clerk Grade 3/4			
1st year of service	58	59,705	61,198
2nd year of service	61	61,505	63,043
3rd year of service	64	63,425	65,011
Thereafter	67	65,376	67,010
Operations Communications Centre Call Operator, Clerks General Scale			
Step 1	4	25,860	26,507
Step 2	6	29,346	30,080
Step 4	9	35,345	36,229
Step 5	11	37,729	38,672
Step 6	17	40,662	41,679
Step 7	20	41,771	42,815
Step 8	23	43,539	44,627
Step 9	25	44,329	45,437
Step 10	28	45,428	46,564
Step 11	32	47,108	48,286
Step 12	36	48,816	50,036
Step 13	40	50,619	51,884

**Crown Employees (State Emergency Service) Learning and Development Officers Award 2012**

Learning and Development Officers - Full-time, State Emergency Service			
Classification	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
1st year of service	82	75,552	77,441
2nd year of service	85	77,767	79,711
3rd year of service	88	80,096	82,098
Thereafter	91	82,491	84,553

**Crown Employees (State Emergency service) Region Controllers Award 2012**

Region Controllers - State Emergency Services			
Classification	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Salaries of Full-time Region Controllers			
1st year of service	101	91,303	93,586
2nd year of service	104	93,870	96,217
3rd year of service	108	97,702	100,145
Thereafter	111	100,613	103,128

**Crown Employees (Technical Officers - Treasury) Award**

Technical Officers - Treasury		
Classification and Grades	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Technical Officers - Treasury Grade 1	129,620 135,399 141,367 147,245	132,861 138,784 144,901 150,926
Technical Officers - Treasury Grade 2	149,640 155,612	153,381 159,502

**Crown Employees (Tipstaves to Justices) Award 2007**

Tipstaff - Attorney General's Department			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
1st year of service	40	50,619	51,884
2nd year of service	42	51,590	52,880
3rd year of service	44	52,489	53,801
Tipstaff to the Chief Justice	46	53,407	54,742

**Crown Employees (Trades Assistants) Award**

Trades Assistants		
Classification and Grades	1.7.11 Per week \$	1.7.12 Per week 2.5% \$
Classification -		
Blacksmith's striker	794.00	813.90
Cold saw operator	800.40	820.40
Driller (stationary machines)	794.00	813.90
Dresser and grinder (portable machines)	808.00	828.20
Dresser, shot blast or sand blast-		
(a) who operates from outside a properly enclosed cabin	800.40	820.40
(b) other	834.70	855.60
Dogman and/or crane chaser	808.00	828.20
Forger's assistant	794.00	813.90
Fork Lift Driver (TAFE)	856.00	877.40
Assistant Furnaceperson	800.40	820.40
General assistant assisting tradespersons or employed in a metal and/or electrical workshop (TAFE)	794.00	813.90
General assistant, other (TAFE)	787.30	807.00
General assistant/tool storeperson assisting tradespersons or employed in a metal and or electrical workshop (less than 20 hpw toolstore duties) (TAFE)	808.00	828.20
General assistant/tool storeperson, other (less than 20 hpw toolstore duties) (TAFE)	834.20	855.10
Hammer driver	800.40	820.40
Heat treater operative	808.00	828.20
Machinist second class (Metal Trades)	842.80	863.90

Operator of straight line oxy-acetylene Cutting machine	808.00	828.20
Pipe fitter	842.80	863.90
Rigger and/or splicer (other than construction work)	870.40	892.20
Rigger and/or splicer (construction work)	886.60	908.80
Spray painter (ironwork) and/or brush hand	808.00	828.20
Tool and/or material storeman	834.70	855.60
Tool Storeperson (Classroom only, TAFE)	842.80	863.90
Trades assistant (Metal Trades)	794.00	813.90
Trades assistant (Electrical Trades)	815.60	836.00
Trades assistant	800.40	820.40
Cupola furnacperson (foundries)	842.80	863.90
Allowances:		
Cold Places per hour	0.68	0.69
Confined Spaces per hour	0.87	0.89
Dirty Work per hour	0.68	0.69
Height Money per hour:		
- At a height of 7.5 m	0.68	0.69
- For every additional 3m	0.21	0.21
Hot Places per hour:		
- 46C-54C	0.68	0.69
- Above 54C	0.87	0.89
Insulation Material per hour:		
- Pumice or other recognised insulator	0.68	0.69
- Silicate	0.87	0.89
Smoke Boxes etc per hour:		
- Working on repairs to smoke boxes, furnaces etc	0.45	0.46
- Working on repairs inside oil-fired boilers	1.70	1.74
Wet Places per hour	0.68	0.69
Working on a boat or punt per day	2.67	2.73
Working knee deep in mud or water per day	5.42	5.56
Acid, furnaces, stills, etc per hour	3.51	3.59
Towers per hour	0.68	0.69
Depth money per hour	0.68	0.69
Swing Scaffolds:		
- First four hours (fixed rate)	5.06	5.19
- Each hour thereafter	1.04	1.06
- Solid plasterers per hour	0.21	0.21
Septic Tanks per day	8.17	8.37
Distant Places per day:		
- Area re paragraph 4.17.1	1.33	1.37
- Area re paragraph 4.17.2	2.17	2.23
- Area re paragraph 4.17.3	2.17	2.23
Epoxy Materials per hour	0.87	0.89
- Applying to air-conditioned buildings per hour	0.59	0.61
- Employees in close proximity per hour	0.68	0.69
Foundry per hour	0.51	0.53
Asbestos Eradication per hour	2.31	2.36
First Aid per day	3.00	3.08

**Taronga Conservation Society Australia Salaried Employees Award**

Classifications and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Clerks - General Scale - 1st year (up to 18 years)	7	31,193	31,973
2nd year (or 20 years)	11	37,729	38,672
3rd year	17	40,662	41,679
4th year	20	41,771	42,815
5th year	23	43,539	44,627
6th year	25	44,329	45,437
7th year	28	45,428	46,564
8th year	32	47,108	48,286
9th year	36	48,816	50,036
10th year	40	50,619	51,884
At 19 years + (HSC)	9	35,345	36,229
Grade 1 - 1st year	46	53,407	54,742
2nd year	49	54,977	56,351
Grade 2 - 1st year	52	56,509	57,922
2nd year	55	58,060	59,512
Grade 3 - 1st year	58	59,705	61,198
2nd year	61	61,505	63,043
Grade 4 - 1st year	64	63,425	65,011
2nd year	67	65,376	67,010
Grade 5 - 1st year	75	70,480	72,242
2nd year	78	72,702	74,520
Grade 6 - 1st year	82	75,552	77,441
2nd year	85	77,767	79,711
Grade 7 - 1st year	88	80,096	82,098
2nd year	91	82,491	84,553
Grade 8 - 1st year	95	85,928	88,076
2nd year	98	88,660	90,877
Grade 9 - 1st year	101	91,303	93,586
2nd year	104	93,870	96,217
Grade 10 - 1st year	108	97,702	100,145
2nd year	111	100,613	103,128
Grade 11 - 1st year	116	105,602	108,242
2nd year	120	110,079	112,831
Grade 12 - 1st year	126	116,974	119,898
2nd year	130	122,128	125,181

Stenographers and Machine Operators			
1st year (up to 17 years)	2	23,169	23,748
2nd year (or 17 years)	5	27,501	28,189
3rd year (or 18 years)	7	31,193	31,973
4th year (or 19 years )	9	35,345	36,229
5th year (or 20 years)	10	37,385	38,320
6th year (or 21 years)	19	41,420	42,456
7th year	22	42,563	43,627
8th year	24	43,967	45,066
9th year	33	47,490	48,677
10th year	35	48,324	49,532
11th year	38	49,693	50,935
12th year	40	50,619	51,884
Grade 1 -			
1st year	46	53,407	54,742
2nd year	49	54,977	56,351
Grade 2 -			
1st year	52	56,509	57,922
2nd year	55	58,060	59,512
Grade 3 -			
1st year	58	59,705	61,198
2nd year	61	61,505	63,043
Clerical Assistants -			
1st year (or under 17 years)	1	21,713	22,256
2nd year (or 17 years)	3	24,390	25,000
3rd year (or 18 years )	6	29,346	30,080
4th year (or 19 years)	8	33,331	34,164
5th year (or 20 years)	9	35,345	36,229
6th year (or 21 years)	15	39,212	40,192
7th year	17	40,662	41,679
8th year	20	41,771	42,815
9th year	22	42,563	43,627
Class 1 -			
1st year	25	44,329	45,437
2nd year	28	45,428	46,564
Class 2 -			
1st year	32	47,108	48,286
2nd year	35	48,324	49,532
Class 3 -			
1st year	37	49,282	50,514
2nd year	40	50,619	51,884
Class 4 -			
1st year	42	51,590	52,880
2nd year	44	52,489	53,801
Typists and Communications Assistants -			
1st year (or under 17)	2	23,169	23,748
2nd year (or 17 years )	4	25,860	26,507
3rd year (or 18 years)	6	29,346	30,080
4th year (or 19 years)	8	33,331	34,164
5th year (or 20 years)	10	37,385	38,320
6th year (or 21 years)	17	40,662	41,679
7th year	19	41,420	42,456
8th year	22	42,563	43,627
Senior Typist -			
1st year	25	44,329	45,437
2nd year	28	45,428	46,564

Garden Labourer - (Applies to employees engaged prior 1 July 2010)			
Grade 1	15	39,212	40,192
Grade 2	18	41,063	42,090
Grade 3	21	42,171	43,225
Horticulturalist Labourer - (Applies to employees engaged prior 1 July 2010)			
Grade 1	25	44,329	45,437
Grade 2	30	46,288	47,445
Grade 3	35	48,324	49,532
Horticulturalist Level 1 - (Applies to employees engaged prior 1 July 2010)			
Grade 1	42	51,590	52,880
Grade 2	45	53,000	54,325
Horticulturalist Level 2 (Applies to employees engaged prior 1 July 2010)			
Grade 1	48	54,416	55,776
Grade 2	50	55,509	56,897
Horticultural Technician (Applies to employees engaged prior 1 July 2010)			
Grade 1	55	58,060	59,512
Grade 2	57	59,121	60,599
Senior Horticultural Technician (Applies to employees engaged prior 1 July 2010)			
Grade 1	63	62,814	64,384
Grade 2	67	65,376	67,010
Horticultural Apprentice (Applies to employees engaged post 1 July 2010)			
1st Year		21,567	22,106
2nd Year		25,489	26,126
3rd Year		29,409	30,144
4th Year		35,292	36,174
Gardener (Applies to employees engaged post 1 July 2010)			
Grade 1	15	39,212	40,192
Grade 2	18	41,063	42,090
Grade 3	21	42,171	43,225
Horticulturalist (Applies to employees engaged post 1 July 2010)			
Grade 1		49,906	51,154
Grade 2		51,403	52,688
Grade 3		52,945	54,269
Grade 4		55,508	56,896
Horticultural Supervisor (Applies to employees engaged post 1 July 2010)			
Grade 1		58,938	60,411
Grade 2		60,706	62,224
Grade 3		62,526	64,089
Keeper Grade 4 (Specialist) Level 2 (only available to employees employed permanently as a Keeper on 8 December 2005)	75	70,480	72,242
Trainee Keeper -			
Level 1	-	37,432	38,368
Level 2	-	39,926	40,924
Level 3	-	42,422	43,483
Level 4	-	44,916	46,039

Keeper -			
Level 1	-	49,907	51,155
Level 2	-	52,402	53,712
Level 3	-	54,898	56,270
Level 4	-	57,394	58,829
Senior Keeper -			
Level 1	-	59,889	61,386
Level 2	-	64,878	66,500
Keeping Unit Supervisor -			
Year 1	-	72,365	74,174
Year 2	-	73,862	75,709
Year 3	-	75,359	77,243
Publicity and Assistant Publicity Officer -			
Public Relations Officer -			
Grade 1 -			
1st year	87	79,306	81,289
2nd year	89	80,902	82,925
3rd year	91	82,491	84,553
Grade 2 -			
1st year	103	93,026	95,352
2nd year	105	94,826	97,197
3rd year	107	96,742	99,161
Publicity Officer -			
1st year	69	66,610	68,275
2nd year	72	68,519	70,232
3rd year	74	69,777	71,521
Assistant Publicity Officer -			
1st year	59	60,329	61,837
2nd year	62	62,085	63,637
Gate Receptionists	38	49,693	50,935
Designers (Exhibitions and Publications) Applies to employees engaged prior 1 July 2010			
1st year	37	49,282	50,514
2nd year	39	50,205	51,460
3rd year	42	51,590	52,880
4th year	46	53,407	54,742
5th year	49	54,977	56,351
6th year	51	55,940	57,339
7th year	53	56,993	58,418
8th year	56	58,604	60,069
9th year	60	60,889	62,411
10th year	64	63,425	65,011
11th year	67	65,376	67,010
12th year and thereafter	71	67,939	69,637
Junior Designer			
Grade 1		42,538	43,601
Grade 2		44,239	45,345
Grade 3		46,008	47,158
Grade 4		47,848	49,044
Designer			
Grade 1		49,282	50,514
Grade 2		51,499	52,786
Grade 3		53,817	55,162
Grade 4		56,239	57,645
Grade 5		58,769	60,238

Senior Designer			
Grade 1		61,711	63,254
Grade 2		64,793	66,413
Grade 3		68,032	69,733
Allowances:			
Casual first aid allowance (per shift)	-	14.75	15.12
Laundry Allowance for staff other than			
Gate Receptionists (per week)	-	6.16	6.31
Laundry Allowance for Gate Receptionists			
(per week)	-	11.11	11.39

### Agreements and Determinations

#### Adventure Facilitator, Oberon Correctional Centre - Department of Corrective services. Section 130 (1) Determination No: 955 of 2007

Adventure Facilitator	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Year 1	80,096	82,098
Year 2	82,491	84,553
Year 3	85,928	88,076
Year 4	88,660	90,877

#### Architects etc. Agreement No. 1733 of 1971

Architects			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
<b>Grade I</b>			
1st year of service	46	53,407	54,742
2nd year of service	50	55,509	56,897
3rd year of service	56	58,604	60,069
4th year of service	63	62,814	64,384
5th year of service	70	67,267	68,949
6th year of service and thereafter	76	71,256	73,037
<b>Grade II</b>			
1st year of service	82	75,552	77,441
2nd year of service	86	78,462	80,424
3rd year of service	89	80,902	82,925
4th year of service and thereafter	92	83,255	85,336
<b>Grade III</b>			
1st year of service	97	87,701	89,894
2nd year of service	100	90,426	92,687
3rd year of service	104	93,870	96,217
4th year of service and thereafter	107	96,742	99,161
<b>Grade IV</b>			
1st year of service	112	101,594	104,134
2nd year of service	115	104,575	107,189
3rd year of service and thereafter	117	106,651	109,317
<b>Grade V</b>			
1st year of service	121	111,025	113,801
2nd year of service and thereafter	123	113,212	116,042

Grade VI			
1st year of service	125	115,718	118,611
2nd year of service	127	118,200	121,155

**Artists, etc., Australian Museum; Designers and Senior Designer, National Parks & Wildlife Service;  
Artist, Chief, Exhibitions Department and Keeper of Exhibits, Museum of applied Arts and Sciences;  
Agreement No.2196 of 1975**

Artists, Designers, Exhibitions Officers, etc.			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Artists Australian Museum and Museum of Applied Arts and Sciences			
Grade I			
1st year of service	28	45,428	46,564
2nd year of service	31	46,657	47,823
3rd year of service	34	47,936	49,134
4th year of service	37	49,282	50,514
5th year of service	39	50,205	51,460
6th year of service	43	52,102	53,405
7th year of service and thereafter	46	53,407	54,742
Grade II			
1st year of service	49	54,977	56,351
2nd year of service	51	55,940	57,339
3rd year of service and thereafter	53	56,993	58,418
Grade III			
1st year of service	58	59,705	61,198
2nd year of service and thereafter	61	61,505	63,043
Keeper Of Exhibits (Non Graduate)			
Museum of Applied Arts & Sciences			
1st year of service	44	52,489	53,801
2nd year of Service	47	53,967	55,316
3rd year of service	51	55,940	57,339
4th year of service	53	56,993	58,418
5th year of service	58	59,705	61,198
6th year of service and thereafter	58	59,705	61,198
Designers (Exhibitions and Publications)			
National Parks and Wildlife Services			
1st year of service	37	49,282	50,514
2nd year of service	39	50,205	51,460
3rd year of service	42	51,590	52,880
4th year of service	46	53,407	54,742
5th year of service	49	54,977	56,351
6th year of service	51	55,940	57,339
7th year of service	53	56,993	58,418
8th year of service	56	58,604	60,069
9th year of service	60	60,889	62,411
10th year of service	64	63,425	65,011
11th year of service	67	65,376	67,010
12th year of service	71	67,939	69,637
Senior Designer (Exhibitions and Publications) National Parks and Wildlife Service			
On Appointment	77	71,866	73,663
Exhibitions Officer, Australian Museum			

Grade I			
1st year of service	56	58,604	60,069
2nd year of service	60	60,889	62,411
3rd year of service	64	63,425	65,011
4th year of service	67	65,376	67,010
5th year of service and thereafter	71	67,939	69,637
Grade II			
1st year of service	75	70,480	72,242
2nd year of service	77	71,866	73,663
Chief, Exhibitions Department			
Museum of Applied Arts and Sciences			
1st year of service	92	83,255	85,336

**Bandmaster, Department of Corrective Services, Determination No 936 of 2004**

The rate of pay for the Bandmaster, Department of Corrective Services shall be an annual salary equivalent to a Clerk Grade 5/6 under the Crown Employees (Administrative and Clerical Officers) Award.

**Cadet Conditions and Rates of Pay, Various Departments; Determination No.938 of 2004**

Cadet Conditions and Rates of Pay, Various Departments			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Level 1 At 18 years of age	7	31,193	31,973
Level 1 At 19 years of age with HSC	9	35,345	36,229
Level 2 Or minimum at 20 years	11	37,729	38,672
Level 3 Or minimum at 21 years	17	40,662	41,679
Level 4	20	41,771	42,815
Level 5	23	43,539	44,627
Level 6	25	44,329	45,437
Level 7	28	45,428	46,564
Level 8	32	47,108	48,286
Level 9	36	48,816	50,036
Level 10	40	50,619	51,884

**Cartographers, Engineering Survey Drafting Officers, Survey Drafting Officers, Photogrammetrists, Computers All Departments Agreement No. 2439 of 1982**

Cartographers, Engineering Survey Drafting Officers, Survey Drafting Officers, Photogrammetrists, Computers All Departments			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
General Scale			
1st year	7	31,193	31,973
2nd year	11	37,729	38,672
3rd year	17	40,662	41,679
4th year	20	41,771	42,815
5th year	23	43,539	44,627

6th year	25	44,329	45,437
7th year	28	45,428	46,564
8th year	32	47,108	48,286
9th year	36	48,816	50,036
10th year	40	50,619	51,884
11th year	46	53,407	54,742
12th year	49	54,977	56,351
13th year	52	56,509	57,922
14th year	55	58,060	59,512
Officer with HSC aged 19 and over paid not less than	9	35,345	36,229
Class 1			
1st year	58	59,705	61,198
2nd year	61	61,505	63,043
3rd year	64	63,425	65,011
4th year	67	65,376	67,010
Class 2			
1st year	75	70,480	72,242
2nd year	78	72,702	74,520
Class 3			
1st year	82	75,552	77,441
2nd year	85	77,767	79,711
Class 4			
1st year	88	80,096	82,098
2nd year	91	82,491	84,553
Class 5			
1st year	95	85,928	88,076
2nd year	98	88,660	90,877
Class 6			
1st year	101	91,303	93,586
2nd year	104	93,870	96,217
Class 7			
1st year	108	97,702	100,145
2nd year	111	100,613	103,128

**Casual Drug Counsellors - Department of Corrective Services Determination No.935 of 2004**

Department of Corrective Services		
Classification and Grades	1.7.11 Per hour \$	1.7.12 Per hour 2.5% \$
Sessional Specialist HIV/Health Promotion	68.49	70.20
(The rates are inclusive of a 15% casual loading for Monday to Friday work, plus 1/12th in lieu of recreation leave.		
Environmental Allowance for working within a correctional centre.	1.58	1.62

**Community Offender Support Program Centres, Department of Corrective Services, Determination No. 965 of 2008**

Community Offender Support Program Centres DCS			
Classification and Grades	Common Salary Point No	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Throughcare and Placement Officer:			
1st year	88	80,096	82,098
2nd year	91	82,491	84,553
3rd year	95	85,928	88,076
Thereafter	98	88,660	90,877
Accommodation Support Worker:			
1st year	75	70,480	72,242
2nd year	78	72,702	74,520
3rd year	82	75,552	77,441
Thereafter	85	77,767	79,711
Assistant Support Worker:			
1st year	46	53,407	54,742
2nd year	49	54,977	56,351
3rd year	52	56,509	57,922
Thereafter	55	58,060	59,512

**Computer Operators - Salaries - Public Service Board Determination No. 642 of 1981 and Determination No. 801 of 1983**

Computer Operators, All Departments			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Trainee Computer Operator			
At 18 and under	7	31,193	31,973
At 19	9	35,345	36,229
At 20	11	37,729	38,672
At 21	17	40,662	41,679
Computer Operator - Grade 1			
1st year of service	20	41,771	42,815
2nd year of service	23	43,539	44,627
3rd year of service	25	44,329	45,437
4th year of service and thereafter	28	45,428	46,564
Computer Operator - Grade 2			
1st year of service	32	47,108	48,286
2nd year of service	36	48,816	50,036
3rd year of service and thereafter	40	50,619	51,884
Senior Computer Operator - Grade 1			
1st year of service	46	53,407	54,742
2nd year of service	49	54,977	56,351
3rd year of service	52	56,509	57,922
4th year of service	55	58,060	59,512
Senior Computer Operator - Grade 2			
1st year of service	58	59,705	61,198
2nd year of service	61	61,505	63,043
3rd year of service	64	63,425	65,011
4th year of Service	67	65,376	67,010

**Conditions of Service for Case Workers, Compulsory Drug Treatment Correctional Centre (ADTCC),  
Department of Corrective Services. Determination No.968 of 2010**

Classification and Grades	1.7.11 per annum \$	1.7.12 per annum 2.5% \$
<b>Operations Manager - Clerk 11/12</b>		
1st year of service	105,602	108,242
2nd year of service	110,079	112,831
3rd year of service	116,974	119,898
Thereafter	122,128	125,181
<b>Assistant Operations Manager - Clerk 9/10</b>		
1st year of service	91,303	93,586
2nd year of service	93,870	96,217
3rd year of service	97,702	100,145
Thereafter	100,613	103,128
<b>Senior Case Worker - Clerk 5/6</b>		
1st year of service	70,480	72,242
2nd year of service	72,702	74,520
3rd year of service	75,552	77,441
Thereafter	77,767	79,711

**Conditions of Service for Program Support Officers, Offender External Leave Program, Department of  
Corrective Services. Determination No. 966 of 2009**

Classification and Grades	1.7.11 per annum \$	1.7.12 per annum 2.5% \$
<b>Assistant Manager</b>		
1st year of service	84,415	86,525
2nd year of service	86,788	88,958
3rd year of service	90,331	92,589
Thereafter	93,023	95,349
<b>Co-ordinator Program Support &amp; Security</b>		
1st year of service	74,053	75,904
2nd year of service	76,268	78,175
3rd year of service	79,446	81,432
Thereafter	81,971	84,020
<b>Senior Program Support Officer</b>		
1st year of service	65,162	66,791
2nd year of service	67,217	68,897
3rd year of service	69,852	71,598
Thereafter	71,900	73,698
<b>Program Support Officer</b>		
1st year of service	55,201	56,581
2nd year of service	56,865	58,287
3rd year of service	58,640	60,106
Thereafter	60,443	61,954

**Conditions of Service for Program Support Officers, Tabulam, Department of Corrective Services.  
Determination No. 964 of 2008**

Classification and Grades	1.7.11 per annum \$	1.7.12 per annum 2.5% \$
Co-ordinator Program Support & Security		
1st year of service	80,096	82,098
2nd year of service	82,491	84,553
3rd year of service	85,928	88,076
Thereafter	88,660	90,877
Senior Program Support Officer		
1st year of service	70,480	72,242
2nd year of service	72,702	74,520
3rd year of service	75,552	77,441
Thereafter	77,767	79,711
Program Support Officer		
1st year of service	59,705	61,198
2nd year of service	61,505	63,043
3rd year of service	63,425	65,011
Thereafter	65,376	67,010
Mobile Work Camps Allowance (per day)	127	130.18

**Conditions of Service for Program Support Officers, Yetta Dhinnakkal Centre, Department of  
Corrective Services. Determination No. 969 of 2011**

Classification and Grades	1.7.11 per annum \$	1.7.12 per annum 2.5% \$
	1.7.11	1.7.12
Senior Program Support Officer		
1st year of service	70,480	72,242
2nd year of service	72,702	74,520
3rd year of service	75,552	77,441
Thereafter	77,767	79,711
Program Support Officer		
1st year of service	59,705	61,198
2nd year of service	61,505	63,043
3rd year of service	63,425	65,011
Thereafter	65,376	67,010

**Conditions of Service Team leader and Bail Coordinator, Bail Assistance Line, Juvenile Justice,  
Department of Human Services. Determination No. 967 of 2010**

Classification and Grades	1.7.11 per annum \$	1.7.12 per annum 2.5% \$
Team Leader (Administrative and Clerical Officer Grade 7/8)		
1st year of service	80,096	82,098
Thereafter	82,491	84,553
Grade 8		
1st year of service	85,928	88,076
Thereafter	88,660	90,877
Allowance	21,525	22,063

Bail Coordinator (Administrative and Clerical Officer Grade 7/8)		
Grade 5		
1st year of service	70,480	72,242
Thereafter	72,702	74,520
Grade 6		
1st year of service	75,552	77,441
Thereafter	77,767	79,711
Allowance	19,475	19,962

**Conservators, Cultural Institutions Agreement No. 2504 of 1987**

Conservators, Cultural Institutions			
Classifications and Grade	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Assistant Conservator - Class 1			
1st year of service	40	50,619	51,884
2nd year of service	42	51,590	52,880
3rd year of service	44	52,489	53,801
4th year of service	47	53,967	55,316
5th year of service	49	54,977	56,351
6th year of service	52	56,509	57,922
Class 2			
1st year of service	55	58,060	59,512
2nd year of service	56	58,604	60,069
3rd year of service	58	59,705	61,198
Conservator - Grade 1			
1st year of service	62	62,085	63,637
2nd year of service	64	63,425	65,011
3rd year of service	66	64,714	66,332
4th year of service	68	65,855	67,501
5th year of service	70	67,267	68,949
Grade 2			
1st year of service	74	69,777	71,521
2nd year of service	79	73,284	75,116
3rd year of service	83	76,290	78,197
4th year of service	87	79,306	81,289
5th year of service	91	82,491	84,553
Grade 3			
1st year of service	94	85,033	87,159
2nd year of service	97	87,701	89,894
3rd year of service	99	89,511	91,749
Head Conservator			
1st year of service	105	94,826	97,197
2nd year of service	108	97,702	100,145
3rd year of service	110	99,640	102,131

**Coordinators and Directors, Community Justice Centres, Attorney-General's Department  
Determination No. 808 of 1983**

Coordinators and Directors, Community Justice Centres - Attorney General's Department			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Co-ordinator	61	61,505	63,043
Director	104	93,870	96,217

**Coordinator, Visual Arts, Long Bay Correctional Complex - Department of Corrective Services  
Determination No. 929 of 2002**

Coordinator, Visual Arts, Long Bay Correctional Complex Department of Corrective Services			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Co-ordinator, Visual Arts	102	92,178	94,482
Environmental Allowance	-	2,570	2,634
All Incidents Allowance	-	8,839	9,060

**Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987**

Curatorial Staff			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Assistant Curator/Assistant Registrar - Grade I			
1st year of service	40	50,619	51,884
2nd year of service	46	53,407	54,742
3rd year of service	51	55,940	57,339
4th year of service	57	59,121	60,599
5th year of service and thereafter	62	62,085	63,637
Assistant Curator/Assistant Registrar - Grade II			
1st year of service	64	63,425	65,011
2nd year of service	67	65,376	67,010
3rd year of service	70	67,267	68,949
4th year of service	73	69,227	70,958
5th year of service and thereafter	75	70,480	72,242
Curator/Registrar - Grade I			
1st year of service	77	71,866	73,663
2nd year of service	82	75,552	77,441
3rd year of service	86	78,462	80,424
4th year of service	91	82,491	84,553
5th year of service and thereafter	95	85,928	88,076
Curator/Registrar - Grade II			
1st year of service	99	89,511	91,749
2nd year of service	102	92,178	94,482
3rd year of service	105	94,826	97,197
4th year of service	108	97,702	100,145
5th year of service	110	99,640	102,131
Senior Curator Senior Registrar	114	103,550	106,139

**Departmental Professional Officers Determination No. 866 of 1987**

Departmental Professional Officers - All Departments			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Grade I -			
1st year of service	46	53,407	54,742
2nd year of service	50	55,509	56,897
3rd year of service	56	58,604	60,069
4th year of service	63	62,814	64,384
5th year of service	70	67,267	68,949
6th year of service and thereafter	76	71,256	73,037
Grade II -			
1st year of service	81	74,745	76,614
2nd year of service	84	76,961	78,885
3rd year of service	87	79,306	81,289
4th year of service and thereafter	91	82,491	84,553
Grade III -			
1st year of service	95	85,928	88,076
2nd year of service	98	88,660	90,877
3rd year of service	100	90,426	92,687
4th year of service and thereafter	104	93,870	96,217
Grade IV -			
1st year of service	108	97,702	100,145
2nd year of service and thereafter	110	99,640	102,131
Grade V -			
1st year of service	114	103,550	106,139
2nd year of service and thereafter	116	105,602	108,242
Grade VI -			
1st year of service	119	108,892	111,614
2nd year of service and thereafter	121	111,025	113,801
Grade VII -			
1st year of service	124	114,457	117,318
2nd year of service and thereafter	126	116,974	119,898
Grade VIII -			
1st year of service	129	120,780	123,800
2nd year of service and thereafter	130	122,128	125,181

**Department of Transport Officers Employment Conditions Agreement No. 2548 of 1998**

Classification and Grades	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Grade I -		
One	40,606	41,621
Two	42,023	43,074
Three	43,492	44,579
Four	45,015	46,140
Five	46,590	47,755
Grade 2		
One	46,590	47,755
Two	48,225	49,431
Three	49,909	51,157

Four	51,662	52,954
Five	53,466	54,803
Grade 3		
One	53,466	54,803
Two	55,338	56,721
Three	57,271	58,703
Four	59,277	60,759
Five	61,357	62,891
Grade 4		
One	61,357	62,891
Two	63,500	65,088
Three	65,723	67,366
Four	68,025	69,726
Five	70,494	72,256
Grade 5		
One	70,494	72,256
Two	72,868	74,690
Three	75,572	77,461
Four	78,061	80,013
Five	80,793	82,813
Grade 6		
One	80,793	82,813
Two	83,622	85,713
Three	86,545	88,709
Four	89,574	91,813
Five	92,710	95,028
Grade 7		
One	92,710	95,028
Two	95,956	98,355
Three	99,314	101,797
Four	102,787	105,357
Five	106,387	109,047
Grade 8		
One	106,387	109,047
Two	110,111	112,864
Three	116,997	119,922
Four	122,148	125,202
Five	126,424	129,585
Grade 9		
One	126,424	129,585
Two	133,216	136,546
Three	140,099	143,601
Four	145,253	148,884
Five	149,529	153,267

**Education Officers, etc., Department of Culture, Sport and Recreation, Public Service Board  
Determination No. 473 of 1975**

Education Officers, Department of Culture, Sport and Recreation, (Art Gallery, Australian Museum & Museum of Applied Arts & Sciences)			
Classifications and Grade	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Education Officer -			
1st year of service	43	52,102	53,405
2nd year of service	48	54,416	55,776
3rd year of service	54	57,491	58,928

4th year of service	60	60,889	62,411
5th year of service	66	64,714	66,332
6th year of service	71	67,939	69,637
7th year of service	75	70,480	72,242
8th year of service	79	73,284	75,116
9th year of service and thereafter	84	76,961	78,885
Senior Education Officer -			
1st year of service	98	88,660	90,877
2nd year of service and thereafter	101	91,303	93,586
Allowance after 12 months on the 9th year of service: \$ per annum	-	2,413	2,473
After a further 12 months: \$ per annum	-	2,413	2,473

**Education Officer Department of Training and Education Co-ordination Determination No. 912 of 1996**

Education Officer - Department of Education and Training		
Classification and Grades	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Education Officer		
Step 1	75,186	77,066
Step 2	79,188	81,168
Step 3	83,363	85,447
Step 4	87,548	89,737
Special Program Co-ordinator		
Step 1	93,752	96,096
Step 2	97,587	100,027
Senior Education Officer		
Step 1	101,863	104,410
Step 2	104,389	106,999
Chief Education Officer	113,529	116,367
Chief Research Officer	113,529	116,367
Quality Assurance Co-ordinator	119,846	122,842
Principal Education Officer	127,194	130,374
Principal Research Officer	127,194	130,374
Principal Officer	127,194	130,374
Curriculum Manager	127,194	130,374

**Engineers Agreement No. 1734 of 1971**

Engineers			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Grade I Diplomate Experience Since Qualifying			
In first year	46	53,407	54,742
After one year	50	55,509	56,897
After two years	56	58,604	60,069
After three years	63	62,814	64,384
After four years	70	67,267	68,949
After five years	76	71,256	73,037
Grade I Graduate Experience Since Qualifying			
In first year	50	55,509	56,897
After one year	56	58,604	60,069
After two years	63	62,814	64,384

After three years	70	67,267	68,949
After four years	76	71,256	73,037
<b>Grade II</b>			
1st year of service	82	75,552	77,441
2nd year of service	86	78,462	80,424
3rd year of service	89	80,902	82,925
4th year of service and thereafter	92	83,255	85,336
<b>Grade III</b>			
1st year of service	97	87,701	89,894
2nd year of service	100	90,426	92,687
3rd year of service	104	93,870	96,217
4th year of service and thereafter	107	96,742	99,161
<b>Grade IV</b>			
1st year of service	112	101,594	104,134
2nd year of service	115	104,575	107,189
3rd year of service and thereafter	117	106,651	109,317
<b>Grade V</b>			
1st year of service	121	111,025	113,801
2nd year of service and thereafter	123	113,212	116,042
<b>Grade VI</b>			
1st year of service	125	115,718	118,611
2nd year of service and thereafter	127	118,200	121,155

**Escorts and Travelling Attendants Agreement No. 2270 of 1980**

Escorts and Travelling Attendants		
Classification and Grades	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
<b>Travelling Attendant</b>		
1st Year	41,280	42,312
2nd Year	41,280	42,312
3rd Year	41,672	42,714
4th Year	43,044	44,120
<b>Travelling Attendant (Hourly Rate)</b>		
1st Year	20.82	21.34
2nd Year	20.82	21.34
3rd Year	21.02	21.55
4th Year	21.7	22.24
<b>Escorts</b>		
1st Year	49,191	50,421
2nd Year	49,191	50,421
3rd Year	49,637	50,878
4th Year	51,313	52,596
<b>Rate A Applicable Mon-Fri and all overtime/travelling time/weekdays and public holidays = Hrly rate of Travelling Attendant + 10% +4/48ths</b>		
1st Year	24.82	25.44
2nd Year	24.82	25.44
3rd Year	25.04	25.67
4th Year	25.86	26.51
<b>Rate B Applicable first 8 hours on Saturday = Hrly rate of Travelling Attendant + 50% +4/48ths</b>		
1st Year	33.84	34.68
2nd Year	33.84	34.68
3rd Year	34.14	35.00
4th Year	35.27	36.16

Rate C Applicable first 8 hours on Sunday = Hrly rate of Travelling Attendant + 75% +4/48ths		
1st Year	39.46	40.45
2nd Year	39.46	40.45
3rd Year	39.85	40.84
4th Year	41.14	42.18
Rate D Applicable first 8 hours on a Public Holiday = Hrly Rate of Travelling Attendant + 150%+4/48ths		
1st Year	56.39	57.79
2nd Year	56.39	57.79
3rd Year	56.92	58.34
4th Year	58.79	60.26

**Gardening, Parks and Horticultural and Landscape Staff Amending Agreement No.2320 of 1981;  
Gardening Parks and Horticultural and Landscape Staff Agreement No. 2266 of 1980; Determination  
No. 767 of 12982**

Gardening, Parks and Horticultural and Landscape Staff			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Gardener Tradesman	37	49,282	50,514
Gardener Experienced	30	46,288	47,445
Garden Labourer	20	41,771	42,815
Garden Labourer, 1st class	23	43,539	44,627
Chief Propagator (Royal Botanical Gardens)	43	52,102	53,405
Groundsman	33	47,490	48,677
Horticultural and Landscape Officers: Horticultural Assistants -			
1st year of service	33	47,490	48,677
2nd year of service	36	48,816	50,036
3rd year of service	38	49,693	50,935
4th year of service	40	50,619	51,884
5th year of service	42	51,590	52,880
6th year of service	44	52,489	53,801
7th year of service	46	53,407	54,742
Promotion beyond 3rd year rate dependent upon possession of the Certificate of Horticulture			
Ranger	30	46,288	47,445
Senior Ranger (plus appropriate Leading Hand Allowance)	30	46,288	47,445
Foreman	61	61,505	63,043
Foreman Special Grade	65	63,959	65,558
Superintendent, Centennial Park Supervisor Royal Botanic Gardens and Mount Tomah	77	71,866	73,663
1st year of service	68	65,855	67,501
2nd year of service	71	67,939	69,637
3rd year of service	73	69,227	70,958
Development Officer (Horticulture)	81	74,745	76,614
	82	75,552	77,441
	84	76,961	78,885
Living Collections Registrar Mount Tomah	46	53,407	54,742
	50	55,509	56,897
	53	56,993	58,418
	56	58,604	60,069

**General Division Driver/Assistant etc Various Departments Agreement No.2478 of 1985**

Car Drivers/Assistants			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Car Drivers - Driver/General Assistant	33	47,490	48,677
Departmental - Driver/Assistant	39	50,205	51,460
Departmental - Driver/Assistant (in Charge), Public Works Department	43	52,102	53,405
Ministerial Driver/Assistant	39	50,205	51,460
* Salary Class 52 with allowance to Salary Class 122	80	74,080	75,932

**General Division (Trade Based Groups) Agreement No.2301 of 1980; Amending Agreement 2317 of 1981; Determination No.764 of 1982**

General Division (Trade Based Groups) Agreement			
	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Artificer, Australian Museum and Art Gallery of NSW			
1st year of service	43	52,102	53,405
2nd year of service and thereafter	45	53,000	54,325
Clerk of Works - Various Departments			
1st year of service	68	65,855	67,501
2nd year of service	70	67,267	68,949
3rd year of service	73	69,227	70,958
4th year of service	75	70,480	72,242
5th year of service and thereafter (Provided that in respect of officers appointed after 10th December, 1980, progression beyond the third year of service shall be dependent upon possession of the Building Foreman and Clerk of Works Certificate of the TAFE NSW* or a qualification deemed by the Industrial Authority to be appropriate and equivalent). (*Agencies are advised to check with TAFE institutes with regard to course qualifications)	77	71,866	73,663
Deputy Senior Electrical Inspector, All Departments			
1st year of service	78	72,702	74,520
2nd year of service	80	74,080	75,932
Electrical Foreman, Various			
Grade 2	64	63,425	65,011
Grade 3	68	63,425	65,011
Grade 5	77	71,866	73,663
Electrical Inspectors, Various			
1st year of service	75	70,480	72,242
2nd year of service	77	71,866	73,663
Estimator, Various Departments			
1st year of service	68	65,855	67,501
2nd year of service	70	67,267	68,949

Fitter Operators, Various On appointment	51	55,940	57,339
(i) NSW Electrician's Licence		45.89	47.04
(ii) Department of Industrial Relations First Class Refrigeration Certificate		14.51	14.87
(iii) Department of Industrial Relations Electrically Fired Boiler Attendant's Certificate		7.73	7.92
(iv) Department of Industrial Relations Open All Class Boiler Attendant's Certificate		14.51	14.88
(v) Refrigeration Mechanic's Certificate Course of the Sydney Technical College Provided that, in addition to the above salary, allowances shall be paid to a Fitter Operator who has a licence or certificate specified hereunder and who is required to act upon such licence or certificate during the course of his duties.		14.51	14.88
Food and Beverage Controller (S.C. 53) 1st year		50,205	51,460
(S.C. 57) 2nd year		51,590	52,880
Food School Assistant (S.C. 23) 1st year		41,063	42,090
(S.C. 24) 4th year		41,420	42,456
(S.C. 26) 7th year		41,771	42,815
Foreman Electrical			
Grade 2 (T83)	64	63,425	65,011
Grade 3 (T96)	68	65,925	67,573
Grade 5 (T126)	77	71,866	73,663
Other than Electrical -			
Grade 1 (T59)	57	59,121	60,599
Grade 2 (T72)	61	61,505	63,043
Grade 3 (T85)	65	63,959	65,558
Grade 4 (T111)	73	69,227	70,958
Grade 5 (T125)	77	71,866	73,663
Assistant Mechanical Foreman - (T72)	61	61,505	63,043
Property and Maintenance Officer, Youth And Community Services			
1st year of service	77	71,866	73,663
2nd year of service and thereafter	80	74,080	75,932
Property Inspector, Public Trust Office			
1st year of service	64	63,425	65,011
2nd year of service	67	65,376	67,010
3rd year of service	69	66,610	68,275
4th year of service and thereafter	73	69,227	70,958
Radio Technician, Police			
1st year of service	47	53,967	55,316
2nd year of service	48	54,416	55,776
3rd year of service and thereafter	50	55,509	56,897
Scientific Instrument Maker, Various Departments			
1st year of service and thereafter	51	55,940	57,339
Senior Apprenticeship Supervisor, Department of Industrial Relations On appointment	78	72,702	74,520

Senior Electrical Inspector, Various Departments			
1st year of service	83	76,290	78,197
2nd year of service	85	77,767	79,711
Senior Estimator, Various Departments	71	67,939	69,637
Senior Mechanical Inspector			
1st year of service	83	76,290	78,197
2nd year of service and thereafter	85	77,767	79,711
Senior Radio Technician, Police and Forestry Commission			
1st year of service	57	59,121	60,599
2nd year of service and thereafter	58	59,705	61,198
Senior Works Supervisors, Various Departments			
1st year of service	83	76,290	78,197
2nd year of service and thereafter	85	77,767	79,711
Textile Maintenance Officer			
1st year	44	52,489	53,801
2nd year	46	53,407	54,742
3rd year	47	53,967	55,316
4th year	49	54,977	56,351
Works Supervisors, Various Departments			
1st year of service	78	72,702	74,520
2nd year of service and thereafter	80	74,080	75,932

**Glenfield Park School Staff, Department of Education Determination No. 787 of 1983**

Department of Education			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Gardener Glenfield Park SSP	27	45,048	46,174

**Guidance Officer, Department of Industrial Relations; Research Officers, Division of Vocational Guidance Services, Department of Industrial Relations, Department of Corrective Services, Department of Family and Community Services, Department of Health NSW; Research Officers (Non-Legally Qualified) Law Reform Commission, Department of Attorney General; Psychologists, Department of Health NSW, Department of Corrective Services, Department of Family and Community Services; Research Anthropologists, Department of Health NSW; Rehabilitation Counsellor Workers Compensation Commission Agreement No. 2405 of 1982; Amending Agreement No. 2520 of 1989**

Guidance Officers, etc.(Excluding Department of Health)			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
(A) Non-Classified Positions Guidance Officer Department of Industrial Relations, Research Officer Department of Industrial Relations, Family and Community Services, Corrective Services, Department of Health NSW: Research Officer Non-Legally Qualified Law Reform Commission, Attorney General, Psychologist Department of Health NSW Corrective Services, Family and Community Services, Research Anthropologists Department			

of Health NSW, Social Anthropologists Department of Health NSW, Youth Counselling Officers Department of Industrial Relations			
1st year of service	43	52,102	53,405
2nd year of service	48	54,416	55,776
3rd year of service	54	57,491	58,928
4th year of service	60	60,889	62,411
5th year of service	66	64,714	66,332
6th year of service	71	67,939	69,637
7th year of service	75	70,480	72,242
8th year of service	79	73,284	75,116
9th year of service and thereafter	84	76,961	78,885
Clinical Psychologist Department of Health, Family and Community Services, Department of Attorney General			
1st year of service	79	73,284	75,116
2nd year of service	86	78,462	80,424
3rd year of service	91	82,491	84,553
4th year of service	96	86,829	89,000
5th year of service and thereafter	101	91,303	93,586
A Clinical Psychologist appointed to one of the following positions shall be paid as follows:			
Program Co-ordinator			
1st year of service	101	91,303	93,586
2nd year of service and thereafter	105	94,826	97,197
Senior Program Co-ordinator			
1st year of service	105	94,826	97,197
2nd year of service and thereafter	108	97,702	100,145
Program Director			
1st year of service	108	97,702	100,145
2nd year of service and thereafter	110	99,640	102,131
Project Director Department of Health NSW			
1st year of service	91	82,491	84,553
2nd year of service and thereafter	96	86,829	89,000
Rehabilitation Counsellor Workers Compensation Commission			
1st year of service	66	64,714	66,332
2nd year of service	71	67,939	69,637
3rd year of service and thereafter	75	70,480	72,242
Senior Rehabilitation Counsellor Workers Compensation Commission			
1st year of service	79	73,284	75,116
2nd year of service and thereafter	84	76,961	78,885
(B) Classified Positions (Group a) Senior Guidance Officer, District Guidance Officer, Grade I, Careers Research Officer, Division of Vocational Guidance Services, Department of Industrial Relations, Senior Research Psychologist Department of Health NSW On Appointment	101	91,303	93,586
Group (b) Deputy Senior Psychologist, Family and Community Services, Chief Research Psychologist, Department of Health NSW, Senior Research Officer, Senior Psychologist, Corrective Services, District Guidance Officer, Grade II, OIC Research Section, OIC			

Special Section for Handicapped Persons, Division of Vocational Guidance Services, Principal Counsellor, Youth Counselling Service, Department of Industrial Relations On Appointment	105	94,826	97,197
Group (c) Senior Clinical Psychologist, Department of Health NSW, and Family and Community Services, Regional Psychologist New England Region, Department of Health NSW, Psychologist In Charge Department of Health NSW On Appointment	105	94,826	97,197
Group (d) Chief Guidance Officer Department of Industrial Relations On Appointment	110	99,640	102,131
Chief Psychologist Corrective Services On Appointment	114	103,550	106,139
Assistant Director Division of Vocational Guidance Services Department of Industrial Relations On Appointment	115	104,575	107,189
Deputy Director, Division of Health Services, Research Department of Health, NSW, Principal Clinical Psychologist, Principal Psychologist, Department of Health NSW, Senior Research Consultant (Personal to Dr. J. Kraus) Family and Community Services, Principal Psychologist, Psychological Counselling Service, Family and Community Services Principal Psychologist (Bureau of Personal Health Services) Department of Health NSW On Appointment	120	110,079	112,831
Deputy Director, Division Of Vocational Guidance Services, Department of Industrial Relations On Appointment	125	115,718	118,611

Note: For Psychologist classifications refer to the Crown Employees (Psychologists) Award or Psychologists, Community Offender Services, Department of Corrective Services Determination No. 958 of 2008

#### **Interpretive Assistants, National Parks and Wildlife Service, Industrial Authority Determination**

Interpretive Assistants, National Parks and Wildlife Service			
Classification and Grades	Common Salary Point	1.7.11 Per annum 2.5% \$	1.7.12 Per annum 2.5% \$
Interpretive Assistants			
Year 1	43	52,102	53,405
Year 2	47	53,967	55,316

**Laboratory Attendants, Trainee Technical Officers (Scientific), Technical Officers (Scientific), Various Departments; Agreement No.2369 of 1982**

Laboratory Attendants, Trainee Technical Officers (Scientific), Technical Officers (Scientific), Various Departments			
Classifications	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Laboratory Attendant (Junior)			
At 16 and under	4	25,860	26,507
At 17	6	29,346	30,080
At 18	8	33,331	34,164
At 19	11	37,729	38,672
At 20	18	41,063	42,090
Laboratory Attendant General Scale (Adult)			
1st year of service	24	43,967	45,066
2nd year of service	26	44,688	45,805
3rd year of service and thereafter	28	45,428	46,564
Laboratory Attendant Grade 1 (Adult)			
1st year of service	28	45,428	46,564
2nd year of service	31	46,657	47,823
3rd year of service and thereafter	33	47,490	48,677
Technical Officer (Scientific) Grade 1			
1st year of service	36	48,816	50,036
2nd year of service	38	49,693	50,935
3rd year of service	41	51,189	52,469
4th year of service	43	52,102	53,405
5th year of service	46	53,407	54,742
6th year of service and thereafter	50	55,509	56,897
7th year of service	53	56,993	58,418
8th year of service and thereafter	56	58,604	60,069
Technical Officer (Scientific) Grade II			
1st year of service	63	62,814	64,384
2nd year of service	66	64,714	66,332
3rd year of service	70	67,267	68,949
4th year of service	76	71,256	73,037
Senior Technical Officer (Scientific) Grade 1			
1st year of service	81	74,745	76,614
2nd year of service	83	76,290	78,197
3rd year of service and thereafter	84	76,961	78,885
Senior Technical Officer (Scientific) Grade II			
1st year of service	84	76,961	78,885
2nd year of service	87	79,306	81,289
3rd year of service	89	80,902	82,925
4th year of service	92	83,255	85,336
5th year of service and thereafter	95	85,928	88,076
Trainee Technical Officer (Scientific)			
1st year	5	27,501	28,189
2nd year	7	31,193	31,973
3rd year	9	35,345	36,229
4th year	13	38,446	39,407

**Legal Officers, Various Departments Agreement No.2375 of 1982**

Legal Officers, Various Departments			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
<b>Legal Officers</b>			
<b>Grade I</b>			
1st year of service	51	55,940	57,339
2nd year of service	55	58,060	59,512
3rd year of service	58	59,705	61,198
4th year of service	61	61,505	63,043
5th year of service	65	63,959	65,558
<b>Grade II</b>			
1st year of service	73	69,227	70,958
2nd year of service	78	72,702	74,520
3rd year of service	84	76,961	78,885
4th year of service	89	80,902	82,925
5th year of service	93	84,129	86,232
<b>Grade III</b>			
1st year of service	98	88,660	90,877
2nd year of service	101	91,303	93,586
3rd year of service	105	94,826	97,197
<b>Grade IV</b>			
1st year of service	112	101,594	104,134
2nd year of service	114	103,550	106,139
<b>Grade V</b>			
1st year of service	119	108,892	111,614
2nd year of service	121	111,025	113,801
<b>Grade VI</b>			
1st year of service	126	116,974	119,898
2nd year of service	128	119,439	122,425

**Maintenance Officer State Library of NSW, Determination No.939 of 2004**

Maintenance Officer State Library of NSW		
Classification	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
<b>Maintenance Officer</b>		
1st year of service	53,277	54,609
2nd year of service	56,114	57,517

**Media Monitoring Unit, Premier's Department Agreement No.2546 of 1997**

Media Monitors			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
<b>Media Monitor, Level 1</b>			
1st year of service	61	61,505	63,043
2nd year of service	65	63,959	65,558
3rd year of service	69	66,610	68,275
4th year of service	74	69,777	71,521

Senior Media Monitor, Level 2			
1st year of service	78	72,702	74,520
2nd year of service	82	75,552	77,441
3rd year of service	86	78,462	80,424
4th year of service	89	80,902	82,925

**Ministerial Drivers' Salaries and Conditions - New South Wales Premier's Department Determination  
No.953 of 2007**

Ministerial Drivers			
	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Ministerial Driver	39	50,205	51,460
Out of Hours Work Allowance (calculated as 34 hours at ordinary time of base salary)	-	44,920	46,043

**Miscellaneous Professional Officers, Department of Water Resources Agreement No.2535 of 1991**

Miscellaneous Professional Officers, Department of Water Resources			
Classification and Grades	Common Salary Points	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Cadets/Trainees			
1st year of service	8	33,331	34,164
2nd year of service	11	37,729	38,672
3rd year of service	17	40,662	41,679
4th year of service	25	44,329	45,437
5th year of service	32	47,108	48,286
6th year of service	37	49,282	50,514
General Scale			
1st year of service	37	49,282	50,514
2nd year of service	44	52,489	53,801
3rd year of service	51	55,940	57,339
4th year of service	58	59,705	61,198
5th year of service	64	63,425	65,011
6th year of service	71	67,939	69,637
Grade 1			
1st year of service	72	68,519	70,232
2nd year of service	75	70,480	72,242
3rd year of service	78	72,702	74,520
Thereafter	81	74,745	76,614
Grade 2			
1st year of service	85	77,767	79,711
Thereafter	87	79,306	81,289
Grade 3			
1st year of service	90	81,703	83,746
Thereafter	95	85,928	88,076
Grade 4			
1st year of service	99	89,511	91,749
Thereafter	102	92,178	94,482
Grade 5			
1st year of service	108	97,702	100,145
Thereafter	111	100,613	103,128

Grade 6			
1st year of service	116	105,602	108,242
Thereafter	121	111,025	113,801

**Parliament House, Administrative and Clerical Officers, Determination of the Presiding Officers**

Administrative and Clerical Officers, Parliament House			
Classification and Grades	Common Salary Points	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Clerks General Scale			
1st year of service or 18	7	31,193	31,973
2nd year of service min. at 20	11	37,729	38,672
3rd year of service min. at 21	17	40,662	41,679
4th year of service	20	41,771	42,815
5th year of service	23	43,539	44,627
6th year of service	25	44,329	45,437
7th year of service	28	45,428	46,564
8th year of service	32	47,108	48,286
9th year of service	36	48,816	50,036
10th year of service	40	50,619	51,884
Officer with HSC at 19 paid not less than	9	35,345	36,229
Grade 1 -			
1st year of service	46	53,407	54,742
Thereafter	49	54,977	56,351
Grade 2 -			
1st year of service	52	56,509	57,922
Thereafter	55	58,060	59,512
Grade 3 -			
1st year of service	58	59,705	61,198
Thereafter	61	61,505	63,043
Grade 4 -			
1st year of service	64	63,425	65,011
Thereafter	67	65,376	67,010
Grade 5 -			
1st year of service	75	70,480	72,242
Thereafter	78	72,702	74,520
Grade 6 -			
1st year of service	82	75,552	77,441
Thereafter	85	77,767	79,711
Grade 7 -			
1st year of service	88	80,096	82,098
Thereafter	91	82,491	84,553
Grade 8 -			
1st year of service	95	85,928	88,076
Thereafter	98	88,660	90,877
Grade 9 -			
1st year of service	101	91,303	93,586
Thereafter	104	93,870	96,217
Grade 10 -			
1st year of service	108	97,702	100,145
Thereafter	111	100,613	103,128
Grade 11 -			
1st year of service	116	105,602	108,242
Thereafter	120	110,079	112,831

Grade 12 -			
1st year of service	126	116,974	119,898
Thereafter	130	122,128	125,181

**Parliament House, Other Clerical Officers Determinations of the Presiding Officers**

Other Clerical Officers, Parliament House			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Grade 1 - Group A - 1st year of service or under 17	1	21,713	22,256
2nd year of service or 17	4	25,860	26,507
3rd year of service or 18	6	29,346	30,080
Group B - 1st year of service or under 17	2	23,169	23,748
2nd year of service or 17	4	25,860	26,507
3rd year of service	6	29,346	30,080
Grade 1 - 4th year of service 19	9	35,345	36,229
5th year of service 20	11	37,729	38,672
6th year of service	17	40,662	41,679
7th year of service	20	41,771	42,815
8th year of service	23	43,539	44,627
9th year of service	25	44,329	45,437
10th year of service	28	45,428	46,564
Grade 1/2 - Group C - 1st year of service or under 17	3	24,390	25,000
2nd year of service or 17	6	29,346	30,080
3rd year of service or 18	9	35,345	36,229
Group D only - Officer with HSC at 19 paid not less than	9	35,345	36,229
4th year of service or 19	11	37,729	38,672
5th year of service or 20	17	40,662	41,679
6th year of service	20	41,771	42,815
7th year of service	23	43,539	44,627
8th year of service	25	44,329	45,437
9th year of service	28	45,428	46,564
10th year of service	32	47,108	48,286
11th year of service	36	48,816	50,036
12th year of service	40	50,619	51,884
Grade 3 - 1st year of service	46	53,407	54,742
2nd year of service	49	54,977	56,351
Grade 3/4 - 1st year of service	46	53,407	54,742
2nd year of service	49	54,977	56,351
3rd year of service	52	56,509	57,922
4th year of service	55	58,060	59,512
Grade 4 - 1st year of service	52	56,509	57,922
2nd year of service	55	58,060	59,512
Grade 5 - 1st year of service	58	59,705	61,198
2nd year of service	61	61,505	63,043

Grade 6 -			
1st year of service	64	63,425	65,011
2nd year of service	67	65,376	67,010
Grade 7 -			
1st year of service	75	70,480	72,242
2nd year of service	78	72,702	74,520
Grade 8 -			
1st year of service	82	75,552	77,441
2nd year of service	85	77,767	79,711

**Parliamentary Attendant Staff, Determinations of the Presiding Officers**

Parliamentary Attendant Staff			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Parliamentary Officer - Attendant, Grade 1			
1st year of service	32	47,108	48,286
2nd year of service	36	48,816	50,036
Thereafter	40	50,619	51,884
Grade 2			
1st year of service	41	51,189	52,469
Thereafter	43	52,102	53,405
Grade 3			
1st year of service (Level 1)	46	53,407	54,742
Thereafter (Level 2)	49	54,977	56,351
Grade 4	55	58,060	59,512
Grade 5	61	61,505	63,043

**Parliamentary Staff (Security Officers, Attendants/Gatekeepers, Joint Services Staff, Food and Beverages Staff), Agreement 2379 of 1981, Agreement 2381 of 1981, Agreement 2382 of 1981**

Parliamentary Staff (Security Officers, Attendants/Gatekeepers, Joint Services Staff, Food and Beverages Staff)			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
**Parliamentary Officers Chef - Grade 4 (Head Chef)			
1st year	82	75,552	77,441
2nd year and thereafter	85	77,767	79,711
**Parliamentary Officer Chef - Grade 3 (Chef)	47	53,967	55,316
**Parliamentary Officer Chef - Grade 2 - (Assistant Chef)	37	49,282	50,514
Parliamentary Steward			
1st year	48	54,416	55,776
2nd year and thereafter	50	55,509	56,897
Dining Room Supervisor	40	50,619	51,884
Assistant Dining Room Supervisor	32	47,108	48,286
**Catering Supervisor (Cafeteria Supervisor)	34	47,936	49,134
**Catering Supervisor (Room Service Supervisor)	32	47,108	48,286
Senior Dining Room Attendant/Cleaner	29	45,896	47,043
Dining Room Attendant/Cleaner	27	45,048	46,174

Senior Bartender	30	46,288	47,445
Bartender	-	43,947	45,046
Kitchen Attendant	27	45,048	46,174
Kitchen Assistant	-	42,501	43,564
Stock Clerk -			
1st year	38	49,693	50,935
2nd year	40	50,619	51,884
3rd year and thereafter	43	52,102	53,405
Pantry Supervisor	34	47,936	49,134
Assistant Pantry Supervisor	30	46,288	47,445
**Cleaning Supervisor (Foreman Cleaner)	30	46,288	47,445
**Assistant Cleaning Supervisor (Assistant Foreman Cleaner)	-	43,947	45,046
General Useful	-	42,501	43,564
Stores Officer			
1st year	-	50,205	51,460
2nd year and thereafter	-	51,189	52,469
Housekeeper	-	41,333	42,366
*Senior Laundry Assistant	-	40,960	41,984
Laundry Assistant	-	40,553	41,567
Cleaner	-	40,553	41,567
**Horticulturalist Grade 2 (Gardener - experienced)	32	47,108	48,286
*Attendant/Gatekeeper	-	42,501	43,564
*Parliament House Security Officer	41	51,189	52,469
*Position deleted from establishment.			
**Title of position changed - old title appears in brackets.			

#### Parole Officers, Department of Corrective Services, Industrial Authority Determination

Parole Officers, Department of Corrective Services			
Classification and Grades	Common Salary	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Parole Officer			
Min 3	58	59,705	61,198
Max 3	61	61,505	63,043
Min 4	64	63,425	65,011
Max 4	67	65,376	67,010
Min 5	75	70,480	72,242
Max 5	78	72,702	74,520
Min 6	82	75,552	77,441
Max 6	85	77,767	79,711
Unit Leader			
Min 7	88	80,096	82,098
Max 7	91	82,491	84,553
Min 8	95	85,928	88,076
Max 8	98	88,660	90,877
District Manager 4			
Min 7	88	80,096	82,098
Max 7	91	82,491	84,553
Min 8	95	85,928	88,076
District Manager 3			
Min 8	95	85,928	88,076
Max 8	98	88,660	90,877
Min 9	101	91,303	93,586
Max 9	104	93,870	96,217

District Manager 2			
Min 9	101	91,303	93,586
Max 9	104	93,870	96,217
Min 10	108	97,702	100,145
Max 10	111	100,613	103,128
District Manager 1			
Min 10	108	97,702	100,145
Max 10	111	100,613	103,128
Min 11	116	105,602	108,242
Max 11	120	110,079	112,831

**Petty Sessions Officers - Local Courts Administration Determination 741 of 1982**

Petty Sessions Officers - Local Courts Administration			
Classification and Grades	Common Salary	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Grade 1/2			
1st year of service	7	31,193	31,973
2nd year of service	11	37,729	38,672
3rd year of service	17	40,662	41,679
4th year of service	20	41,771	42,815
5th year of service	23	43,539	44,627
6th year of service	25	44,329	45,437
7th year of service	28	45,428	46,564
8th year of service	32	47,108	48,286
9th year of service	36	48,816	50,036
10th year of service	40	50,619	51,884
Officer with HSC at 19 paid not less than	9	35,345	36,229
General Scale			
Grade 3			
1st year of service Max 1	49	54,977	56,351
2nd year of service Min 2	52	56,509	57,922
Thereafter Max 2	55	58,060	59,512
Grade 4			
1st year of service Max 3	61	61,505	63,043
2nd year of service Min 4	64	63,425	65,011
Thereafter Max 4	67	65,376	67,010
Grade 5			
1st year of service Max 5	78	72,702	74,520
2nd year of service Min 6	82	75,552	77,441
Thereafter Max 6	85	77,767	79,711
Grade 6			
1st year of service Min 8	95	85,928	88,076
Thereafter Max 9	104	93,870	96,217
Grade 7			
1st year of service Min 11	116	105,602	108,242
Thereafter Min 12	126	116,974	119,898

**Pharmacists Agreement 2441 of 1982**

Pharmacists		
Classification and Grade	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Pharmacist - Grade 1		
1st year	51,107	52,385
2nd year	53,017	54,342
3rd year	56,262	57,669
4th year	60,139	61,642
5th year	64,309	65,917
6th year	68,395	70,105
7th year	71,709	73,502
8th year	74,019	75,869
Pharmacist - Grade 2 After 2 yrs on maximum	76,227	78,133
Part-time Pharmacist	41	42
Pharmaceutical Advisor Pharmaceutical Services Branch		
1st year	82,811	84,881
2nd year	85,589	87,729
3rd year	87,980	90,180
4th year	90,376	92,635
Principal Pharmaceutical Advisor Pharmaceutical Services Branch		
1st year	98,957	101,431
2nd year	101,452	103,988
Deputy Chief Pharmacist Pharmaceutical Services Branch		
1st year	104,814	107,434
2nd year	107,422	110,108
Chief Pharmacist Pharmaceutical Services Branch		
1st year	115,689	118,581
2nd year	118,406	121,366
Chief Pharmacist Group 1 & 3, Grade 5 Corrections Health Service		
1st year	98,951	101,425
2nd year	101,453	103,989

**Pilots Forestry Commission, Determination No. 843 of 1985**

Pilots - Forestry Commission			
Classification and Grades	Common Salary Points	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Manager (Flight Operations) - Helicopter	104	93,870	96,217
Fixed Wing	99	89,511	91,749
Pilot (Fixed Wing) -			
1st year	85	77,767	79,711
2nd year	87	79,306	81,289
3rd year	89	80,902	82,925
4th year	91	82,491	84,553

Pilot (Fixed Wing under 3360 kg)	82	75,552	77,441
Pilot (Helicopter) -			
1st year	88	80,096	82,098
2nd year	91	82,491	84,553
3rd year	93	84,129	86,232
4th year	96	86,829	89,000
Where 4th Class Instrument Rating Required			
1st year	89	80,902	82,925
2nd year	92	83,255	85,336
3rd year	95	85,928	88,076
4th year	97	87,701	89,894
Allowances per annum:			
Helicopter/Agriculture Pilots Allowance	-	4,680	4,797
Check and Training Allowance	-	5,609	5,749
Agricultural Rating Helicopter			
Crewman -			
1st year	50	55,509	56,897
2nd year	55	58,060	59,512
3rd year	58	59,705	61,198
4th year	62	62,085	63,637

**Psychologists, Community Offender Services, Department of Corrective Services Determination No. 963 of 2008**

Psychologists, Community Offender Services - Department of Corrective Services			
Classification and Grades	Common Salary Points No	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Senior Psychologist Year 1	-	101,433	103,969
Senior Psychologist Year 2	-	105,701	108,344
Senior Psychologist Year 3 and thereafter	-	109,967	112,716
Senior Specialist Psychologist Year 1	-	118,501	121,464
Senior Specialist Psychologist Year 2	-	121,906	124,954
Senior Specialist Psychologist Year 3 and thereafter	-	125,344	128,478
Community Based Incidental Allowance	-	2,570	2,634

**Publicity Officers and Public Relations Officers Agreement No.2126 of 1975**

Publicity Officers and Public Relations Officers			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Assistant Publicity Officers			
1st year of service	59	60,329	61,837
2nd year of service	62	62,085	63,637
Publicity Officers			
1st year of service	69	66,610	68,275
2nd year of service	72	68,519	70,232
3rd year of service and thereafter	74	69,777	71,521
Senior Publicity Officers, Dept of Education & Training			
1st year of service and thereafter	100	90,426	92,687

Public Relations Officer Grade II			
1st year of service	87	79,306	81,289
2nd year of service	89	80,902	82,925
3rd year of service and thereafter	91	82,491	84,553
Grade I			
1st year of service	103	93,026	95,352
2nd year of service	105	94,826	97,197
3rd year of service and thereafter	107	96,742	99,161
Allowance in lieu of overtime (per annum)	-	10,437	10,698

**Scientific Officers Various Departments Agreement No. 2433 of 1982**

Scientific Officers, Various Departments			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Grade I			
1st year of service	46	53,407	54,742
2nd year of service	50	55,509	56,897
3rd year of service	56	58,604	60,069
4th year of service	63	62,814	64,384
5th year of service	70	67,267	68,949
6th year of service and thereafter	76	71,256	73,037
Grade II			
1st year of service	81	74,745	76,614
2nd year of service	84	76,961	78,885
3rd year of service	87	79,306	81,289
4th year of service and thereafter	91	82,491	84,553
Grade III			
1st year of service	95	85,928	88,076
2nd year of service	98	88,660	90,877
3rd year of service and thereafter	100	90,426	92,687
Grade IV			
1st year of service	105	94,826	97,197
2nd year of service	108	97,702	100,145
3rd year of service and thereafter	110	99,640	102,131
Grade V			
1st year of service	114	103,550	106,139
2nd year of service and thereafter	117	106,651	109,317
Grade VI			
1st year of service	120	110,079	112,831
2nd year of service	123	113,212	116,042

**Security Officers and Senior Security Officers Various Departments Determination No.768 of 1982**

Security Officers and Senior Security Officers, Various Departments			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Security Officer	25	44,329	45,437
Senior Security Officer	30	46,288	47,445
Chief Security Controller - Sydney			
1st year	75	70,480	72,242
2nd year	78	72,702	74,520

Chief Security Officer Sydney - (S.C. 85) 1st year	60	60,889	62,411
(S.C. 92) 2nd year	64	63,425	65,011
Newcastle - (S.C. 80)	57	59,121	60,599

**Social Workers, Various Departments Agreement No.2374 of 1982**

Social Workers, Various Departments			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Social Worker, Community Services Consultant			
1st year of service	44	52,489	53,801
2nd year of service	49	54,977	56,351
3rd year of service	55	58,060	59,512
4th year of service	61	61,505	63,043
5th year of service	67	65,376	67,010
6th year of service	71	67,939	69,637
7th year of service	75	70,480	72,242
8th year of service	79	73,284	75,116
9th year of service and thereafter	84	76,961	78,885
Senior Allotment Officer	89	80,902	82,925
Community Services Officer	96	86,829	89,000
Social Worker Grade I	89	80,902	82,925
Senior Social Worker	96	86,829	89,000
Regional Social Work Adviser			
South Eastern, Orana and Far West and South Western Health Regions	89	80,902	82,925
Central Western, North Coast, Illawarra and New England Health Regions	96	86,829	89,000
Southern Metropolitan, Northern Metropolitan, Western Metropolitan and Hunter Health Regions	107	96,742	99,161

**Stores Officers Various Departments Agreement No. 2038 of 1973; Determination 534 of 1978;  
Determination 747 of 1982**

Stores Officer, Various Departments			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Stores Officers Grade 1			
1st year of service	31	46,657	47,823
2nd year of service and thereafter	33	47,490	48,677
Grade 2			
1st year of service	34	47,936	49,134
2nd year of service and thereafter	35	48,324	49,532
Grade 3			
1st year of service	36	48,816	50,036
2nd year of service and thereafter	37	49,282	50,514

Grade 4			
1st year of service	39	50,205	51,460
2nd year of service	41	51,189	52,469
3rd year of service and thereafter	41	51,189	52,469
Stores and Despatch Officer Art Gallery of N.S.W.			
1st year of service	39	50,205	51,460
2nd year of service	40	50,619	51,884
3rd year of service and thereafter	41	51,189	52,469
Drug Checker and Counter Hand			
Commercial Services Group			
1st year of service	37	49,282	50,514
2nd year of service and thereafter	38	49,693	50,935
Area Supervisors			
Commercial Services Group			
1st year of service	46	53,407	54,742
2nd year of service and thereafter	48	54,416	55,776
Second O.I.C. (Other Areas)			
Commercial Services Group			
1st year of service	37	49,282	50,514
2nd year of service and thereafter	38	49,693	50,935
Area Supervisors (Shea's Creek Stores)			
Despatch Section, Government Supply Department			
1st year of service	52	56,509	57,922
2nd year of service and thereafter	55	58,060	59,512
Packing Section and Sheds 68-72			
Commercial Services Group			
1st year of service	49	54,977	56,351
2nd year of service and thereafter	51	55,940	57,339
Section O.I.C. (Areas)			
Commercial Services Group			
1st year of service	41	51,189	52,469
2nd year of service and thereafter	43	52,102	53,405
Packing Section and Sheds 68-72			
Commercial Services Group			
1st year of service	39	50,205	51,460
2nd year of service and thereafter	40	50,619	51,884
Assistant Inspector of Packing and Quality Control, Commercial Services Group	56	58,604	60,069
Inspector of Packing and Quality Control, Commercial Services Group	59	60,329	61,837
Controller of Order Processing, Commercial Services Group	59	60,329	61,837
Stores Controller, CMA	46	53,407	54,742
Assistant Stores Controller, CMA	40	50,619	51,884
Chief Stores Officer, Government Motor Garage			
1st year of service	46	53,407	54,742
2nd year of service	48	54,416	55,776
3rd year of service and thereafter	49	54,977	56,351

**Surveyors, Trigonometrical surveyors and Cartographic Surveyors, Various Departments Agreement  
No. 2449 of 1982**

Surveyors, Trigonometrical Surveyors and Cartographic Surveyors, Various Departments			
Classification and Grades	Common Salary Point	1.7.11 Per annum 2.5% \$	1.7.12 Per annum 2.5% \$
<b>Grade I</b>			
1st year of service	50	55,509	56,897
2nd year of service	56	58,604	60,069
3rd year of service	63	62,814	64,384
4th year of service	70	67,267	68,949
5th year of service and thereafter	76	71,256	73,037
<b>Grade II</b>			
1st year of service	82	75,552	77,441
2nd year of service	86	78,462	80,424
3rd year of service	89	80,902	82,925
4th year of service and thereafter	92	83,255	85,336
<b>Grade III</b>			
1st year of service	97	87,701	89,894
2nd year of service	100	90,426	92,687
3rd year of service	104	93,870	96,217
4th year of service and thereafter	107	96,742	99,161
<b>Grade IV</b>			
1st year of service	112	101,594	104,134
2nd year of service	115	104,575	107,189
3rd year of service and thereafter	117	106,651	109,317
<b>Grade V</b>			
1st year of service	121	111,025	113,801
2nd year of service and thereafter	123	113,212	116,042

**Technical Officers (Engineering) Determination No.803 of 1983**

Technical Officers (Engineering)			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
<b>Grade 1</b>			
1st year of service	48	54,416	55,776
2nd year of service	51	55,940	57,339
3rd year of service	54	57,491	58,928
4th year of service	56	58,604	60,069
5th year of service	59	60,329	61,837
<b>Grade 2</b>			
1st year of service	64	63,425	65,011
2nd year of service	66	64,714	66,332
3rd year of service	68	65,855	67,501
4th year of service	70	67,267	68,949
<b>Grade 3</b>			
1st year of service and thereafter	77	71,866	73,663
<b>Senior Technical Officer</b>			
<b>Grade 1</b>			
1st year of service	75	70,480	72,242
2nd year of service	77	71,866	73,663
3rd year of service	80	74,080	75,932

Grade 2			
1st year of service	83	76,290	78,197
2nd year of service	86	78,462	80,424
Grade 3	90	81,703	83,746

**Technical Surveyors, All Departments Agreement No. 2494 of 1986**

Technical Surveyors, All Departments			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
<b>Assistant Technical Surveyors</b>			
1st year of service	2	23,169	23,748
2nd year of service	5	27,501	28,189
3rd year of service	7	31,193	31,973
4th year of service	11	37,729	38,672
5th year of service	17	40,662	41,679
6th year of service	20	41,771	42,815
7th year of service	23	43,539	44,627
8th year of service	25	44,329	45,437
9th year of service	28	45,428	46,564
10th year of service	32	47,108	48,286
11th year of service	36	48,816	50,036
12th year of service	40	50,619	51,884
13th year of service	46	53,407	54,742
14th year of service	49	54,977	56,351
15th year of service	52	56,509	57,922
16th year of service	55	58,060	59,512
Officer with HSC at 19 paid not less than	9	35,345	36,229
<b>Technical Surveyor</b>			
<b>Grade 1</b>			
1st year of service	58	59,705	61,198
2nd year of service	61	61,505	63,043
3rd year of service	64	63,425	65,011
4th year of service	67	65,376	67,010
<b>Grade 2</b>			
1st year of service	73	69,227	70,958
2nd year of service	76	71,256	73,037
3rd year of service	80	74,080	75,932
4th year of service	83	76,290	78,197
<b>Grade 3</b>			
1st year of service	88	80,096	82,098
2nd year of service	91	82,491	84,553

**Technician (Security Services), Department of Education and Training, Public Service Board  
Determination, dated 4 February, 1988**

Technician (Security Services) - Department of Education and Training			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
<b>Grade 1</b>			
Year 1	59	60,329	61,837
Thereafter	60	60,889	62,411

Grade 2			
Year 1	62	62,085	63,637
Thereafter	63	62,814	64,384
On call allowance	-	228	233.70

**Timekeepers and/or Storekeepers, Various Departments (other than State Dockyard) Salaries  
Agreement No.2418 of 1982**

Timekeepers and/or Storekeepers, Various Departments (other than State Dockyard)			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
Timekeeper and/or Storekeeper			
Grade I			
1st year of service	34	47,936	49,134
2nd year of service	37	49,282	50,514
Grade II			
1st year of service	39	50,205	51,460
2nd year of service	42	51,590	52,880
Assistant to Supervisory Timekeeper On Appointment	43	52,102	53,405
Special Grade			
1st year of service	45	53,000	54,325
2nd year of service	46	53,407	54,742

**Tracers, Various Departments Agreement No.2192 of 1975**

Tracers, Various Departments			
Classification and Grades	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
General Scale			
1st year of service or under 17	2	23,169	23,748
2nd year of service or 17	4	25,860	26,507
3rd year of service or 18	6	29,346	30,080
4th year of service or 19	8	33,331	34,164
5th year of service or 20	10	37,385	38,320
6th year of service or 21	17	40,662	41,679
7th year of service	19	41,420	42,456
8th year of service	23	43,539	44,627
9th year of service	25	44,329	45,437
Grade 1			
1st year of service	26	44,688	45,805
2nd year of service	28	45,428	46,564
Grade 2			
1st year of service	31	46,657	47,823
2nd year of service	33	47,490	48,677
Grade 3			
1st year of service	35	48,324	49,532
2nd year of service	37	49,282	50,514
Grade 4			
1st year of service	39	50,205	51,460
2nd year of service	40	50,619	51,884

## Visual Aids Officers Agreement No.1810 of 1971

Department of Education and Training/TAFE			
Classification	Common Salary Point	1.7.11 Per annum \$	1.7.12 Per annum 2.5% \$
<b>Non-Graduate</b>			
1st year	41	51,189	52,469
2nd year	47	53,967	55,316
3rd year	52	56,509	57,922
4th year	57	59,121	60,599
5th year	62	62,085	63,637
6th year	66	64,714	66,332
7th year	79	66,610	68,275
8th year	71	67,939	69,637
<b>Graduate</b>			
1st year	43	52,102	53,405
2nd year	48	54,416	55,776
3rd year	54	57,491	58,928
4th year	60	60,889	62,411
5th year	66	64,714	66,332
6th year	71	67,939	69,637
7th year	75	70,480	72,242
8th year	79	73,284	75,116
9th year	84	76,961	78,885
<b>Senior Visual Aids Officer</b>			
1st year	81	74,745	76,614
2nd year	85	77,767	79,711
3rd year	89	80,902	82,925
4th year	94	85,033	87,159

C.G. STAFF J

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## CROWN EMPLOYEES NSW ADULT MIGRANT ENGLISH SERVICE (TEACHERS AND RELATED EMPLOYEES) AWARD 2012

### CORRECTION

A. The variation of 14 December 2012, Serial C8045, published 21 December 2012 (375 I.G. 256), is corrected as follows:

1. For instruction 2., Delete Table 1 - Salaries in its entirety and substitute the following:

	From the first pay period to commence on or after 1.1.2012 \$	From the first pay period to commence on or after 1.1.2013 \$
<b>Salary Scale for Permanent Teachers, Full Time temporary Teachers and Education Officers</b>		
Increase	2.5%	2.5%
1st Salary Level	54,271	55,628
2nd Salary Level	57,173	58,602
3rd Salary Level	60,072	61,574
4th Salary Level	62,971	64,545
5th Salary Level	66,286	67,943
6th Salary Level	69,188	70,918
7th Salary Level	72,084	73,886
8th Salary Level	74,985	76,860
9th Salary Level	78,509	80,472
10th Salary Level	85,471	87,608
<b>Salary Scale for Senior Education Officers</b>		
Increase	2.5%	2.5%
<b>Senior Education Officer</b>		
Class II	115,063	117,940
<b>Senior Education Officer</b>		
<b>Class I</b>		
Year 1	98,066	100,518
Year 2	102,116	104,669
Year 3	106,168	108,822
<b>Salary Scale for Operations Managers</b>		
Increase	2.5%	2.5%
Operations Manager	139,931	143,429
<b>Casual Teachers</b>		
Increase	2.5%	2.5%
1st Salary Level	66.83	68.50
2nd Salary Level	70.41	72.17
3rd Salary Level	73.98	75.83
4th Salary Level	77.56	79.50
5th Salary Level	81.65	83.69

G. M. GRIMSON *Industrial Registrar.*

## **HEALTH PROFESSIONAL AND MEDICAL SALARIES (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Australian Salaried Medical Officers' Federation (New South Wales), Industrial Organisation of Employees.

(No. IRC 1202 of 2012)

Before The Honourable Justice Backman

14 December 2012

### **VARIATION**

1. Delete the definition "Union" in Part A, clause 1 Definitions, of the award published 24 April 2009 (367 I.G. 1169), and insert in lieu thereof the following:

"Union" means the Health Services Union NSW and, in relation to Medical Officers, Career Medical Officers, and Medical Superintendents only, the Health Services Union NSW and the Australian Salaried Medical Officers' Federation (New South Wales).

2. This variation will take effect on and from 14 December 2012.

A. F. BACKMAN *J*

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## HIGHER SCHOOL CERTIFICATE MARKING AND RELATED CASUAL EMPLOYEES RATES OF PAY AND CONDITIONS AWARD

### CORRECTION

- A. The Award of 14 December 2012, Serial C8043, published 21 December 2012 (375 I.G. 258), is corrected as follows:
- In Table 2 - External and Corporate Per Unit Marking:  
  
for "2-3 Unit Paper - Mathematics Paper from 2001", delete the figure "4,030" and substitute "4.030",  
  
for "3 Unit Additional paper - Mathematics Extension 1 paper from 2001", delete the figure "4,369" and substitute "4.369",  
  
for "4 Unit Additional Paper - Mathematics Extension 2 Paper from 2001 delete the figure "4,771" and substitute "4.771".

G. M. GRIMSON *Industrial Registrar.*

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## **PUBLIC HOSPITAL (MEDICAL OFFICERS) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Australian Salaried Medical Officers' Federation (New South Wales), Industrial Organisation of Employees.

(No. IRC 1204 of 2012)

Before The Honourable Justice Backman

14 December 2012

### **VARIATION**

1. Delete in clause 1 Definitions, the definition "Union" of the award published 24 April 2009 (367 I.G. 1300) and insert in lieu thereof the following:

"Union" means the Health Services Union NSW and the Australian Salaried Medical Officers' Federation (New South Wales).

2. This variation shall take effect on and from 14 December 2012.

A. F. BACKMAN *J*

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**PUBLIC HOSPITAL (TRAINING WAGE) (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Ministry of Health.

(No. IRC 137 of 2013)

Before The Honourable Justice Haylen

12 March 2013

**AWARD****Arrangement****PART A**

Clause No.	Subject Matter
1.	Title
2.	Definitions
3.	Application
4.	Objective
5.	Supersession
6.	Training Conditions
7.	Employment Conditions
8.	Wages
9.	Grievance and Dispute Procedures
10.	No Extra Claims
11.	Area, Incidence & Duration

**PART B**

Table 1 - Monetary Rates - Industry/Skill Level A

Table 2 - Monetary Rates - Industry/Skill Level B

Table 3 - Monetary Rates - School based Trainees

Appendix A - Industry/Skills Levels

**PART A****1. Title**

This Award shall be known as the Public Hospital (Training Wage) (State) Award.

**2. Definitions**

"Ambulance Service" means the Ambulance Service of NSW as referred to in section 67A of the *Health Services Act 1997*.

"Appropriate State Legislation" means the *Apprentice and Traineeship Act 2001* (NSW) or any successor legislation.

"Approved Training" means training undertaken (both on or off the job) in a Traineeship and shall involve formal instruction, both theoretical and practical, and supervised practice in accordance with a Traineeship Scheme approved by the relevant NSW Training Authority. The training will be accredited and lead to qualifications as set out in Clause 6-Training Conditions.

"Commission" means the Industrial Relations Commission of New South Wales.

"Health Service" means a Public Health Organisation or the Ambulance Service.

"Industrial Instrument" means an Award of the New South Wales Industrial Relations Commission, Determination made pursuant to section 116A of the *Health Services Act 1997* or an Agreement made pursuant to section 116A of the *Health Services Act 1997*.

"Ministry" means the Ministry of Health.

"Parties to a Traineeship Scheme" means the employer organisation and/or the employer and the relevant union involved in the consultation and negotiation required for the approval of a Traineeship Scheme.

"Public Health Organisation" means an organisation as defined in section 7 of the *Health Services Act 1997*.

"Relevant Award" means an award/agreement that applies to a Trainee, or that would have applied but for the operation of this award.

"Relevant Union" means a union party to a relevant award/agreement and which is entitled to enrol the Trainee as a member.

"Trainee" means an employee who is bound by a Traineeship Agreement made in accordance with this award and employed in terms of the public hospital award.

"Traineeship" means a system of training which has been approved by the relevant NSW Training Authority and which is being undertaken in a Health Service, either as an employee of that Health Service, or as an employee of another organisation which has allocated the trainee to the Health Service for the period of the traineeship.

"Traineeship Agreement" means an agreement made subject to the terms of this Award between an employer and the Trainee for a Traineeship and which is registered with the relevant NSW Training Authority or under the provisions of the appropriate state legislation. A Traineeship Agreement shall be made in accordance with the relevant approved Traineeship Scheme and shall not operate unless this condition is met.

"Traineeship Scheme" means an approved Traineeship applicable to a group or class of employees or to an industry or sector of an industry or enterprise. A Traineeship Scheme shall not be given approval unless consultation and negotiation with the relevant union(s) regarding the terms of the proposed Traineeship Scheme has occurred. An application for approval of a Traineeship Scheme shall identify the relevant union(s) and demonstrate to the satisfaction of the relevant NSW Training Authority that the abovementioned consultation and negotiation has occurred. A Traineeship Scheme shall include a standard format which may be used for a Traineeship Agreement.

### 3. Application

- (a) Subject to subclause (c) of this clause this Award shall apply to persons who are undertaking a Traineeship and is to be read in conjunction with any award of the Industrial Relations Commission of New South Wales or other industrial instrument which covers the terms and conditions of employment of persons performing work in the classifications covered.
- (b) The terms and conditions of any such legally registered award of the Industrial Relations Commission of New South Wales or other industrial instrument shall apply except where inconsistent with this Award.
- (c) Notwithstanding the foregoing, this Award shall not apply to employees who were employed under any legally registered award of the Industrial Relations Commission of New South Wales or other industrial instrument prior to the date of approval of a traineeship scheme relevant to the Ministry, except where agreed between the Ministry and the relevant union(s).
- (d) This award does not apply to Apprentices.

#### 4. Objective

The objective of this award is to assist with the establishment of a system of traineeships which provides approved training in conjunction with employment in order to enhance the skill levels and future employment prospects of trainees, particularly young people and the long term unemployed. The system is neither designed nor intended for those who are already trained and job ready. It is not intended that existing employees shall be displaced from employment by trainees. Except as provided for in clause 6, Training Conditions nothing in this award shall be taken to replace the prescription of training requirements in the relevant award, former industrial agreement of the Industrial Relations Commission of New South Wales, Enterprise Agreement or other industrial instrument.

#### 5. Supersession

Any existing award or other industrial instrument provisions for the Australian Traineeship System (ATS) or the Career Start Traineeship (CST) shall only remain applicable in relation to ATS or CST trainees who commenced a traineeship with a Health Service before the commencement of this Award.

#### 6. Training Conditions

- (a) The Trainee shall attend an approved training course or training program prescribed in the Traineeship Agreement or as notified to the trainee by the relevant NSW Training Authority in an accredited and relevant Traineeship Scheme.
- (b) A Traineeship shall not commence until the relevant Traineeship Agreement, made in accordance with a Traineeship Scheme, has been signed by the employer and the trainee and lodged for registration with the relevant NSW Training Authority, provided that if the Traineeship Agreement is not in a standard format a Traineeship shall not commence until the Traineeship Agreement has been registered with the relevant NSW Training Authority.

The employer shall ensure that the Trainee is permitted to attend the training course or program provided for in the Traineeship Agreement and shall ensure that the Trainee receives the appropriate on-the-job training.

- (c) The employer shall provide a level of supervision in accordance with the Traineeship Agreement during the traineeship period.
- (d) The employer agrees that the overall training program will be monitored by officers of the relevant NSW Training Authority and training records or work books may be utilised as part of this monitoring process.
- (e) Training shall be directed at:
  - (i) the achievement of key competencies required for successful participation in the workplace where these have not previously been achieved (eg, literacy, numeracy, problem solving, team work, using technology) and as are proposed to be included in the Australian Quality Training Framework, Certificates at Level 1, or future qualifications at Level 1, as determined from time to time by the Australian National Training Authority and/or the New South Wales Department of Education and Communities.

This could be achieved through foundation competencies which are part of endorsed competencies for an industry or enterprise.

- (ii) The achievement of competencies required for successful participation in an industry or enterprise (where there are endorsed national standards these will define these competencies), as are proposed to be included in the Australian Quality Training Framework, Certificates at Level 2, or future qualifications at Level 2, as determined from time to time by the Australian National Training Authority and/or the New South Wales Department of Education and Communities.

## 7. Employment Conditions

### (a) Full Time Traineeships

- (i) A Trainee shall be engaged as a full-time employee for a maximum of one year's duration provided that a Trainee shall be subject to a satisfactory probation period of up to one month, which may be reduced at the discretion of the employer. By agreement in writing, and with the consent of the relevant NSW Training Authority, the employer and the Trainee may vary the duration of the Traineeship and the extent of approved training, provided that any agreement to vary is in accordance with the relevant Traineeship Scheme.
- (ii) The Trainee will be permitted to be absent from work without loss of continuity of employment and/or wages to attend the training in accordance with the Traineeship Agreement.
- (iii) Where the employment of a Trainee by an employer is continued after the completion of the traineeship period, such traineeship period shall be counted as service for the purposes of any relevant industrial instrument or any other legislative entitlements.
- (iv)
  - (a) The Traineeship Agreement may restrict the circumstances under which the trainee may work overtime and shiftwork in order to ensure that the training program is successfully completed.
  - (b) No Trainee shall work overtime or shiftwork on their own unless consistent with the provisions of the relevant award or other industrial instrument.
  - (c) No Trainee shall work shiftwork unless the parties to a Traineeship Scheme agree that such shiftwork makes satisfactory provision for approved training. Such training may be applied over a cycle in excess of a week, but must average over the relevant period no less than the amount of training required for non-shiftwork Trainees.
  - (d) The Trainee wage shall be the basis for the calculation of overtime and/or shift penalty rates prescribed by the relevant industrial instrument, unless otherwise agreed by the parties to a Traineeship Scheme, or unless the relevant award makes specific provision for a Trainee to be paid at a higher rate, in which case the higher rate shall apply.
- (v) All other terms and conditions of the relevant industrial instruments that are applicable to the Trainee or would be applicable to the Trainee but for this Award shall apply unless specifically varied by this Award.
- (vi) All conditions of employment applying to temporary employees under the relevant Health Service award, other than those specified in this Award, shall apply to Trainees.
- (vii) A Trainee who fails to complete the Traineeship or who is not offered employment upon the completion of the Traineeship shall not be entitled to any severance payments.

### (b) Full-Time School-Based Traineeships

- (i) School-Based Trainees shall not be required to attend work during the interval starting four weeks prior to the commencement of the final Higher School Certificate examination period and ending upon the completion of the individual's last examination period.
- (ii) For the purposes of this Award, a School-Based Trainee shall become an ordinary Trainee as at January 1 of the year following in which they cease to be a school student.
- (iii) School-based trainees are to be paid an amount as detailed in Table 3, School Based Trainees, of Part B, Monetary Rates.

- (iv) School Based Traineeships are part-time and subject to additional conditions.
  - (v) A "school-based Trainee" may be defined as being a student enrolled in the Higher School Certificate, or equivalent qualification, who is undertaking a traineeship which forms a recognised component of their HSC curriculum, and is endorsed by the relevant NSW Training Authority and the NSW Board of Studies as such.
- (c) Part Time Traineeships
- (i) A Trainee shall be engaged as an employee on a part time basis by working less than full time ordinary hours.
  - (ii) The wage rate shall be pro rata the full time rates based on variation in the amount of training and/or the amount of work over the period of the traineeship, which may also be varied on the basis of the following formula.

$$\frac{\text{Full time wage rate (Trainee hours Average weekly training time)}}{30.4}$$

Note: 30.4 in the above formula represents 38 ordinary full time hours less the average training time for full time trainees (i.e. 20%).

- (iii) "Full time wage rate" means the appropriate rate as set out in Part B, Monetary Rates.
- (iv) "Trainee hours" shall be the hours worked per week including the time spent in approved vocational training. For the purpose of this definition, the time spent in approved vocational training may be taken as an average for that particular year of the Traineeship.
- (v) "Average weekly training time" is based upon the length of the Traineeship specified in the Traineeship Agreement or the Training Contract as follows:

$$\frac{7.6 \times 12}{\text{Length of the Traineeship in months}}$$

Note 1: 7.6 in the above formula represents the average weekly training time for a full time Trainee whose ordinary hours are 38 per week.

Note 2: The parties note that the Traineeship Agreement will require a Trainee to be employed for sufficient hours to complete all requirements of the Traineeship, including the on the job work experience and demonstration of competencies. The parties also note that this would normally result in the equivalent of a full day's on the job work per week.

- (vi) A part time Trainee shall receive, on a pro rata basis, all employment conditions applicable to a full time Trainee. All the provisions of this Award shall apply to part time Trainees except as specified in this clause.
- (vii) A part time Trainee may, by agreement, transfer from a part time to a full time Traineeship position should one become available.
- (viii) The minimum engagement periods specified in the Relevant Award shall also be applicable to part time Trainees.
- (ix) Minimum and maximum hours of work for part time employees specified in the Relevant Award shall apply to part time Trainees also. Example of the Calculation for the Wage Rate for a Part Time Traineeship

**Example of the calculation for the wage rate for a part-time traineeship**

A school student commences a Traineeship in Year 11. The ordinary hours of work in the Relevant Award are 38. The Training Contract specifies two years (24 months) as the length of the Traineeship.

"Average weekly training time" is therefore  $7.6 \times 12/24 = 3.8$  hours.

"Trainee hours" totals 15 hours; these are made up of 11 hours work which is worked over 2 days of the week plus 1-1/2 hours on the job training plus 2-1/2 hours off the job approved training at school and at TAFE.

So the wage rate in Year 11 is:

$$\$278 \times \frac{15 - 3.8}{30.4} = \$102.42 \quad \text{plus any applicable penalty rates under the relevant Award.}$$

The wage rate varies when the student completes Year 11 and passes the anniversary date of 1 January the following year to begin Year 12 and/or if "Trainee hours" changes.

(d) Other Conditions

For any other conditions of employment see Health Employees' Conditions of Employment (State) Award; Public Hospital (Professional and Associated Staff) Conditions of Employment (State) Award; and/or Operational Ambulance Officers (State) Award.

### 8. Wages

(a)

(i) The weekly wages payable to Trainees are as provided in Table 1 - Industry/Skill Level A and Table 2 - Industry/Skill Level B, of Part B, Monetary Rates.

(ii) These wage rates will only apply to Trainees while they are undertaking an approved Traineeship which includes approved training as defined in this Award.

(iii) The wage rates prescribed by this clause do not apply to complete trade level training which is covered by the Apprenticeship system.

(b) The weekly wages set out in Part B, Monetary Rates are payable from the first full pay period to commence on or after 16 December 2012 and include a compounding of two increases of 2.5% per annum.

(c) The weekly wages in this award recognise the 2011 and 2012 National Wage Decisions and are paid in settlement of any increases that arise should these National Wage Decisions be adopted for the purposes of awards under the *Industrial Relations Act 1996*.

(d) Appendix A - Industry/Skill Levels sets out the industry/skill level of an approved Traineeship. The industry/skill levels contained in Appendix A are prima facie the appropriate levels but are not determinative of the actual skill levels (i.e. Skill Level A, B, or C) that may be contained in a Traineeship Scheme.

The determination of the appropriate skill level for the purpose of determining the appropriate wage rate shall be made by the relevant NSW Training Authority based on the following criteria:

(i) Any agreement of the parties

(ii) The nature of the industry

(iii) The total training plan

- (iv) Recognition that training can be undertaken in stages
- (v) The exit skill level in the relevant award contemplated by the Traineeship.

In the event that the parties disagree with such determination it shall be open to any party to the Award to seek to have the matters in dispute determined by the Commission.

- (e) For the purposes of this provision, "out of school" shall refer only to periods out of school beyond Year 10, and shall be deemed to:
  - (i) include any period of schooling beyond Year 10 which was not part of nor contributed to a completed year of schooling;
  - (ii) include any period during which a Trainee repeats in whole or part a year of schooling beyond Year 10; and
  - (iii) not include any period during a calendar year in which a year of schooling is completed.
- (f) At the conclusion of the Traineeship, this Award ceases to apply to the employment of the Trainee and the relevant industrial instrument shall apply to the former trainee.

### **9. Grievance and Dispute Procedures**

- (a) Where any grievance, question, dispute, or difficulty arises it shall be dealt with as close to its source as possible. Where a matter is not resolved, further attempts to resolve the matter must be made at progressively higher levels of authority.
- (b) Reasonable time limits will be allowed at each level for any necessary discussion, investigation and consideration of the matter. Whilst these procedures are continuing the status quo shall remain and no stoppage of work or any other form of ban or limitation of work shall be applied.
- (c) A grievance of an individual employee should firstly be put to his/her supervisor. At the conclusion of discussions between the employee and the employer, the employer must provide a response to the employee's grievance, and, in the event the matter is not resolved, reasons for not implementing any proposed remedy.
- (d) An employee or employees may be represented by the Union or other appropriate person, and the employer by an industrial organisation, at any stage of these procedures.
- (e) In the event that the matter remains unresolved, the matter may be referred to the Industrial Relations Commission of New South Wales.
- (f) If the question, dispute or difficulty relates to training, the matter may be dealt with under the *Apprenticeship and Traineeship Act 2001* (NSW).

### **10. No Extra Claims**

- (a) The parties agree that during the term of this award, there will be no extra wage claims, claims for improved conditions of employment or demands made with respect to the employees covered by the award and, further, that no proceedings, claims or demands concerning wages or conditions of employment with respect to those employees will be instituted before the Industrial Relations Commission or any other industrial tribunal.
- (b) The terms of the preceding paragraph do not prevent the parties from taking any proceedings with respect to the interpretation, application or enforcement of existing award provisions.

### **11. Area, Incidence and Duration**

- (a) This Award shall apply to all classes of trainees in Appendix A - Industry/Skill Levels.

- (b) Any existing award or other industrial instrument provisions for the Australian Traineeship System (ATS) or Career Start Traineeship (CST) shall only remain applicable in relation to Australian Traineeship System trainees who commenced and are continuing a traineeship with a Health Service before the commencement of this award.
- (c) This Award shall rescind and replace the Public Hospital Training Wage (State) Award published 2 June 2000 (315 I.G. 1415) and all variations thereof.
- (d) This award commences on and from 12 March 2013 and remains in force for a period of 12 months.

## PART B

### MONETARY RATES

**Table 1 - Industry/Skill Level A**

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill Level A.

	Highest Year of Schooling Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
	2 x 2.5%	2 x 2.5%	2 x 2.5%
School Leaver	215.00 (50%) 253.00 (33%)	272.00 (33%) 305.00 (25%)	- 367.00
Plus 1 year out of school	305.00	367.00	427.00
Plus 2 years	367.00	427.00	496.00
Plus 3 years	427.00	496.00	568.00
Plus 4 years	496.00	568.00	568.00
Plus 5 years or more	568.00	568.00	568.00

The figures in brackets indicate the average proportion of time spent in approved training to which the associated wage rate is applicable. Where not specifically indicated the average portion of time spent in structured training which has been taken into account in setting the rate is 20 per cent.

**Table 2 - Industry/Skill Level B**

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill Level B.

	Highest Year of Schooling Completed		
	Year 10 \$	Year 11 \$	Year 12 \$
	2 x 2.5%	2 x 2.5%	2 x 2.5%
School Leaver	215.00 (50%) 253.00 (33%)	272.00 (33%) 305.00 (25%)	- 355.00
Plus 1 year out of school	305.00	355.00	409.00
Plus 2 years	355.00	409.00	480.00
Plus 3 years	409.00	480.00	547.00
Plus 4 years	480.00	547.00	547.00
Plus 5 years or more	547.00	547.00	547.00

The figures in brackets indicate the average proportion of time spent in approved training to which the associated wage rate is applicable. Where not specifically indicated the average portion of time spent in structured training which has been taken into account in setting the rate is 20 per cent.

**Table 3 - School Based Trainees**

	Year of Schooling	
	Year 11 \$	Year 12 \$
	2 x 2.5%	2 x 2.5%
School based Traineeships Skill Levels A and B	278.00	305.00

The average proportion of time spent in structured training which has been taken into account in setting the rate is 20 per cent.

### APPENDIX A

(i) Any Traineeship or Traineeships for a declared calling as defined by the *Apprenticeship and Traineeship Act 2001* (NSW).

(ii) Industry/Skill Level A

Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care

Certificate III in Allied Health Assistance

Certificate III in Basic Health Care

Certificate III in Non-Emergency Client Transport

Certificate III in Ambulance Communications (Call-Taking)

Certificate III in Dental Assisting

Certificate III in Health Services Assistance

Certificate III in Nutrition and Dietetic Assistance

Certificate III in Pathology

Certificate III in Dental Laboratory Assisting

Certificate III in Mortuary Theatre Practice

Certificate III in Hospital/Health Services Pharmacy Support

Certificate III in Prosthetic/Orthotic Technology

Certificate III in Sterilisation Services

Certificate III in Health Support Services

Certificate III in Health Administration

Certificate III in Population Health

Certificate III in Indigenous Environmental Health

Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care (Practice)

Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care (Community Care)

Certificate IV in Allied Health Assistance  
Certificate IV in Ambulance Communications

Certificate IV in Health Care (Ambulance)

Certificate IV in Anaesthetic Technology

Certificate IV in Audiometric Assessment

Certificate IV in Dental Assisting

Certificate IV in Operating Theatre Technical Support

Certificate IV in Neurophysiology Technology

Certificate IV in Pathology

Certificate IV in Rehabilitation and Assistive Technology

Certificate IV in Cardiac Technology

Certificate IV in Cast Technology

Certificate IV in Mortuary Theatre Practice

Certificate IV in Hospital/Health Services Pharmacy Support

Certificate IV in Sterilisation Services

Certificate IV in Health Administration

Certificate IV in Health Supervision

Certificate IV in Population Health

Certificate IV in Indigenous Environmental Health

Industry/Skill Level B

Certificate II in Aboriginal and/or Torres Strait Islander Primary Health Care

Certificate II in Emergency Medical Services First response

Certificate II in Health Support Services

Certificate II in Population Health

Certificate II in Indigenous Environmental Health

W. R. HAYLEN J

## **PUBLIC HOSPITALS (MEDICAL SUPERINTENDENTS) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Australian Salaried Medical Officers' Federation (New South Wales), Industrial Organisation of Employees.

(No. IRC 1203 of 2012)

Before The Honourable Justice Backman

14 December 2012

### **VARIATION**

1. Delete the definition "Union" in Part A, clause 1 Definitions, of the award published 24 April 2009 (367 I.G. 1341), and insert in lieu thereof the following:

"Union" means the Health Services Union NSW and the Australian Salaried Medical Officers' Federation (New South Wales)

2. This variation will take effect on and from 14 December 2012.

A. F. BACKMAN *J*

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Printed by the authority of the Industrial Registrar.

(1900)

SERIAL C8051

**STATE TRANSIT AUTHORITY DIVISION OF THE GOVERNMENT  
SERVICE BUS ENGINEERING AND MAINTENANCE ENTERPRISE  
(STATE) AWARD 2013**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by State Transit Authority of NSW.

(No. IRC 35 of 2013)

Before The Honourable Justice Backman

17 January 2013

**AWARD**

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**1. Award Title**

This Award is entitled the "State Transit Authority Division of the New South Wales Government Service Bus Engineering and Maintenance Enterprise (State) Award 2013".

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**PART I - APPLICATION AND OPERATION OF AWARD****3. Anti-Discrimination**

- 3.1 It is the intention of the parties bound by this Award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- 3.2 It follows that in fulfilling their obligations under the Dispute Resolution Procedure prescribed by this Award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this Award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the Award, which, by its terms or operation, has a direct or indirect discriminatory effect.
- 3.3 Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an Employee because the Employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- 3.4 Employers and employees may also be subject to Commonwealth anti-discrimination legislation. Section 56(d) of the *Anti-Discrimination Act 1977* provides:
  - 3.4.1 Nothing in the Act affects any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion.
- 3.5 Nothing in this clause is to be taken to affect:
  - 3.5.1 any conduct or act which is specifically exempted from Anti-Discrimination legislation;
  - 3.5.2 offering or providing junior rates of pay to persons under 21 years of age;
  - 3.5.3 a party to this Award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.
- 3.6 This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

#### **4. Area, Incidence and Duration**

- 4.1 This Award comes into force from 1 January 2013 and shall remain in force until 31 December 2013, and rescinds and replaces the State Transit Authority Division of the New South Wales Government Service Bus Engineering and Maintenance Enterprise (State) Award 2012, published 29 June 2012 (372 I.G. 1321).
- 4.2 This Award is binding upon:
- 4.2.1 the State Transit Authority Division of the New South Wales Government Service, Transport for NSW (the Employer) and;
  - 4.2.2 Employees of the State Transit Authority Division of the New South Wales Government Service, Transport for NSW who are engaged in any of the classifications or occupations specified in this Award, and
  - 4.2.3 the Rail, Tram and Bus Union (NSW Branch), and
  - 4.2.4 the Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, New South Wales Branch, and
  - 4.2.5 the Electrical Trades Union of New South Wales, and
  - 4.2.6 the Construction, Forestry, Mining and Energy Union (NSW Branch), and
  - 4.2.7 The Australian Workers Union, New South Wales.

#### **5. Introduction**

- 5.1 The parties acknowledge the following provisions underpin the effective operation of this Enterprise Award:
- 5.1.1 The parties will continue to work toward securing State Transit's long term viability by ensuring State Transit meets its performance requirements under the Metropolitan Bus Systems Contract regime (MBSC) and the Outer Metropolitan Bus Systems Contract regime (OMBSC).
  - 5.1.2 The parties are committed to upholding State Transit's values to be honest, dependable and dedicated.
  - 5.1.3 The need for ongoing and continuous change and reform is acknowledged and the parties are committed to positively and constructively support initiatives designed to improve service efficiency and State Transit's financial position.
  - 5.1.4 It is acknowledged that the process of change and reform will impact on organisational structure, position gradings and staff numbers.
  - 5.1.5 The parties are committed to the Government's policies on redeployment and redundancy:
    - (a) Part time and casual Employees will not be used to disadvantage redeployment opportunities for existing Employees;
    - (b) Preference will be given to retraining and redeployment in lieu of redundancy.
  - 5.1.6 The parties acknowledge that changes to timetables, rosters and work arrangement are necessary from time to time to meet operational requirements. When these changes occur it is the Employer's intention to build rosters in accordance with existing Award conditions, as efficiently as practicable, while attempting to minimise any adverse impact on income levels resulting from the implementation of such changes.

- 5.1.7 There is no commitment to predetermined levels of overtime or shift work arrangements and the Employer will determine whether overtime is to be worked on an as needs basis, while shifts are determined by operational requirements.
- 5.1.8 Initiatives identified and used to offset wage increase in prior Industrial Instruments that have not been implemented will not be relied upon to justify and support wage increases in this Award. It is acknowledged that should such initiatives be introduced and the benefit gained from such initiatives exceed expectations when previously proposed, that the superior outcome be taken into account when considering future wage increases.
- 5.1.9 Any wage increase agreed to in this Award will be generated by improvements and efficiencies in the way Employees undertake the work required to be performed.

## **6. Contestability**

The parties acknowledge that, in accordance with New South Wales Government Service Competition Policy, non-core activities may be subjected to contestability against external service providers from time to time.

## **PART II - FLEET OPERATIONS DIVISION - FUNCTIONS, PERFORMANCE AND FLEXIBILITIES**

### **7. Work Practices**

- 7.1 It is acknowledged there have been significant changes by Employees in the areas of multi-skilling and flexible work practices. In order to allow cost-effective maintenance and repairs to the State Transit bus fleet, the parties agree that all Employees will perform their allocated duties in an efficient and timely manner in order to ensure quality standards are met.
- 7.2 The parties agree that no artificial barriers will be created to inhibit Employees carrying out duties in which they are competent. Competence is acknowledged as being suitably qualified, licensed (where applicable) or having received any other recognised training either on-site or off-site.

### **8. Application of Skills**

- 8.1 The parties acknowledge there is a joint commitment to the development of a highly skilled and flexible workforce with a need to provide Employees with greater employment opportunities through appropriate training. In addition there is a need to remove barriers that prevent Employees from fully utilising their acquired skills.

### **9. Flexibility**

- 9.1 From time to time when performing repairs or replacement of units there is a need for assistance. Where a tradesperson is performing work and requires assistance, that assistance can be in the form of another tradesperson from the same trade, or another trade, or a non-trade Employee.
- 9.2 Engineering Repair Assistants who are interested in being trained in Storeperson's work (receive, pick, issue) for the purpose of carrying out relief to that position, will be trained and when required, perform this work.
- 9.3 Employees covered by this Award who are interested in being trained to assist in the stock take of the store, will be trained and undertake the work when required.
- 9.4 Changeovers - Where a tradesperson is not available, changeovers and retrievals may be performed by any Employee who holds the necessary licence for the bus concerned. Where the defect has a safety implication (eg Brakes, Steering) a motor mechanic is to be utilised.
- 9.5 Transfer of buses - Any State Transit Employee, who holds the necessary licence for the bus concerned, may be utilised to transfer buses between Depots or from Depot to contractor and return.

- 9.6 Rostering - The parties acknowledge that the ability of State Transit to meet its obligations in providing a safe and efficient bus service is reliant on many different components. An area of particular importance in a garage is the need to have in place rosters that are arranged in such a manner, to ensure that the most economical and appropriate level of coverage is available.
- 9.6.1 Where rosters at a location do not adequately meet this requirement, they will be reviewed and constructed within Award requirements, to achieve the desired level of coverage.
- 9.6.2 State Transit recognises the need for consultation with staff prior to the introduction of changes to rosters. As part of that consultative process there is a need to take into consideration the business needs of State Transit and also not to place unreasonable demands upon Employees.
- 9.6.3 Where the parties cannot agree on appropriate rosters the Dispute Settlement Procedure as contained in Clause 72 is to apply.
- 9.7 Distribution of Work - In the absence of supervisory staff, tradespersons on duty will distribute work amongst staff to ensure bus operational requirements are met.

### **10. Job Time Recording**

- 10.1 An agreed system of job time recording is in place at garages to effectively monitor time involved in the various repair functions. The system is used as an accounting and planning tool and not for the assessment of individual performance. Any alteration or introduction of new technology in relation to job time recording will be undertaken in consultation with Employees and their representatives.

### **11. Job Costing/Time Recording**

- 11.1 The time taken to perform the particular task/s is to be imputed into Ellipse as part of the maintenance process by the Leading Hand or tradesperson.
- 11.2 Roads and Traffic Authority or its successor and Ministry of Transport requirements are to be met when establishing the processes.
- 11.3 Facilities are to be provided at Depots and staff utilised to input the information.

### **12. Performance Indicators**

- 12.1 It is agreed by the parties that the spirit and intent of this Award is to meet the standards and service criteria contained in subclauses 12.2.
- 12.2 The parties will fully co-operate in this process and commit themselves to make every endeavour to meet standards set for the term of this Award.
- 12.2.1 Workers Compensation costs and lost time due to injury

The parties commit themselves to achieving a reduction in Workers Compensation costs. The number of claims, their implications and associated days lost due to compensable injuries determines these costs.

Therefore a reduction in costs, days lost and compensation claims are to be achieved through the following:

- (a) Monitoring of injury statistics to identify major causes of injuries and how those injuries can be prevented.
- (b) Early intervention to sponsor an early return to work in accordance with WorkCover Rehabilitation Guidelines.

- (c) OH&S training for convenors, chairpersons and members of OH & S Committees to assist in the identification and correction of hazards at the workplace.

#### 12.2.2 Bus Reliability

Reliability and availability of buses is a critical factor in providing and maintaining the required level of customer service. The current level of changeovers needs to be reduced to avoid dislocation and cancellation of services.

It is proposed that changeovers need to be reduced by giving priority to defects that impact on fleet availability. It is acknowledged some defects are due to component failure and therefore investigation as to the quality of the product and alternate suppliers need to be constantly evaluated.

#### 12.2.3 Bus Peak Requirements

The operating needs of Depots within the Division vary considerably due to customer demand within their area of operation. While the fleet size of each Depot varies, there are definite AM and PM periods during which the highest number of buses are required to meet service needs.

To ensure sufficient mechanically sound, safe and presentable buses are available to meet service requirements at each Depot on a daily basis, the parties are committed to monitor results, through the consultative process, to identify and rectify impediments to achieve the bus peak requirements.

### **13. Bench Marking**

- 13.1 The bench marking of performance is a common application used by organisations to determine the level of performance within their organisation and how they compare with outside organisations. In doing so it provides the ability to identify total costs and performance and compare those with outside industry. It also provides the opportunity to identify particular functions within the organisation that may be at variance within that organisation or where those functions are performed by outside industry.
- 13.2 There is a commitment by all parties to improve performance by identifying best practice which represents cost effectiveness and quality in both job time and work practice and adopt them as early as possible, as the standard across every Depot.

### **14. Special Maintenance Programs**

- 14.1 From time to time there is a requirement for specific programs to be put in place to perform modifications to the bus fleet. To effect these repairs there is normally a team approach, with the team working under the guidance of a core tradesperson who would normally perform the work. This arrangement has proven effective in addressing the modification requirements and at the same time providing an opportunity for all staff to be involved and have ownership of the process.
- 14.2 If programs are required to modify the fleet it is proposed that the abovementioned teams approach may be applied in accordance with clause 7. Prior to the commencement of such work full details of the program and work to be performed is to be presented to the Depot Consultative Committee.

## **PART III - MAINTENANCE CLASSIFICATIONS**

### **15. Fleet Operations Division**

- 15.1 The current structure for the Fleet Operations Division is shown in the organisation chart at Schedule B of this Award.
- 15.2 The structure for the Fleet Operations Division will include the position of Leading Hand undertaking supervisory and trades based work.

- 15.3 For the purpose of the payment of annual increment increases for Leading Hands, performance assessments are to be completed by the Depot Service Manager prior to each Employee's anniversary of appointment to his/her current position.
- 15.4 Vacant Leading Hand positions will be recruited from relief Leading Hands. In the event there are no Leading Hand applications, the positions will be filled by advertising the vacancy internally in the first instance, and then externally.
- 15.5 Permanent and Relief Leading Hands will have access to State Transit's Management Development Training.
- 15.6 Relief Leading Hand positions will be advertised within each respective Depot.

#### **16. Career Path**

- 16.1 Access to normal career paths for Employees covered by this Award will be in accordance with Schedule B.
- 16.2 Schedule B does not seek to limit Employee's access to other career path opportunities that may be available under State Transit's Merit Selection Policy, Higher Duties Policy, or Study Assistance Policy.
- 16.3 Management is to maintain an inventory of individual qualifications and skills for future career development and utilisation of staff to achieve maximum performance.

#### **17. Career Path Development**

- 17.1 In this Award, the career path structure will contain five generic classifications, being:
- (i) Engineering Repair Tradesperson Mechanical
  - (ii) Engineering Repair Tradesperson Electrical
  - (iii) Engineering Repair Tradesperson Vehicle Building/Fabrication
  - (iv) Engineering Repair Assistant
  - (v) Storeperson
- 17.2 Each of the above classifications shall have a number of skill levels attached, which recognises and defines the relevant experience, qualifications and rates of pay.
- 17.3 Trades or streams for tradespersons are as follows:
- 17.3.1 Engineering Repair Tradesperson Mechanical (Mechanic, Fitter)
  - 17.3.2 Engineering Repair Tradesperson Electrical (Auto Electrical, Electrical Mechanic, Electrical Fitter)
  - 17.3.3 Engineering Repair Tradesperson Bodybuilding/Fabrication (Body Builder, Panel Beater, Trimmer, Painter, Vehicle Painter, Welder, Plumber, Carpenter).
- 17.4 Subject to subclause 17.6 and the competency of the Employee, to provide for genuine and equitable career path opportunities, all Tradespersons and Engineering Repair Assistants covered by this Award consistent with the career path structure will progress from the lowest skill level to the highest skill level in their classification within a reasonable period.
- 17.5 All Employees will be required to perform the duties within their appropriate classification when called upon to do so by the Employer.

- 17.6 The Employer will determine the establishment for each level of Engineering Repair Assistant employed to undertake bus cleaning functions and progression from the lowest skill level to the highest skill level will be subject to vacancy at the respective level as determined by the Employer.

### **18. Classification Definitions**

#### **18.1 Engineering Repair Tradesperson Level 1:**

- 18.1.1 Craftperson who holds a trade certificate or tradeperson rights certificate in one of the single facet trades within a broad based trade in one of the electrical/electronic mechanical or vehicle building/fabrication engineering streams and is able to exercise skills and knowledge of that trade at the base trade level.
- 18.1.2 Applies quality assurance practices, exercises good interpersonal communication skills, exercises basic keyboard skills as required, exercises discretion within the scope of their trade, performs work under general supervision either individually or in a team environment, utilises lifting equipment incidental to their work, performs non-trade tasks incidental to their work, eg good housekeeping.
- 18.1.3 On the job training provided to enable incidental and peripheral tasks to be performed for completion of the primary task.
- 18.1.4 A craftperson from the electrical/electronic stream shall automatically progress to level 2 on satisfactory completion of the probation period.

#### **18.2 Engineering Repair Tradesperson Level 2:**

- 18.2.1 Craftperson working within one of the three broad engineering streams, integrating work functions to a practical degree across allied trades within that stream to provide sufficient flexibility to accommodate the completion eg tasks within the stream and/or performing higher level technical tasks within a core trade stream.
- 18.2.2 Levels of integration of skills across allied trades and higher level tasks have yet to be detailed, however, it is proposed that each tradesperson will work within all facets of their trade as a basic requirement.
- 18.2.3 Has completed skill modules relevant to the position. Responsible for minor testing and quality assurance of own work, assists in the provision of on-the-job training in conjunction with trainers and others, performs and assists in the basic production and materials scheduling and the documentation of records associated, all duties of Level 1 craftperson within the same engineering stream as required, exercises discretion within the scope of this grade, works under general supervision either individually or in a team environment, provides trade guidance and assistance as part of a work team, undertakes fault finding testing and inspections within their trade team.

#### **18.3 Engineering Repair Tradesperson Level 3**

- 18.3.1 Craftperson working with levels of integration skills into other streams to allow completion of tasks across a broad stream base and/or perform additional higher level tasks within a core trade.
- 18.3.2 Level of integration of skills across allied trades and streams and higher level tasks have yet to be detailed, however, it is proposed that each tradesperson will work within all facets of their trade as a basic requirement. Has completed skill modules relevant to the position, assists in the provision of training in conjunction with trainers and others, performs and assists in production and materials scheduling and the documentation of records associated, responsible for testing, diagnoses and fault finding of own work, understands and implements casualty control techniques.

18.3.3 Performs all functions of Level 1 and Level 2 within the same stream required. Provides trade guidance and assistance as part of a work team, works under general supervision either individually or in a team environment, utilises high precision trade skills using various materials and or specialist techniques, where applicable to the industry eg, applies basic computer numerical control and numerical control techniques.

18.3.4 Where applicable, be the holder of appropriate Motor Vehicle Repair Industry Authority Certificate.

18.3.5 Optional supervisory training available, which is not a criteria for progression to Level 4.

#### 18.4 Engineering Repair Tradesperson Level 4

18.4.1 Craftsperson working in other streams to complete the whole task within their skill levels and/or performing tasks of a high technical nature, e.g. condition monitoring, fault finding and diagnosis, performance testing and repair.

18.4.2 Has completed skill modules or other training relevant to and required by the position, assists in the provision of on-the-job training in conjunction with trainers and others, performs and assists in production and materials scheduling and the documentation of records associated, prepare reports of a high standard, provides trade guidance and assistance as part of a work team, responsible for quality assurance functions, typically performs operations on machinery or equipment which utilises complex electrical/electronic circuitry or hydraulic/pneumatic controls and exercises technical skills with associated programming, works under limited supervision either individually or in a team environment, works on complex or intricate interconnected electrical circuits.

18.4.3 Works on instruments, which make up a complex control system, which utilises some combinations of electrical, electronic, mechanical or fluid power principles, applies advanced computer numerical control techniques, works on complex radio/communication equipment.

#### 18.5 Leading Hand

18.5.1 Craftsperson undertaking trades based work at Level 4 and supervisory duties above and beyond an Employee at Level 4. Leading Hands have completed management development or related training and undertakes training of other Employees to the level of his/her skills.

18.5.2 Supervises, develops and co-ordinates the performance of trades, non-trades maintenance Employees and contractors on a daily basis, as required, to ensure timely and efficient completion of tasks. Undertakes administrative tasks and maintains all associated maintenance records to support daily operations. Assists management with all activities in implementing organisational strategies, coordinates workshop resources and activities to support business requirements.

18.5.3 Craftsperson working at Level 4 efficiently performing tasks of an advanced technical nature to meet operational, business and regulatory requirements.

#### 18.6 Engineering Repair Assistant - Level 1 (new Employees)

18.6.1 Relativity - Approximately 80% of tradesperson's Award rate ERT Level 1.

18.6.2 An Employee at this level performs routine duties essentially of a manual nature and to the level of his/her training. An Employee will remain in this classification for a minimum period of six months and a maximum period of eighteen months. During that period of service his/her duties will include:

- (a) General labouring
- (b) Routine cleaning of buses, Depot facilities including amenities

- (c) Exercising minimal judgement
- (d) Working under direct supervision
- (e) Undertaking structured training so as to enable progression to Level 2, subject to subclause 17.6.

#### 18.7 Engineering Repair Assistant - Level 2

18.7.1 Relativity - Approximately 85% of tradesperson's Award rate ERT Level 1.

18.7.2 An Employee at this level will have completed up to three months of structured training so as to enable the Employee to perform work within this level. An Employee at this level performs work above and beyond the skills of an Employee at Level 1 and to the level of his/her training. Duties will include:

- (a) All labouring, cleaning, fuelling and Depot driving either individually or in a team environment;
- (b) Undertaking basic quality control/assurance procedures for his/her work environment;
- (c) Maintaining basic record systems;
- (d) Operating Machinery eg Industrial Sweeper, Bus Wash, Industrial Vacuum, Lifting Appliances, Streamspray, Hand Trolleys, Pallet Trucks;
- (e) Holders of Class C licences may be required to drive vehicles up to 2 tonnes, unloading store trucks;
- (f) Works under direct supervision or individually under general supervision;
- (g) Undertakes training so as to enable progression to Level 3, subject to subclause 17.6.

18.7.3 Trainee Storeperson will perform basic inventory control and record keeping, receiving, dispatching, issuing, distributing, sorting, checking, packing, documenting and recording of stores, materials and components.

#### 18.8 Engineering Repair Assistant - Level 3

18.8.1 Relativity - Approximately 87.5% of tradesperson's Award rate ERT Level 1.

18.8.2 An Employee at this level will have completed a technical college certificate or up to 6 months equivalent of structured training so as to enable the Employee to perform work at this level. An Employee at this level performs work up to, including and beyond the skills of an Employee at Level 2 and to the level of his/her training. Duties will include:

- (a) Labouring, cleaning, fuelling, Depot driving as required;
- (b) Operating machinery and equipment requiring the exercise of skills and knowledge beyond that of an Employee at Level 2;
- (c) Undertaking quality control/assurance procedure for his/her work;
- (d) Exercising discretion within his/her level of skills of training;
- (e) Maintaining record systems;
- (f) Performing oiling and greasing functions;

- (g) Assisting tradespersons as required, exercising some non-trades engineering skills;
- (h) Basic keyboard skills and data entry of records;
- (i) Operating mobile equipment;
- (j) Working under routine supervision either individually or in a team environment;
- (k) Assisting in the provision of on-the-job training for Levels 1 and 2 in conjunction with tradespersons and supervisor trainees;
- (l) Undertakes training so as to enable progression to Level 4, subject to subclause 17.6.

#### 18.9 Engineering Repair Assistant - Level 4

18.9.1 Relativity - Approximately 92.5% of tradesperson's Award rate ERT Level 1.

18.9.2 An Employee at this level will have completed a technical college certificate or up to twelve months equivalent of structured training so as to enable the Employee to perform work at this level. An Employee at this level performs work above and beyond the skills of an Employee at Level 3 and to the level of his/her training. Duties will include:

- (a) Performing tasks using basic written, spoken or diagrammatic instruction in conjunction with supervisors/trainees;
- (b) Coordinating work in a team environment or works individually under minimal supervision;
- (c) Being responsible for assuring the quality of his/her own work and performs basic quality checks on the work of others, supervising cleaning operations;
- (d) Using tools and equipment within the scope (basic non-trades) of maintenance of vehicles;
- (e) Stripping/rebuilding tyres to rims, carrying out minor repairs to tyres, changing wheels and all work associated therewith;
- (f) Maintaining record systems and compile reports;
- (g) Performing all lubrication and fuelling functions;
- (h) Operating machinery and equipment including lifting equipment, fork lift and cranes.

18.10 Storepersons - Jointly developed Employer and Employee competencies for Storeperson Level 1 and 2 will be utilised to assess and develop Storepersons covered under this Award.

#### 18.11 Storeperson Level 1

18.11.1 Relativity - Approximately 92.5% of Tradespersons Award rate ERT Level 1.

18.11.2 An Employee at this level will have completed a technical college certificate or up to twelve months structured training so as to enable the Employee to

perform work at this level. An Employee at this level performs all of the work of ERA Level 4 and to the level of his/her training and stores duties as follows:

- (a) Licensed operation of all materials handling equipment;
- (b) Using tools and equipment within the scope of the stores operations;

- (c) Intermediate computer and keyboard skills;
- (d) Driving vehicles of up to 10 tonnes capacity;
- (e) Locating, receiving, checking, issuing and despatching and delivery of stores;
- (f) Arranging routine transport as required;
- (g) Maintaining inventory systems, stock levels, undertaking stock checking, stock taking, and cycle counting functions as required;
- (h) Responding to stores customer needs as required;
- (i) Maintaining record systems and files;
- (j) Using a range of office equipment;
- (k) Planning and organising personal work activities;
- (l) Following organisational stores procedures;
- (m) Applying organisational OH & S, environment, dangerous goods and regulatory procedures;
- (n) Training stores personnel within skill levels.

#### 18.12 Storeperson - Level 2

18.12.1 Relativity- Approximately 98.6% of tradesperson's Award rate ERT Level 1.

18.12.2 An Employee at this level will have completed a relevant technical college certificate, or possess experience at Storepersons Level 1 having received twelve months structured training so as to enable the Employee to perform work at this level. An Employee at this level performs all of the work of Storeperson Level 1 and to the level of his/her training and the stores duties as follows:

- (a) Drafting correspondence;
- (b) Producing reports, using and analysing information;
- (c) Planning and organising team or personal work activities;
- (d) Maintaining warehouse/stores workflow;
- (e) Planning, organising and locating stock in warehouse/store sub sections as required;
- (f) Identifying and rectifying problems and deficiencies with storage and supply;
- (g) Implementing routine solutions and monitoring effectiveness;
- (h) Recommending and applying specific product and inventory knowledge to respond to stores and customer needs;
- (i) Arranging unusual or non-routine transport as required;
- (j) Applying and promoting quality and continuous improvement;
- (k) Identifying development needs of, and training stores personnel, assisting with evaluation and records.

## **PART IV - EMPLOYMENT RELATIONSHIP**

### **19. Employer and Employee Duties**

- 19.1 With the exception of casuals Employees, all Employees covered by this Award shall be deemed to be employed by the week.
- 19.2 The Employer may direct an Employee to carry out such duties where practical, as are within the limits of the Employee's skills, competence and training consistent with the classification levels.

### **20. Performance of Work**

- 20.1 All Employees shall carry out the duties as directed by their supervisor/manager, provided the duties to be performed are within their skill, competence and training.

### **21. Employment Relationship**

- 21.1 Subject to the terms contained in this clause an Employee covered under this award can be engaged on a full time, part time, casual (subject to clause 27) or temporary basis (subject to clause 26).
- 21.2 All Employees covered under this award can be employed on a part time basis on request, in accordance with Part 5 of the *Industrial Relations Act* 1996 (NSW), subject to the agreement of the Employer.
- 21.3 Part time employment may be offered to Engineering Repair Assistants employed to undertake bus cleaning functions.
- 21.4 Nothing in this Award prevents a party to this award from making an application in accordance with section 21(1)(f) of the *Industrial Relations Act* 1996 (NSW) for part time Employees in other areas covered by this Award.
- 21.5 Employees engaged on a part time basis will work, on average, less ordinary hours per week than Employees engaged on a full-time basis (i.e. less than 38 ordinary hours per week), and receive on a pro rata basis the equivalent pay and conditions of full time Employees of the same classification.
- 21.6 Part time Employees will only be entitled to overtime rates for hours worked where a full time Employee would ordinarily receive overtime rates had they worked those hours (eg more than 38 hours per week).

### **22. Contracting**

- 22.1 Maintenance work may be contracted out to meet peak demands, special projects and the need for specialised skills unavailable in house.
- 22.2 Wherever practicable the Employer will use existing Employees to carry out work within their capabilities to achieve the requirements of genuine productivity targets and benchmarks aligned with the objectives of corporate goals and bus reform initiatives.
- 22.3 Prior to work being contracted out, management will consult with the relevant union delegates on the scope of work, reason and circumstances for the decision.
- 22.4 Every effort will be made to minimise the use of contractors by adopting a skill transfer strategy to ensure that specialised skills held by contractors are transferred to Employees where appropriate.

### **23. Apprenticeships, Traineeships and Cadetships**

- 23.1 The Employer is committed to the apprenticeship program. The number of apprentices are based on business needs and natural attrition rates or qualified trade Employees.
- 23.2 During the life of the Award, the Employer is prepared to review the yearly intake of apprentices.

- 23.3 The engagement of apprentices and trainees is governed by the applicable NSW legislation.
- 23.4 Apprentices and trainees undertake training in compliance with the Australian Quality Training Framework (or equivalent) as amended from time to time.
- 23.5 Where the Employer proposes to employ apprentices or trainees in a new classification, State Transit will consult with the relevant Union/s on the proposal.
- 23.6 The Employer may employ trainees using the Australian Apprenticeship Incentive Program (Aaip) or equivalent, where applicable. Aaip allows existing Employees to be considered as trainees for the purpose of acquiring recognised industry qualifications. This does not alter the classification or entitlements of existing Employees.
- 23.7 The minimum weekly wage for an apprentice will be derived by applying the relevant yearly percentage (%) shown below, to the rate of pay of a Engineering Repair Tradesperson Level 1, as shown in Schedule A. This pay rate will be exclusive of any relevant allowances payable, eg Industry Allowance and Tool Allowance.

YEAR	PERCENTAGE
First Year	50%
Second Year	60%
Third Year	75%
Fourth Year	88%

#### **24. Adult Apprentice Wage Rates**

- 24.1 Where an Employee is engaged under this Award as an Engineering Repair Assistant or Storeperson prior to becoming an adult apprentice, they shall receive which ever is the greater between the rate of pay for the position previously held and that for an apprentice.
- 24.2 Subject to the exclusion of adult apprentices nominated under this Award, all other adult apprentices shall be paid which ever is the greater of an Engineering Repair Assistant Level 2 as provided for under this Award, or the rate of an Apprentice.
- 24.3 An adult apprentice is an apprentice engaged by State Transit after turning 21 years of age.

#### **25. Apprentices**

- 25.1 Apprentices shall be employed in one or more of the following trades: Electrical Fitter, Electrical Mechanic, Motor Mechanic, Auto Electrician, Body Builder, Panel Beater, Vehicle Painter and any other calling to meet the Employer's trade requirements.
- 25.2 The probationary period of an apprentice shall be as set out in the training agreement or contract of apprenticeship consistent with the requirement of the apprenticeship authority and with State legislation but shall not exceed three months.
- 25.3 All apprentices shall attend the appropriate technical courses.
- 25.4 The terms of this Award will apply to apprentices, including adult apprentices, except where it is otherwise stated or where special provisions are stated to apply. Apprentices may be engaged in trades or occupations provided for in this clause where declared or recognised by an Apprenticeship Authority. Subject to appropriate State legislation, the Employer shall not employ an unapprenticed junior for a trade or occupation provided for in this clause.
- 25.5 Apprentices attending technical colleges or schools or registered training organisations or TAFE and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

- 25.6 Except as provided in this clause or where otherwise stated all conditions of employment specified in the Award shall apply to apprentices. Notice of termination and redundancy provisions shall not apply to apprentices. The ordinary hours of employment of apprentices shall not in each enterprise exceed those of the relevant tradesperson.
- 25.7 The wage rates of apprentices as specified in subclause 23.7 may be varied with the approval of relevant parties to the Award according to the apprentice affected, and the relevant apprenticeship authority to allow for progression between wage levels based on the gaining of agreed competencies and/or modules instead of the year of the apprenticeships. For example, the appropriate proportion of the minimum training requirement associated with the year of the apprenticeship could only be used to identify progression from one percentage rate to the next.
- 25.8 No apprentices under the age of 18 years shall be required to work overtime or shift work unless they so desire. No apprentice shall, except in an emergency, work or be required to work, overtime, or shift work, at times, which would prevent their attendance in training consistent with the contract of the training agreement.
- 25.9 No apprentice shall work under a system of payment by results.
- 25.10 Lost time apprentices are required to serve an additional day for each day of absence during each year of their apprenticeship, except in respect of absences due to Annual Leave or Long Service Leave. The following year of their apprenticeship does not commence until the additional days have been worked. However, any time that has been worked by the apprentice in excess of their ordinary hours shall be credited to the apprentice when calculating the amount of additional time that needs to be worked in the relevant year.

## **26. Temporary Staff / Employees**

- 26.1 It is agreed that temporary staff can be employed within the Bus Engineering Division.

Temporary staff will be recruited for special project work of a fixed duration that is over and above normal work requirements of full time Employees, or where there is a shortage of staff due to sickness, Extended Leave etc. that will entail or involve greater than four weeks work. The employment of temporary staff will not impinge upon permanent Employees but will serve as a management tool to reduce excess hours of work and to meet work requirements. The following conditions are to apply to the employment of temporary staff:

- 26.1.1 Subject to subclause 26.1.2 herein Employees and Employee representatives are to be consulted 30 days prior where special projects are involved, seven days when staff shortage occurs due to long term unforeseen circumstances, before employing temporary staff.
- 26.1.2 All avenues of using existing State Transit Employees are to be explored.
- 26.1.3 Temporary Employees are to be directly employed by State Transit.
- 26.1.4 Temporary Employees will be entitled to the same wages and conditions of full time Employees, except for study assistance and appeal rights with Sick Leave available only when accrued.
- 26.1.5 Temporary Employees will receive the same pass entitlements of full time Employees.
- 26.1.6 Temporary Employees will be employed for no less than one month and where required for greater than 12 months to be permanent staff.
- 26.1.7 Services may be terminated at any time by either party, providing one week's notice is given.
- 26.1.8 Temporary staff will not be utilised to cover current Annual Leave clearance.

**27. Non Trade Related Bus, Yard and Depot Facilities Functions**

All Duties and functions not related to the repair and mechanical maintenance of buses, and the duties and functions related to the cleanliness and general appearance of depot yards will be undertaken by non-trade employees covered by this award. This will include, but not be confined to, the cleaning of buses, yards and depot facilities.

- 27.1 Existing employees of STA who currently undertake such duties and are classified as Engineering Repair Assistants remain covered by the terms and conditions of this award on and from the date of operation of this award.
- 27.2 Employees employed after the commencement of this award to undertake such duties described above shall be covered exclusively by the terms and conditions of this award.
- 27.3 Existing employees of STA who currently undertake such duties and are not classified as Engineering Repair Assistants shall have the option of transferring to the terms and conditions of this award.
- 27.4 Under this clause a 'casual Employee' shall mean an Employee who is engaged and paid as such.
- 27.5 Casual Employees shall be paid at an hourly rate equal to the appropriate hourly rate prescribed for a full-time Employee for such work with the addition of a 20% casual loading. In the event a casual Employee becomes a full time or part time Employee, the casual loading will not be payable.
- 27.6 A casual Employee when working on a holiday or any time for which a weekly Employee is paid above the weekly Employee's ordinary rate or pay, must be paid the appropriate rate paid to the weekly Employee of the same class working at such time with the addition of 20%.
- 27.7 The casual loading is in recognition of the casual nature of the employment and compensates the Employee for all leave, and all incidence of employment, except overtime, unless prescribed otherwise eg. Legislative provisions that may provide Long Service Leave for casuals.
- 27.8 Unless prescribed otherwise, casuals are not entitled to any paid leave.
- 27.9 A casual employee required to attend for duty and who does attend for duty, shall be entitled to a minimum payment of three hours' work at the appropriate rate.
- 27.10 State Transit shall not require an existing permanent Employee to become a casual Employee.
- 27.11 State Transit shall take all reasonable steps to provide Employees with secure employment by maximising the number of permanent positions in the workforce. A casual Employee may be employed to meet intermittent, short term, irregular work requirement or where a legitimate need for casual Employees arises.
- 27.12 A casual's employment commences at the beginning of a particular shift and ceases at the end of that shift.
- 27.13 Only the relevant provisions of this Award will apply to casual Employees, that is the provisions that would ordinarily apply to casual Employees. The following clauses of this Award specifically do not apply to casual Employees:
  - (a) Clause 16 - Career Path, and Clause 17- Career Path Development
  - (b) Clause 28 - Abandonment of Employment
  - (c) Subclause 29.2 - Notice of Termination
  - (d) Clause 30 - Job Security

- (e) Clauses contained in Part VI - Leave and Public Holidays of this Award with the exception of subclauses 51.7 and 51.8 which will continue to apply to casual Employees required to work on a public holiday, and clause 45 - Parental Leave (which only applies to Regular casual Employees).
  - (f) Clause 55 - Salary Sacrifice for Superannuation.
  - (g) Clause 59 - Training, Clause 60 - Training Costs, and Clause 62 Training for Relief Leading Hands
- 27.14 Notwithstanding the intentions of sub-clause 27.3 a party to this Award is at liberty to make an application in accordance with section 21(1) (g) of the Industrial Relations Act 1996 (NSW) for casual Employees in all areas covered by this Award.

### **28. Abandonment of Employment**

- 28.1 Where an Employee, within a period of 21 days from their last day of scheduled attendance for work, fails to establish, to the satisfaction of the Employer, that their absence is for a reasonable cause, the Employee will be deemed to have abandoned their employment.
- 28.2 Prior to employment being deemed to be abandoned, the following procedure will be applied by the Employer:
- 28.2.1 the Employer will forward a letter (the First Letter) by registered mail or courier to the last known address of the Employee requesting the Employee contact the Employer within seven (7) days of the date of service of the First letter, and provide a satisfactory explanation for their absence.
  - 28.2.2 where an Employee contacts the Employer and claims their absence is due to illness or injury, the Employer will allow a period of seven (7) days from the date of service of the First Letter for the Employee to supply a medical certificate/s supporting the whole of the absence.
  - 28.2.3 Where the Employee fails to acknowledge the First Letter or no satisfactory explanation or supporting medical certificate supporting the whole of the absence is provided by the Employee to the Employer, a second letter (the Second Letter) will be sent to the Employee advising the Employee to contact the Employer within seven (7) days of service of the Second Letter.
  - 28.2.4 The Second Letter shall include advice to the Employee that their employment will be deemed to have been abandoned if they continue to fail to attend for work or fail to provide a satisfactory explanation or medical certificate supporting the whole of the absence.
- 28.3 For the purpose of this clause service of the First Letter and/or Second Letter will be effected by means of either personal service or by leaving the letter at the last address nominated by the Employee to the Employer as their home address.

### **29. Termination of Employment**

- 29.1 State Transit shall, upon receipt of a request from an Employee whose employment has terminated, provide to an Employee a written statement specifying the period of his or her employment and the classification of or type of work performed by the Employee. This will be provided where practical on the last day of work or as agreed with the Employee.
- 29.2 Notice of Termination
- 29.2.1 In order to terminate the employment of an Employee the Employer must give to the Employee the following notice:

Period of service	Period of Notice
Not more than 1 year	1 week
More than 1 year and up to 3 years	2 weeks
More than 3 years and up to 5 years	3 weeks
More than 5 years	4 weeks

29.2.2 In addition to the notice in 29.2.1, Employees over 45 years of age at the time of giving of the notice with not less than two years service, are entitled to an additional weeks notice.

29.2.3 Payment in lieu of the notice prescribed in 29.2.1 and 29.2.2 must be made if the appropriate notice period is not given, provided that employment may be terminated by part of the period of notice specified and part payment in lieu thereof.

29.2.4 In calculating any payment in lieu of notice, the wages an Employee would have received in respect of the ordinary time he or she would have worked during the period of notice, had their employment not been terminated, must be used.

29.2.5 The period of notice in this clause does not apply in the case of dismissal for serious misconduct, or in the cases of apprentices or casual Employees.

29.3 Upon termination of employment wages due to an Employee shall be paid on the day of such termination or forwarded by post on the next working day.

29.4 Where an Employer has given notice to an Employee, an Employee shall be allowed up to one day's time off without loss of pay for the purpose of seeking other employment. The time off shall be taken at times that are convenient to the Employee after consultation with the Employer.

### **30. Job Security**

30.1 State Transit is unable to provide an unequivocal assurance that at some time in the future, circumstances will not change and that State Transit will not seek changes to bus maintenance functions that could have an impact on staffing levels. Excess staff will be managed in accordance with State Government and State Transit policies for the management of excess staff.

30.2 The object of this Award is to support our planned growth of business by increasing efficiency and productivity through a cooperative approach between management and Employees.

## **PART V - HOURS OF WORK, BREAKS, OVERTIME, SHIFTWORK AND RELATED MATTERS**

### **31. Ordinary Hours of Work**

31.1 Where not already applicable, the ordinary hours of work will be 152 hours over a four week work cycle.

31.2 The ordinary hours of work prescribed herein may be worked on any day or all of the days of the week subject to subclause 31.4.

31.3 The ordinary hours of work prescribed herein for day workers shall be between 6.00am and 6.00pm, provided the spread of hours may be altered by mutual agreement between the Employer and the majority of Employees in the section or sections concerned. Provided further that work prior to the spread of hours fixed in accordance with this subclause for which overtime rates are payable shall be deemed for the purpose of this subclause to be part of the ordinary hours of work.

31.4 The ordinary hours prescribed herein shall not exceed twelve hours in any day, provided that in any arrangement of ordinary hours where the ordinary working hours are to exceed eight on any day, the arrangement of hours shall be subject to the agreement of the Employer and the majority of Employees in the section or sections concerned, and relevant unions.

- 31.5 Ordinary hours of labour may be worked to provide for one hundred and fifty two (152) hours work in four weekly cycles to enable Employees to have additional time-off duty by accruing additional working time on other working days. Such hours are to be arranged within shift limits specified in 31.3.
- 31.6 Employees off duty on paid Sick Leave, approved leave, Annual Leave, Jury Service, Bereavement Leave or on public holidays shall not have their entitlement to a rostered day off affected.
- 31.7 Subject to Employer approval, an Employee may alter the day due to be a rostered day off.
- 31.8 Employees directed to attend duty but not required or who have been directed to attend and subsequently told that they are not required on that day shall be paid a half of a days pay unless notice that they will not be required has been given at their residence two hours before the time at which they were to commence duty, or prior to leaving their residence to attend duty where the normal travel time between residence and place of work is greater than two hours.

### **32. Shift Work**

- 32.1 Definitions for the purpose of this clause:
- 32.1.1 Afternoon shift means any shift finishing after 6.00pm and at or before midnight.
- 32.1.2 Night shift means any shift finishing subsequent to midnight and at or before 8.00am.
- 32.1.3 Regular afternoon or night shift means an afternoon or night shift, which by established custom, constitutes a normal feature of the work for any group or class of Employees and which is normally in operation for at least five nights each week; where such shifts are not a normal feature of the work for any group or class of Employees and should they be introduced they shall be regarded as regular afternoon or night shifts after they have been in operation for more than four consecutive weeks.
- 32.1.4 A shift worker is an Employee who works regularly (day by day) to a roster which provides for work being performed during hours which result in a shift work allowance entitlement, or an Employee who works regularly to a roster which provides for work being performed on seven days of the week.
- 32.2 Employees working on afternoon or night shift shall be paid as follows:
- 32.2.1 Regular afternoon or night shifts - those required to take their turn on regular afternoon or night shifts shall be paid 15 per cent more than the ordinary rate for each such shifts worked.
- 32.2.2 Other than regular afternoon or night shifts - when other than regular afternoon or night shifts are worked Employees called upon to work such shifts shall be paid for the first five nights then shifts after the first five nights up to a period of four weeks from the commencement of such shifts shall be paid at the rate of 20 per cent more than the ordinary rate for each of such shifts worked; if the shifts continue for more than four weeks then Employees working on such shifts shall be paid at the rate of 15 per cent more than the ordinary rate of each of such shifts worked.
- 32.2.3 Provided that an Employee who is required to work night shifts only shall be paid at the rate of 30 per cent more than the ordinary rate for each such shift worked for all time worked during hours on such shifts.

### **33. Overtime**

- 33.1 All time worked outside the ordinary hours work of a full time Employee on any given day or week shall be at time and a half for the first three hours and double time thereafter, except Sundays which shall be paid at double time.
- 33.2 For the purpose of this clause, ordinary hours shall mean the hours worked and fixed in accordance with Clause 31 - Ordinary Hours of Work, and Clause 32 - Shiftwork of this Award.

- 33.3 The hourly rate, when computing overtime, shall be determined by dividing the appropriate weekly rate by 38, even in cases when an Employee works more than 38 ordinary hours in a week.
- 33.4 The Employer may require any Employee to work reasonable overtime at overtime rates and such Employee shall work overtime in accordance with such requirements.
- 33.4.1 Subject to subclauses 33.7 and 33.9, there will be no minimum hours of overtime to be worked with overtime to be determined by the Employer.
- 33.5 Rest period after overtime
- 33.5.1 When overtime is necessary it shall, wherever reasonably practicable, be so arranged that Employees have at least ten consecutive hours off duty between the work of successive days.
- 33.5.2 No Employee shall be required to commence a new shift at ordinary rates within ten hours of the conclusion of his/her previous shift except for the purpose of change of regular shift. If the Employee is required to commence a new shift within ten hours of conclusion of the previous shift and it is not for the purpose of regular change of shift, the Employee shall be paid for such shift at overtime rates. This subclause does not apply where shifts are changed to meet the Employee's convenience. For the purpose only of this subclause overtime worked on any day shall be disregarded.
- 33.5.3 If on the instruction of the Employer such an Employee resumes or continues work without having had such ten consecutive hours off duty the Employee shall be paid at double rates until released from duty for such period and shall then be entitled to be absent until having had ten consecutive hours off duty without loss of pay for ordinary working time occurring during such absences.
- 33.6 The provisions of this subclause shall apply in the case of shift workers who rotate from one shift to another as if eight hours was substituted for ten hours when overtime is worked:
- (a) For the purpose of changing shift rosters;
  - (b) Where a shift worker does not report for duty;
  - (c) Where the shift is to be arranged between the Employees themselves.
- 33.7 Call back
- 33.7.1 An Employee required after the usual working hours to attend the Employer's establishment to work (whether notified before or after leaving the premise) shall receive a minimum payment equivalent to three hours work at the appropriate overtime rate for each time recalled. Provided, that except in the case of unforeseen circumstances the Employee shall not be required to work the full three hours if the job recalled to perform is completed within a short period of time. This subclause shall not apply in cases where it is customary for an Employee to return to the Employer's premise to perform a specific task outside the ordinary working hours, or completion or commencement of ordinary working time.
- 33.7.2 Overtime worked in the circumstances specified in this subclause shall not be regarded as overtime for the purpose of subclause 33.5 of this clause when the actual time worked is less than three hours on such recall or on each of such recalls.
- 33.8 Crib time
- 33.8.1 Where more than one and a half hours overtime is required to be worked immediately after ordinary working hours, or after what would be the ordinary working hours if the Employee was working on a day ordinarily off duty, and the exigencies of the service permit, an Employee before starting to work such overtime shall be allowed a paid crib break of twenty minutes.

33.8.2 An Employee who works four hours overtime after having had the crib break provided in subclause 33.8.1 shall be allowed a further crib break of twenty minutes without deduction of pay if required to continue working.

33.8.3 An Employee recalled for duty after ceasing work on one shift and before commencing work on the next shall be allowed a crib of twenty minutes without deduction of pay after having worked four hours overtime and required to continue at work. If required to work more than four hours additional overtime at the conclusion of such crib, the Employee shall be allowed a further crib of twenty minutes without deduction in pay.

33.9 Short notice pre start

33.9.1 An Employee who has been contacted since the conclusion of their last shift and prior to attending their next shift for the purpose of working overtime prior to, and in association with the commencement of their normal shift, shall be required to work a minimum of two hours overtime at the appropriate overtime rates. This provision does not impact on the 'call back' provisions as provided for in subclause 33.7.

33.10 All overtime shall be worked to comply with relevant Heavy Vehicle Fatigue Management Regulation/s and or Fatigue Management Guidelines.

### **34. Saturday Time**

34.1 Ordinary hours worked on a Saturday shall be paid at the rate of time and a half.

### **35. Sunday Time**

35.1 Time worked on a Sunday shall be paid at the rate of double time.

35.2 Notwithstanding anything elsewhere provided in this Award, the Employer shall not be required to pay more than double time in respect of any work performed between midnight on Saturday and midnight on Sunday.

### **36. Rosters**

36.1 Rosters shall be built to meet the operational needs of the business with the emphasis on routine servicing and maintenance activities being performed at times outside of operational peak bus requirements.

36.2 It is acknowledged by the parties that changes in operational peak bus requirements/service provisions may impact on both maintenance staff numbers and maintenance workshop locations as required. Rosters are to be arranged in such a manner, to ensure that the most economical and appropriate level of coverage is made available.

36.3 Operational and business requirements that may require alterations to existing rostering arrangements include:

- (a) staff classification type and numbers in a location;
- (b) actual work location including redeployment to another work location;
- (c) shift start and finishing times;
- (d) rostered day off patterns;
- (e) mutually agreed flexible rostering initiatives; for example 9 day fortnight.

36.4 Consultation regarding change is to take place as per clause 37, clause 64 and subclause 9.6 of this Award.

- 36.5 Rosters shall be constructed and maintained to ensure that all hours worked shall comply with relevant Heavy Vehicle Fatigue Management Regulation/s

### **37. Rostering Arrangements**

- 37.1 Consultation is to take place with staff as to proposed changes to a master roster.
- 37.2 Where the master roster is to be changed, the Employees affected are to be notified of the change as soon as practicable, with the minimum notification to be 28 days. The following procedures are to apply during those 28 days:
- 37.2.1 In week 1, rosters are displayed and Employees are to raise with local management any issues of concern.
- 37.2.2 In week 2, roster is modified on the basis of concerns raised, providing such alterations do not impact on the overall operational efficiency and costs of the rosters.
- 37.2.3 In week 3, rosters are reposted and to commence in two weeks.
- 37.2.4 In week 5, rosters commence.
- 37.3 In the construction of rosters the critical element is to ensure sufficient staff is available to meet operational requirements and to maintain the standards as set by the relevant Regulator
- 37.4 Without diminishing the responsibilities and requirements as nominated in subclause 38.1, consideration is to be given to travel arrangements of Employees when constructing rosters.

### **38. Change of Shift**

- 38.1 In the event of a change of shift being necessary and there is a relief line, the relief will cover the shift, provided they are given at least 48 hours notice of the change. Where there is no relief line, another Employee within the classification will cover the shift on the basis of agreed arrangements at the local level. Where there are no agreed arrangements in place and no volunteers, the last person employed at the location, on the shift not required (i.e. if a day shift is not required then the last employed at the location working day shift) is to receive at least 48 hours notice of the change.

### **39. Higher Duties**

- 39.1 An Employee may be required to act in a higher grade, where such higher grade is a classification in the normal line of progression.
- 39.2 An Employee temporarily acting in the higher grade shall be paid whilst so employed, the rate applicable if the Employee were appointed to that grade.
- 39.3 The relevant rate and conditions applying to the higher grade position shall be the rate and conditions that apply to the Employee while they are acting in the higher grade position.
- 39.4 Where an Employee is required to act in a higher grade for two hours or more on any day or shift the Employee shall be paid the rate for the higher grade for the full day or shift.
- 39.5 An Employee required to act in a higher grade position shall not receive less payment than the Employee would have received had the Employee remained in his/her classified position and performed the ordinary hours associated with that position.

### **40. Attending Office**

- 40.1 Where the Employer requires an Employee to:

40.1.1 attend the Employer's premise or elsewhere to answer complaints, furnish reports, and supply statements and/or affidavits; or

40.1.2 attend any court or coronial inquiry, the Employee shall be paid for all time spent at ordinary rates and shall be reimbursed any excess travelling time and expenses for rail and/or bus services.

#### **41. Meal and Rest Breaks**

41.1 An Employee shall not be required to work for more than five hours without a break for a meal.

41.2 Except where any alternative arrangement is entered into as a result of in-plant discussions, time and a half rates shall be paid for all work done during meal hours and thereafter until a meal break is allowed.

41.3 In cases of Employees being required to work through the meal break a paid crib break of twenty minutes will be allowed.

41.4 If a rest break is granted, it shall be at the Employer's time.

### **PART VI - LEAVE AND PUBLIC HOLIDAYS**

#### **42. Annual Leave**

42.1 Employees shall be entitled to Annual Leave as prescribed by the Annual Holidays Act 1944 (NSW).

42.2 Annual Leave Loading

42.2.1 An Employee who has been a shiftworker for greater than six months in the previous twelve months prior to commencing Annual Leave shall be paid a loading at the rate of 20 per cent of the appropriate weekly wage.

42.2.2 Any other Employee when proceeding on Annual Leave shall be paid a loading at the rate of 17.5% of the appropriate weekly wage.

#### **43. Long Service Leave**

43.1 Employees shall be entitled to Long Service Leave as prescribed in the Transport Administration Act 1988 (NSW), as amended from time to time.

#### **44. Personal Leave**

44.1 Personal Leave consists of the following three types of leave:

- (a) Sick Leave;
- (b) Carer's Leave; and
- (c) Compassionate/Bereavement Leave

44.2 All Employees, other than casual Employees, will be entitled to Personal Leave in accordance with this clause.

44.3 For the purpose of this clause the entitlement to use sick leave in accordance with this clause for Carer leave is subject to:-

44.3.1 The staff member being responsible for the care and support of the person concerned; and the person concerned being:-

44.3.2 a spouse of the staff member; or

- 44.3.3 a de facto spouse being a person of the opposite sex to the staff member who lives with the staff member as her husband or his wife on a bona fide domestic basis although not legally married to that staff member; or
- 44.3.4 a child or an adult child (including an adopted child, a step child, a foster child or an ex-nuptial child), parent (including a foster parent or legal guardian), grandparent, grandchild or sibling of the staff member or of the spouse or de facto spouse of the staff member; or
- 44.3.5 a same sex partner who lives with the staff member as the de facto partner of that staff member on a bona fide domestic basis; or a relative of the staff member who is a member of the same household, where for the purposes of this definition:-
- 44.3.6 "relative" means a person related by blood, marriage, affinity or Aboriginal kinship structures;
- 44.3.7 "affinity" means a relationship that one spouse or partner has to the relatives of the other; and
- 44.3.8 "household" means a family group living in the same domestic dwelling.
- 44.3.9 Year means the period of twelve months from 1 January to 31 December inclusive.
- 44.3.10 Accumulated paid Sick Leave means paid Sick Leave which accrued to an Employee's credit in any previous calendar year which has not been cleared by the Employee as paid Sick Leave.
- 44.3.11 Current paid Sick Leave means paid Sick Leave that has accrued to an Employee's credit in the current year which has not been cleared by the Employee as paid Sick Leave.
- 44.4 Sick Leave
- 44.4.1 If an Employee is receiving workers compensation payments, they are not entitled to Sick Leave.
- 44.4.2 Subject to Subclause 45.5, Employees covered by this Award are entitled to 15 days (or equivalent) paid Sick Leave per year, provided;
- (a) paid Sick Leave will be credited on a pro rata basis in the first year of service, and
- (b) Sick Leave not used in any year shall accumulate.
- 44.4.3 If an Employee is terminated by their Employer and is re-engaged on a permanent basis by the same Employer within a period of six months then the Employee's unclaimed balance of Sick Leave shall continue from the date of re-engagement.
- 44.5 Managing Sick Leave Related Absences
- 44.5.1 The parties have agreed to implement a range of strategies to reduce average Sick Leave levels for Employees covered under this Award and have committed to achieving a target level of an average of 9 days per year, per Employee.
- 44.5.2 The strategies to be implemented will include, but are not limited to, the following:
- (a) Employees are entitled to a maximum number of 5 non certified Sick Leave days allowed per year, however an Employee who has already had two paid Sick Leave absences in the year, the duration of each absence being of one day only, is not entitled to further paid Sick Leave in that year of a duration of one day only, without production to the Employer of a certificate from a qualified medical practitioner certifying the Employee was unable to attend for duty on account of personal illness or injury.

- (b) Payment of Sick Leave is provisional on an Employee:
  - (i) reporting the absence appropriately (that is as soon as reasonably practicable and prior to or at the commencement of a shift) as well as providing required information); and
  - (ii) an agreed minimum level of information being supplied including the nature of the illness or injury and the estimated duration of the absence (where an Employee is concerned about disclosing the nature of the illness to their manager, they may elect to have the application for Sick Leave dealt with confidentially by an alternative manager, a Health Services Officer, or a member of the Human Resources Division).
- (c) Backdated medical certificates will only be accepted at the sole discretion of the Employer, and as defined by STA policies, based on the individual circumstances including the Employee's absence history.
- (d) The Employer will have sole discretion to accept other forms of evidence to satisfy that an Employee had a genuine illness based on the individual circumstances including the Employee's absence history.
- (e) Employees with an unacceptable attendance pattern may be placed on an absence management program, which may include withdrawal of any entitlement to non certificated Sick Leave.
- (f) A requirement that any Employee on long term Sick Leave may be required by the Employer to participate in a return to work program.

44.5.3 For the purpose of this clause, Unacceptable Attendance Pattern means any pattern of absence, which the Employee's manager, on reasonable grounds, believes warrants the Employee being placed on an Absence Management Program, and includes:

- (a) failure to comply with any aspect of State Transit's Sick Leave Policy (a copy of which can be accessed through State Transit's Business Management System), or an obligation imposed under the provisions of this clause.
- (b) failure to produce a medical certificate or other satisfactory evidence to support an absence where the Employee was under an obligation to do so.

44.5.4 The following are provided as examples of attendance patterns which would require review by management and which may, provided there are reasonable grounds, result in an Employee being placed on an Absence Management Program:

- (a) a pattern of unplanned absences predominately on particular days of the week or during particular times of the year,
- (b) high number of one to two day unplanned absences, particularly for different reasons,
- (c) a pattern of unplanned Sick Leave immediately following or preceding RDO's, ADO's, public holidays or Annual Leave,
- (d) unplanned absences on a day which an Employee sought a day off, but which was not approved,
- (e) unplanned absences on special events,
- (f) five or more absences (particularly single day absences) in a four month period.

44.5.5 An Employee with an unacceptable attendance pattern may be placed on an Absence Management Program. In administering Absence Management Programs, there is absolutely no intention by State Transit to place undue pressure on any Employee in genuine need of Sick Leave.

44.5.6 Absence Management Program Step 1 - Preliminary Discussion

- (a) The Employee will be interviewed by their supervisor or manager regarding any apparent unacceptable attendance pattern. Reasons for the absence history may be explored. Further medical investigation and referrals may be required at this stage.
- (b) If, following discussion and any necessary further investigation, the Employee's manager remains unsatisfied with the attendance pattern, the Employee will be advised in writing that should there be no improvement in their attendance pattern, they will be placed on an absence management program. However, in exceptional circumstances, an Employee may be placed on an Absence Management Program at this point.

44.5.7 Absence Management Program Step 2 - Placement on a Program

Should an Employee's attendance pattern remain unsatisfactory, the Employee will again be interviewed by their manager. If, following the further interview, the Employee's manager remains unsatisfied with the attendance pattern, the Employee will be placed on an Absence Management Program which will include the following:

- (a) all unplanned absence due to personal illness or injury will need to be medically supported while the Employee remains on an absence management program;
- (b) regular review meetings between the manager and Employee as required;
- (c) any unplanned absence will require approval and until the Employee has applied for leave, been interviewed by their manager and the leave has been approved, any unplanned absence will be treated as unauthorised leave and may lead to disciplinary action;
- (d) medical examination by a State Transit Doctor as required, including when reporting unplanned absences due to personal illness or injury;
- (e) written confirmation of placement on the Absence Management Program and advice that a continuing unacceptable attendance pattern, including the taking of any unauthorised leave, may result in further disciplinary action leading to termination of employment.

44.5.8 Absence Management Program Step 3 - Disciplinary Action

Where an Employee's attendance pattern remains unacceptable following

implementation of steps 1 and 2, formal disciplinary action may be commenced against the Employee. However, disciplinary action may be commenced at any time prior to Step 3, in the event of unauthorised absences or failure to comply with any direction issued under the Absence Management Program.

44.5.9 Continuous Review

- (a) An Employee placed on an Absence Management Program will be subject to continuous review, and may be removed from the Absence Management Program, at any time, following demonstrated improvement in their attendance pattern.
- (b) Employees will be advised in writing of the decision to remove them from the Absence Management Program. However, should the Employee again come under notice for an unacceptable attendance pattern, the Employee may be placed back on an Absence Management Program

- 44.5.10 The parties agree that in order to give full effect to the provisions of this clause that:
- (a) the Employer's Sick Leave Policy and procedures may be varied during the life of this Award, including any variations which are necessary to give effect to the provisions of this clause;
  - (b) Employees covered by this Award are under strict obligations to effectively manage their absence in order to achieve the targeted reduction in Sick Leave, and
  - (c) the Unions party to this Award will work co-operatively with the Employer to ensure the implementation and success of the Absence Management Procedures outlined in this clause and achievement of the targeted reductions in average Sick Leave levels.

#### 44.6 Carer's Leave

- 44.6.1 Subject to an Employee having sufficient paid Sick Leave available, Employees are entitled to use up to a maximum of ten days from their Sick Leave entitlement to use as Carer's Leave.
- 44.6.2 The entitlement to use up to a maximum of ten days per year as Carer's Leave does not accumulate from year to year.
- 44.6.3 An Employee may elect, with the consent of the Employer, to take unpaid leave as Carer's Leave.
- 44.6.4 Paid and unpaid Carer's Leave may be taken for part of a single day.
- 44.6.5 An Employee's entitlement to use paid or unpaid Carer's Leave is subject to:
- (a) the Employee having responsibilities in relation to either members of their immediate family or household who need their care and support when they are ill; and
  - (b) the Employee being responsible for the care of the person concerned.
- 44.6.6 The Employee must establish by production of a medical certificate or statutory declaration, the illness of the person concerned and that the illness is such as to require care by another, provided that:
- (a) the Employer may require an Employee to provide a medical certificate to support the application for Carer's Leave where:
    - (i) the period of Carer's Leave applied for exceeds or extends over a continuous period of three or more days on any occasion; or
    - (ii) the Employee has exhausted all paid Carer's Leave, or
    - (iii) the Employee, within the current Year, has already cleared 5 days paid Carer's Leave, which were not supported by the production of a medical certificate; or
  - (b) the Employee has been placed on an Attendance Monitoring Program and directed to supply medical certificates to support all future applications for Sick Leave and Carer's Leave.
- 44.6.7 In normal circumstances, an Employee must not take Carer's Leave under this clause where another person has taken leave to care for the same person.
- 44.6.8 The Employee must, where reasonably practicable, give the Employer notice prior to the absence of their intention to take leave, the name of the person requiring care and their relationship to the Employee, the reasons for taking such leave and the estimated length of absence. If it is not

practicable for the Employee to give prior notice of absence, the Employee must notify the Employer by telephone of such absence at the first opportunity on the day of absence.

#### 44.7 Compassionate/Bereavement Leave

44.7.1 An Employee is entitled to up to two days paid leave on each occasion a member of the Employee's immediate family or household dies.

44.7.2 Proof of death must be provided to the satisfaction of the Employer.

### 45. Parental Leave

45.1 Parental Leave includes Maternity, Adoption Leave and 'Other Parent' Leave. Subject to the terms of this clause, Employees other than casuals are entitled to Maternity, Paternity and Adoption Leave and to request to work part time in connection with the birth or adoption of a child. An Employee, including a casual employee who has had at least twelve months continuous service, is entitled to Parental Leave in accordance with this clause and with the Employer's Parental Leave Policy. Continuous service for a casual means work on an unbroken, systematic and regular basis.

45.2 For the purposes of this subclause 'child' means a child of the Employee under the age of one except for adoption of a child where 'child' means a person under the age of five years who is placed with the Employee for the purposes of adoption, other than a child or step-child of the Employee or of the spouse of the Employee or a child who had previously continuously lived with the Employee for a period of six months or more.

45.3 After an Employee has completed 40 weeks continuous service, and who has provided satisfactory evidence of being the primary carer for the child, they are entitled up to a combined total of 52 weeks unpaid Parental Leave on a shared basis in relation to the birth or adoption of their child. For females, Maternity Leave may be taken, and for males, 'Other Parent' Leave may be taken. Adoption Leave may be taken in the case of adoption.

45.4 Parental Leave is to be available to only one parent at a time, except that both parents may simultaneously access Parental Leave in the following circumstances:

- (a) for maternity and other Parent Leave, an unbroken period of one week at the time of the birth of the child,
- (b) for Adoption Leave, an unbroken period of up to three weeks at the time of the placement of the child.

45.5 An Employee who is not eligible for Maternity Leave or Adoption Leave, may, in special circumstances, be granted 'Other Parent' leave to care for their child.

45.6 Parental Leave is for a period of not more than 52 weeks from the date the leave commenced.

45.7 Parental Leave is unpaid leave (unless provision for payment is made) and can consist of solely Parental Leave, or a combination of Parental, Annual and/or Long Service Leave if the Employee has accrued such leave.

45.8 An Employee taking Parental Leave must take any accumulated leave entitlements in excess of 40 days as part of Parental Leave.

45.9 An Employee must not unreasonably withhold notice of the intention to apply for Parental Leave.

45.10 Returning to work after a period of Parental Leave

45.10.1 An Employee is entitled to return from Parental Leave to the position substantially held immediately prior to going on Parental Leave if that position still exists. If the position no longer exists but there are other positions available that the employee is qualified for and

is capable of performing, the employee is entitled to be employed in a position as nearly as possible comparable in status and pay to that of the employee's former position.

45.10.2 An Employee may be granted further leave beyond 52 weeks from the date of birth. Any Employee taking further leave will be required to clear accumulated leave prior to commencing extended Parental Leave.

45.10.3 An Employee will notify of their intention to return to work after a period of Parental Leave at least four weeks prior to the expiration of the leave.

#### 45.11 Notice of Parental Leave

45.11.1 An Employee will provide the Employer at least ten weeks prior to each proposed period of Parental Leave with:

- (a) for maternity and Other Parent Leave, a certificate from a registered medical practitioner which states they (or their spouse) is pregnant and the expected date of birth, and
- (b) written notification of the dates on which they propose to start and finish the period of Parental Leave, and
- (c) a statutory declaration stating:
  - (i) the period of leave sought is so that they can be the primary caregiver to the child, and
  - (ii) detail any particulars of any period of Parental Leave sought or taken by their spouse, and
  - (iii) that for the period of Parental Leave, the Employee will not engage in any conduct inconsistent with their contract of employment.

45.11.2 An Employee will not be in breach of this clause if failure to give the required notice period is because of the birth occurring earlier than the presumed date.

#### 45.12 Replacement Employees

45.12.1 A replacement Employee is an Employee specifically engaged, part time or full time, or temporarily promoted or transferred, as a result of an Employee proceeding on Parental Leave.

45.12.2 Before an Employer engages a replacement Employee the Employer will inform that person of the temporary nature of the employment and of the rights of the Employee who is being replaced.

#### 45.13 Variation of Parental Leave

45.13.1 Unless agreed otherwise between the Employer and Employee, an Employee may apply to their Employer to change the period of Parental Leave on one occasion. Any such change is to be notified at least four weeks prior to the commencement of the changed arrangements.

45.13.2 Subject to subclause 47.5 and unless agreed otherwise between the Employee and Employer, an Employee may commence Parental Leave at any time within nine weeks immediately prior to the expected date of the birth and not more than 52 weeks after the date of the birth (or in the case of Adoption Leave upon the date of placement).

#### 46. Maternity Leave

- 46.1 Where an Employee continues to work within the six week period immediately prior to the expected date of birth, or where the Employee elects to return to work within six weeks after the birth of the child, an Employer may require the Employee to provide a medical certificate stating that she is fit to work on her normal duties.
- 46.2 Where the pregnancy of an Employee terminates after 28 weeks and the Employee has not commenced Maternity Leave, the Employee may take unpaid special Maternity Leave of such period as a registered medical practitioner certifies as necessary, except that where an Employee is suffering from an illness not related to the direct consequences of the birth an Employee may be entitled to paid Sick Leave in lieu of, or in addition to, special Maternity Leave.
- 46.3 Where Parental Leave is granted, during the period of leave an Employee may return to work at any time, as agreed between the Employer and the Employee provided that time does not exceed four weeks from the recommencement date desired by the Employee.
- 46.4 Where an Employee is pregnant and, in the opinion of a registered medical practitioner, illness or risks arising out of the pregnancy make it inadvisable for the Employee to continue at her present work, the Employee will, if the Employer deems practicable, be transferred to a safe job at the rate and on the conditions attaching to that job until the commencement of Maternity Leave.
- 46.5 If a transfer to a safe job is not practicable, the Employee may elect, or the Employer may require the Employee, to commence Parental Leave.
- 46.6 An Employee who has been granted Maternity Leave in accordance with this clause may apply to return from a period of full time Parental Leave on a part time basis or on a job share arrangement. Applications must be made in writing as soon as practicable, preferably before commencing Parental Leave, or at least four weeks before the proposed return date.
- 46.7 The Employer shall consider any request for a full time Employee to return to work from their period of Maternity Leave on a part time or job share arrangement having regard to the Employee's circumstances and the effect on the workplace and/or the Employer's business.
- 46.8 Paid Maternity Leave
- 46.8.1 A female Employee entitled to Parental Leave (ie completed at least 40 weeks continuous service) is entitled to paid Maternity Leave in accordance with this subclause.
- 46.8.2 An Employee is entitled to a maximum of 9 weeks paid Maternity Leave at their base rate. The paid leave can be taken in a lump sum at the commencement of Maternity Leave, or as half pay on a fortnightly basis while on Maternity Leave, or in any combination of these options.
- 46.9 Separate from paid Maternity Leave, an Employee may be paid accrued Annual and/or Long Service Leave as part of the Maternity Leave period. The accrued leave can be taken:
- (a) For accrued Annual Leave, in a lump sum payment at the commencement of Maternity Leave or as full pay while on Maternity Leave, or
- (b) For accrued Long Service Leave, in a lump sum payment at the commencement of Maternity Leave or as full pay while on Maternity Leave or as half pay while on Maternity Leave.

Once all entitlements to pay have been exhausted, the balance of Maternity Leave will be unpaid.

#### 47. Adoption Leave

- 47.1 Employees including a casual employee who has had at least twelve months continuous service are entitled to paid adoption leave in accordance with this clause and with the Employer's Adoption Policy. Continuous service for a casual means work on an unbroken, systematic and regular basis.

- 47.2 An Employee who has been granted Adoption Leave in accordance with this clause may apply to return from a period of full time Parental Leave on a part time basis or on a job share arrangement. Applications must be made in writing as soon as practicable, preferably before commencing Parental Leave, or at least four weeks before the proposed return date.
- 47.3 The Employer shall consider any request for a full time Employee to return to work from their period of Adoption Leave on a part time or job share arrangement having regard to the Employee's circumstances and the effect on the workplace and/or the Employer's business.
- 47.4 An Employer may require an Employee to provide confirmation from the appropriate government authority of the placement of the child for adoption.
- 47.5 Where the placement of a child for adoption with an Employee does not proceed or continue, the Employee will notify the Employer immediately and the Employer will nominate a time not exceeding four weeks from receipt of notification for the Employee's return to work.
- 47.6 An Employee will not be in breach of this clause as a consequence of failure to give the stipulated periods of notice if such a failure results from a requirement of an adoption agency to accept earlier or later placements of a child, the death of a spouse, or other compelling circumstances.

#### **48. Domestic Violence Leave**

- 48.1 Employees shall be entitled to Domestic Violence Leave in accordance with the Employer's Domestic Violence Leave policy, as amended from time to time.

#### **49. Jury Service**

- 49.1 A permanent Employee required to attend for jury service during his or her ordinary working hours shall be reimbursed by the Employer an amount equal to the difference between the amount paid in respect of their attendance for such jury service and the amount of wages he or she would have received in respect of total ordinary time they would have worked had they not been on jury service.
- 49.2 An Employee shall notify the Employer as soon as possible of the date upon which he or she is required to attend for jury service. Further, the Employee shall give the Employer proof of attendance, the duration of such attendance and the amount received in respect of such jury service.

#### **50. Blood Donors Leave**

- 50.1 Employees are to receive paid leave pursuant to the Employer's Blood and Marrow Donation Policy. In arranging the leave, consideration is to be given to the fact that having given a donation of blood, Employees are not to drive a heavy vehicle for a period of at least eight hours or as recommended by the appropriate Authority.

#### **51. Public Holidays**

- 51.1 A permanent Employee under this Award is entitled to the following public holidays, without loss of pay: New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day or Eight Hours Day, Christmas Day, Bank Holiday, and Boxing Day. Where another day is generally observed in a locality in substitute for any of the above days, that day shall be observed as the public holiday in lieu of the prescribed day.
- 51.2 Employees are only entitled to public holidays on days in which they would ordinarily be required to work, but for the public holiday occurring.
- 51.3 Where reasonably practicable an Employee shall be granted a day's leave, without deduction of pay, each calendar year to attend an approved picnic day. Such Employee if required to work on this day shall be granted a day's leave, without deduction of pay, in lieu thereof.

- 51.4 Substitution of certain public holidays, which fall on a weekend:
- (a) where Christmas Day falls on a Saturday or a Sunday, 27 December shall be observed as the public holiday in lieu of the prescribed day.
  - (b) where Boxing Day falls on a Saturday or a Sunday, 28 December shall be observed as the public holiday in lieu of the prescribed day.
  - (c) where New Year's Day or Australia Day falls on a Saturday or a Sunday, the following Monday shall be observed as the public holiday in lieu of the prescribed day.
- 51.5 By agreement between the Employer and the majority of Employees in the relevant enterprise or section of the enterprise, an alternative day may be taken as the public holiday in lieu of any of the prescribed days. An Employer and an individual may also agree to the Employee taking another day as the public holiday in lieu of the day, which is being observed as the public holiday in the enterprise or relevant section of the enterprise.
- 51.6 In addition to the days described in subclause 51.1, any special days appointed by gazettal as a public holiday throughout the State or a locality shall be deemed to be a public holiday throughout the State or relevant locality for the purposes of this Award.
- 51.7 Payment for time worked on a public holiday -
- 51.7.1 Continuous shift workers required to work on a public holiday shall be paid at the rate of double time and a half for hours worked throughout ordinary hours. Continuous shift workers required to work overtime on a public holiday shall be paid at double time for the overtime performed on the public holiday. Continuous shift workers required to work on a public holiday shall be paid for a minimum of three hours work.
- 51.7.2 Day workers required to work on a public holiday shall be paid for a minimum period of three hours work at the rate of double time and a half. The double time and a half is to be paid until the Employee is relieved from duty.
- 51.8 Where an Employee is absent from his or her employment on the working day before or the working day after a public holiday without reasonable excuse or without the consent of the Employer, he or she will not be entitled to payment for the holiday.
- 51.9 Except as provided for in this subclause or subclause 51.10, where a full time Employee's ordinary hours of work are structured to include a day off and such day off falls on a public holiday the Employee is entitled to either:
- (a) 7 hours and 36 minutes pay at ordinary rates; or
  - (b) 7 hours and 36 minutes added to his or her Annual Leave; or
  - (c) a substitute day off on an alternative week day.
- This shall apply to rostered days off which fall on a Saturday or a Sunday where the Saturday or Sunday is part of the normal working roster, and actually worked by the rostered employee, for at least 4 shifts during the preceding 12 months.
- 51.10 Where an Employee has credited time accumulated, then such credited time should not be taken as a day off on a public holiday.
- 51.11 If an Employee is rostered to take credited time as a day off on a week day and such week day is prescribed as a public holiday after the Employee was given notice of the day off, then the Employer shall allow the Employee to take the time off on an alternative day.

- 51.12 Subclauses 51.10 and 51.11 above shall not apply in relation to days off which are specified in an Employee's regular roster or pattern of ordinary hours. Subclause 51.9 shall apply in such circumstances.

### **52. Clearance of Public Holidays and Picnic Days**

- 52.1 Where an Employee is required to work on a proclaimed public holiday or picnic day, the Employee will have the option to be paid the monetary value for the day, foregoing accumulation for future clearance, or to accumulate the public holiday or picnic day for clearance with their accumulated leave for that year. If the public holiday or picnic day is not cleared it will be paid out with the final pay on or after 31 December of the year following accumulation.

## **PART VII - WAGES AND RELATED MATTERS**

### **53. Payment of Wages**

- 53.1 An Employee whose ordinary hours of work are arranged so that they work an average of 38 ordinary hours each week during a particular work cycle shall be paid
- fortnightly according to a weekly average of ordinary hours worked even though more or less than 38 ordinary hours may be worked in any particular week or work cycle.
- 53.2 All monies payable pursuant to this Award shall be paid by cheque or electronic transfer of funds into an account/s nominated by the Employee with a bank or other financial institution recognised by the Employer.
- 53.3 Hourly rates shall be calculated by dividing the appropriate weekly rate by 38.

### **54. Wage Increase**

- 54.1 A 2.5% increase will apply to Employees covered by this Award from 1 January 2013.
- 54.2 The wage increases contained in this Award are in substitution for any State Wage Case decisions. Any arbitrated safety net adjustments may be offset against any equivalent amount in rates of pay received by Employees.

### **55. Salary Sacrifice for Superannuation**

- 55.1 Notwithstanding the wages prescribed in this Award, an Employee other than a temporary or casual Employee may elect, subject to the agreement of the Employer, to sacrifice a portion of the base wage payable under this Award to additional Employer superannuation contributions. Such election must be made prior to the commencement of the period of service to which the earnings relate. In this clause 'superannuable salary' means the Employee's wages as notified from time to time to the New South Wales public sector superannuation trustee corporations.
- 55.2 Where an Employee has elected to sacrifice a portion of that payable wage to additional Employer superannuation contributions:
- 55.2.1 Subject to Australian taxation law, the sacrificed portion of wage will reduce the wage subject to appropriate PAYG taxation deductions by the amount of that sacrificed portion; and
- 55.2.2 any allowance, penalty rate, payment for unused leave entitlements, weekly workers' compensation or other payment, other than any payments for leave taken in service, to which an Employee is entitled under this Award or any applicable Award, Act or statute which is expressed to be determined by reference to an Employee's wage, shall be calculated by reference to the wage which would have applied to the Employee under this Award in the absence of any salary sacrifice to superannuation made under this Award.

- 55.3 The Employee may elect to have the portion of payable wage, which is sacrificed to additional Employer superannuation contributions:
- 55.3.1 paid into the superannuation scheme established under the *First State Superannuation Act 1992* as optional Employer contributions; or
- 55.3.2 Subject to the Employer's agreement, paid into a private sector complying superannuation scheme as an Employer superannuation contributions.
- 55.4 Where an Employee elects to salary sacrifice, in accordance with subclause 55.1 or 55.3, the Employer will pay the sacrificed amount into the relevant superannuation fund.
- 55.5 Where the Employee is a member of a superannuation scheme established under:
- the *Superannuation Act 1916*;
- the *State Authorities Superannuation Act 1978*;
- the *State Authorities Non-contributory Superannuation Act 1987*; or
- the *First State Superannuation Act 1992*,

the Employer must ensure that the amount of any additional Employer superannuation contributions specified in subclause 55.1 is included in the Employee's superannuable salary, which is notified to the NSW public sector superannuation trustee corporations.

- 55.6 Where, prior to electing to sacrifice a portion of his/her salary to superannuation, an Employee has entered into an agreement with the Employer to have superannuation contributions made to a superannuation fund other than a fund established under legislation listed in subclause 55.5, the Employer will continue to base contributions to that fund on the base wage payable under this Award to the same extent as applied before the Employee sacrificed portion of that salary to superannuation. This clause applies even though the superannuation contributions made by the Employer may be in excess of superannuation guarantee requirements after the salary sacrifice is implemented.

## 56. Wage Rates

- 56.1 The rates of pay for the different classifications relevant to this Award, are set out in Schedule A of this Award.

## 57. Supported Wage Systems

- 57.1 Workers eligible for a supported wage.

57.1.1 This clause defines the conditions, which will apply to Employees who because of the effects of a disability are eligible for a supported wage under the terms of this Award. In the context of this clause, the following definitions will apply:

- (a) Support wage system means the Commonwealth Government (or State equivalent) system to promote employment for people who cannot work at full Award wages because of a disability, as documented in "Supported Wage System: Guidelines and Assessment Processes" as amended from time to time.
- (b) Accredited Assessor means a person accredited by the management unit established by the Commonwealth under the Supported Wage System to perform assessments of an individual's productive capacity within the Supported Wage System.
- (c) Disability Support Pension means the Commonwealth pension scheme to provide income security for persons with a disability as provided under the *Social Security Act 1991*, as amended from time to time, or any successor to that scheme.

- (d) Assessment Instrument means the form provided for under the Supported Wage System that records the assessment of the productive capacity of the person to be employed under the Supported Wage System.

## 57.2 Eligibility Criteria

57.2.1 Employees covered by this clause will be those who are unable to perform the range of duties to the competence level required within the class of work for which the Employee is engaged under this Award, because of the effects of a disability on their productive capacity and who meet the impairment criteria for receipt of a Disability Support Pension.

57.2.2 This clause does not apply to any existing Employee who has a claim against the Employer, which is subject to the provisions of workers' compensation legislation, or any provision of this Award relating to the rehabilitation of Employees who are injured in the course of their current employment.

57.2.3 The Award does not apply to Employers in respect of their facility program undertaking service or the like which receives funding under the *Disability Services Act 1986* and fulfils the dual role of service provider and sheltered Employer to people with disabilities who are in receipt of or are eligible for a Disability Support Pension, except with respect to an organisation which has received recognition under Part II of the said Act, or if a part only has received recognition, that part.

## 57.3 Supported Wage Rates

57.3.1 Employees to whom this clause applies shall be paid the applicable percentage of the minimum rate of pay prescribed by this Award for the class of work, which the person is performing according to the following schedule:

Assessed Capacity	Percentage of Prescribed Rate of Pay
10%	10%
20%	20%
30%	30%
40%	40%
50%	50%
60%	60%
70%	70%
80%	80%
90%	90%

57.3.2 Provided that the minimum amount payable shall not be less than \$50.00 per week.

57.3.3 Where a person's assessed capacity is 10 per cent, they shall receive a high degree of assistance and support.

57.3.4 For the purpose of establishing the percentage of the Award rate to be paid to an Employee under this Award, the productive capacity of the Employee will be assessed in accordance with the Supported Wage System and documented in an assessment instrument by either:

- (a) the Employer and a union party to the Award, in consultation with the Employee or if desired by any of these, or
- (b) the Employer and an accredited assessor from a panel agreed by the parties to the Award and the Employee.

**57.4 Lodgement of assessment instrument**

57.4.1 All assessment instruments under the conditions of this clause, including the appropriate percentage of the Award rate to be paid to the Employee, shall be lodged by the Employer with the Registry of the Industrial Relations Commission.

57.4.2 All assessment instruments shall be agreed and signed by the parties to the assessment, provided that where a union which is party to the Award and not a party to the assessment, it shall be referred by the Registry to the union by certified mail and shall take effect unless an objection is notified to the Registry within ten working days.

57.4.3 The assessment of the applicable percentage should be subject to annual review or earlier on the basis of a reasonable request for such a review. The process of review shall be in accordance with the procedures for assessing capacity under the Supported Wage System.

57.4.4 When an assessment has been made, the applicable percentage shall apply to the wage rate only. Employees covered by the provisions of this clause will be entitled to the same terms and conditions of employment as all other workers covered by this Award on a pro rata basis.

57.5 An Employer wishing to employ a person under the provisions of this clause shall take reasonable steps to make changes at the enterprise to enhance the Employee's capacity to do the job. Changes may involve re-design of job duties, working time arrangements and work organisation in consultation with other workers in the area.

**57.6 Trial Period**

57.6.1 In order for an adequate assessment of the Employee's capacity to be made, the Employer may employ a person under the provisions of this clause for a trial period not exceeding three calendar months, except that in some cases additional work adjustment time (not exceeding four weeks) may be needed.

57.6.2 During the trial the assessment of capacity shall be undertaken and the proposed wage rate for a continuing employment relationship shall be determined.

57.6.3 The minimum amount payable to the Employee during the trial period shall be no less than \$50.00 per week.

57.6.4 Work trials should include induction or training as appropriate to the job being trialed.

57.6.5 Where the Employer and Employee wish to establish a continuing employment relationship following the completion of the trial period, a further contract of employment shall be entered into based on the outcome of assessment under subclause 57.3.4.

**58. Allowances**

58.1 Employees shall be entitled to allowances as prescribed for in this Clause at the rates outlined in Table 2, Schedule A.

58.2 Plumber's Registration Allowance - A Plumber and/or Gasfitter and/or Drainer who is the holder of a Certificate of Registration in accordance with State legislation shall be paid the allowance rate specified in Table 2, Schedule A.

58.3 Confined Spaces - Employees required to work in a confined space shall be paid the allowance rate specified in Table 2, Schedule A. Confined space means a place the dimensions or nature of which necessitate working in a cramped position or without sufficient ventilation.

58.4 Electrician's Registration Allowance - An electrician who is the holder of a New South Wales Electrician's licence shall be paid the allowance rate specified in Table 2, Schedule A.

- 58.5 Electrician's Supervisor Registration Allowance - An electrician who is the holder of a New South Wales Electrician's Supervisor's licence shall be paid the allowance rate specified in Table 2, Schedule A.
- 58.6 Asbestos Allowance - An Employee required to work with materials containing asbestos or to work in close proximity to it shall be paid the allowance specified in Table 2, Schedule A.
- 58.7 Asbestos Eradication - This subclause shall apply to Employees engaged in the process of asbestos eradication in the performance of work within the scope of this Award. Asbestos eradication is defined as work on or about a building, involving the removal or any other method of neutralisation of any materials that consist of, or contain asbestos. Employees engaged in asbestos eradication shall receive the allowance rate as specified in Table 2, Schedule A. An Employee receiving an Asbestos Eradication Allowance will not be eligible for an Asbestos Allowance in addition to the Asbestos Eradication Allowance.
- 58.8 Chokages - A plumber or drainer when employed upon any chokage necessitating the opening of any soil waste, or drainpipe conveying sewage, or upon any chokage in connection with oil arrester pipes or traps, fuel lines or similar oil installations shall be paid the allowance rate specified in Table 2, Schedule A.
- 58.9 Height Money - Employees except riggers when working at a height of 17 metres or more shall be paid the allowance specified in Table 2, Schedule A.
- 58.10 Employees working overtime shall be entitled to a meal allowance, subject to the terms prescribed in this subclause, as prescribed in Table 2, Schedule A. The allowance shall be adjusted in accordance with the New South Wales Crown Employees (Skilled Trades) Award.
- 58.10.1 An Employee is entitled to the meal allowance on each occasion an Employee is entitled to a rest break in accordance with subclause 33.8 Crib time, except in the following circumstances:
- (a) if the Employee is a day worker and was notified no later than the previous day that they would be required to work such overtime.
  - (b) if the Employee is a shift worker and was notified no later than the previous day or previous rostered shift that they would be required to work such overtime.
  - (c) if the Employee lives in the same locality as the work location and could reasonably return home for meals.
- 58.10.2 If an Employee has provided a meal or meals on the basis that he or she has been given notice to work overtime and the Employee is not required to work overtime or is required to work less than the amount advised, he or she shall be paid the prescribed meal allowance for the meal or meals which he or she has provided but which are surplus.
- 58.11 Fibreglass Allowance - An Employee required to grind, drill, file or saw processed fibreglass shall be paid the allowance specified in Table 2, Schedule A. All Body Builders will receive the allowance for time worked.
- 58.12 First Aid Allowance - An Employee, who has been trained to render first aid and who is the current holder of an appropriate first aid qualifications such as a certificate from the St John's Ambulance or similar body shall be paid a weekly allowance as set out in Table 2, Schedule A if they are appointed by the Employer to perform first aid duty.
- 58.13 Private Motor Vehicle Allowance - An Employee required to use their own motor vehicle for the Employer's business, or who by agreement with the employer uses their own motor vehicle, shall be paid an allowance for kilometres travelled as specified in Table 2, Schedule A.

- 58.14 Industry Allowance - An Industry Allowance, as set out in Table 2, Schedule A shall be payable to an Employee complying with the Dispute Settlement Procedure as set out per this Award. In the event that such dispute procedure is not complied with, the Industry Allowance may not be payable.
- 58.15 Wet Work - An Employee required to work in any place where their clothing or boots become saturated with water shall be paid an allowances specified in Table 2, Schedule A, provided that this allowance shall not be payable to an Employee who is provided by the Employer with suitable protective clothing and/or footwear and provided further that any Employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as they are required to work in wet clothing or boots. This clause shall not apply to Employees whose ordinary work is in association with water.
- 58.16 Travelling and working away from usual place of work
- 58.16.1 Any Employee who is required to travel in order to undertake duty at another place more than 4.8 kilometres from their home Depot and further from their home than their home Depot shall be credited with full time at single rate for the difference between the time at which it would be necessary for them to leave their place of residence for the temporary location and the time they would leave for their home Depot to work a shift commencing at the same time and also for the difference between the time at which they can at the earliest arrive at their place of residence on the conclusion of their shift and the time they would arrive there as if they has worked a similar shift at their home Depot.
- 58.16.2 Any Employee who is required to travel in order to undertake duty at another place within 4.8 kilometres of their home Depot shall not be credited with any time for the time occupied in travelling unless they are obliged to report first at their home Depot at which case they shall be credited with full time at the appropriate rate for the time occupied in travelling from their home Depot to the place of duty.
- 58.16.3 All time occupied by an Employee travelling on duty (other than as provided for in 58.16.1 and 58.16.2 hereof) shall be paid for up to a maximum of 12 hours out of every 24. The said 24 hours shall count from time travel first commenced on a particular day.
- 58.16.4 Any Employee who is temporarily transferred from their home Depot to another place of employment because of strike conditions or slackness or traffic shall not be credited with any travelling time.
- 58.16.5 An Employee who acts in a higher grade for more than two hours of any shift and incurs travelling time to work that shift shall be paid for such travelling time at the same rate as is paid to him for the time worked.
- 58.16.6 For the purpose of this clause home Depot shall mean the Depot at which an Employee is attached or place at which the Employee is ordinarily required to commence and finish work.
- 58.17 Living away from home
- 58.17.1 An Employee engaged in work which does not permit return to their home station daily shall, unless temporarily transferred, be reimbursed expenses at the rates prescribed in Table 2, Schedule A.
- 58.17.2 An Employee who reasonably incurs expenses in excess of the amounts prescribed shall be granted, upon application, such additional amount as the Employer approves.
- 58.17.3 Where an Employee is transferred temporarily, other than at own request or by way of punishment, from home station to a place which does not permit the Employee to live at their regular address, shall be paid an allowance prescribed in Table 2, Schedule A whilst remaining in temporary transfer.

- 58.17.4 In cases of journeys where an Employee returns home or to the home station on the same day, shall be paid a meal allowance (ie Breakfast, lunch or dinner allowance) prescribed in Table 2, Schedule A for meals during such journeys, provided that no payments shall be made except where an Employee proceeds to a place more than 32 kilometres distant from the home station in Sydney, or 11 kilometres from the home station in Newcastle, or as part of regular duty at the usual place of work. The mileage herein mentioned shall be occupied by the ordinary means of travel.

## **PART VIII - TRAINING**

### **59. Training**

- 59.1 The parties acknowledge that successful implementation of this Award relies upon relevant Employee training. State Transit for its part is committed to the provision of training necessary to enable its Employees to be able to take maximum advantage of existing career paths and for them to be able to learn new skills to take on additional activities and responsibilities.
- 59.2 Training associated with the current classification or progression to the next classification level within the career path is to be performed during ordinary hours, with the swapping of shifts to apply where shift work is involved. Where the approved training is not available during ordinary hours, and Employees attend off duty training outside their ordinary hours, Employees are to receive the equivalent time off in lieu, at a time, which will not affect service requirements.
- 59.3 Where Employees are interested in gaining qualifications not directly related to their classification and those qualifications will be beneficial to both the Employee and State Transit, the associated training is to be in accordance with State Transit's Policy on Study Assistance.
- 59.4 A list is to be kept of each classification together with the necessary training and qualifications required to be considered for the position. Classifications are to include those not covered by this Award but form part of the immediate career path for Employees covered by this Award.
- 59.5 A number of courses may include sections that lend themselves to distance learning techniques. Courses determined suitable for distance learning may be undertaken from time to time.
- 59.6 An out of hour's payment at single rates of pay will be paid upon successful completion of distance learning courses. The number of hours required for each course will be determined before any course commences.
- 59.7 The parties are committed within the training process to the implementation of competencies as designated by the Department of Education, Science and Training (or relevant department).
- 59.8 The Employer shall not unreasonably withhold paid Training Leave. This shall not prevent the Employer and Employee(s) agreeing to paid leave for other relevant training.

### **60. Training Costs**

- 60.1 Any costs associated with standard fees for prescribed courses and prescribed textbooks (excluding those textbooks which are available in the Employer's technical library) incurred in connection with the undertaking of training shall be reimbursed by the Employer upon production of evidence of such expenditure, provided that reimbursement may be on an annual basis subject to the presentation of reports of satisfactory progress.
- 60.2 Travel costs incurred by an Employee undertaking training in accordance with this Award which exceed those normally incurred in travelling to and from work shall be reimbursed by the Employer.

### **61. Learning and Development Committee**

- 61.1 A Learning and Development Committee operates in accordance with this Award. The Committee will not have decision making powers, however, it will participate in an advisory role in the establishment of relative and effective training programs required by Employees covered by this Award.
- 61.2 The objectives of the Learning and Development Committee are:
- 61.2.1 to enable Employee involvement in the training processes.
- 61.2.2 the Learning and Development Committee shall aim to contribute to the development of a highly skilled workforce with a range of skills appropriate to the industry.
- 61.3 The Learning and Development Committee shall be comprised of two depot service managers, a learning and development representative; an engineering repair tradesperson from each stream, one representative from the Newcastle Workshop and an Engineering Repair Assistant representative.
- 61.4 Relevant non-committee members may be invited to attend and address the Committee. This may include but is not limited to Authority representatives and Unions party to this Award.
- 61.5 The committee will be chaired by a nominated manager.
- 61.6 The Employee representatives shall be elected every 12 months in a ballot monitored by the unions respondent to this Award.
- 61.7 The Learning and Development Committee shall meet quarterly or as determined by the committee with minutes distributed to committee members following the meeting.
- 61.8 The Learning and Development Committee will participate in:
- (a) formulating a training program including available training courses and career opportunities.
  - (b) recommending individual Employees for training and reclassification.
  - (c) reviewing assessment and criteria to be applied for new and existing staff.
  - (d) advising management and Employees regarding the ongoing effectiveness of the training.

### **62. Training for Relief Leading Hands**

- 62.1 Nominated Relief Leading Hands will have access to on the job training in accordance with State Transit's Procedure for Higher Duties.
- 62.2 Competency based assessment mechanisms shall be developed for each engineering wages classification.
- 62.3 Where applicable, training provided to Employees covered by the Award shall be recognised, accredited and certified to allow completion of the whole task/function (eg Gas Bus Certification).

## **PART IX - COMMUNICATION/CONSULTATION**

### **63. Consultative Mechanism and Procedure**

- 63.1 The Employer shall permit a notice board to be erected in the Depot or premises, or each part of a Depot or premises, to facilitate communication between Employees and/or their union representatives.

#### **64. Communications and Consultation**

- 64.1 Consultation provides participation by the Employer, Employees and their representatives, including Unions party to this Award, in the formulation and implementation of policies, plans and strategies that are likely to affect working conditions.
- 64.2 Consultation is aimed at getting Employees and their representatives, including Unions party to this Award, to suggest or respond to proposals for policy formulation or implementation. It provides an opportunity to present a point or view or state an objection, thereby providing a more informed approach to the decision making process by management.
- 64.3 Pursuant to clause 65 the parties agree to consult over the life of the Award regarding the implementation of initiatives deriving from the Productivity Committee.
- 64.4 Issues or matters in dispute should be dealt with through the Dispute Settlement Procedure of this Award.

#### **65. Consultative Committee**

- 65.1 A consultative committee shall be established at each garage.
- 65.2 Functions of the Consultative Committees:
- 65.2.1 The Consultative Committee shall operate as a mechanism resulting in democratic Employee involvement for maximising flexibility of the workforce and for ensuring that working patterns and arrangements enhance flexibility and the efficiency of that workplace.
- 65.2.2 The Consultative Committee shall endeavour to promote harmonious Employee relations.
- 65.2.3 The Consultative Committee shall endeavour to create an effective system of communication between the Employer and Employees. Minutes of all consultative committee meetings shall be available to all Employees at that location. Reasonable time shall be allowed in conjunction with local management to enable Employees to be informed of the committee's activities.
- 65.3 Composition of Consultative Committee
- 65.3.1 The Consultative Committee shall be comprised of six permanent members of which:
- (a) two will be representatives of management, at least one shall be of senior management level; and
  - (b) four Employee representatives who will be elected every twelve months (one Engineering Repair Tradesperson from each stream, and one Engineering Repair Assistant).
- 65.4 Meetings
- 65.4.1 The consultative committee shall meet as required but not less than monthly.
- 65.4.2 Prior to each meeting each committee member shall by agreement with local management be allowed reasonable time to prepare for meetings.
- 65.4.3 Committee members may co-opt others to represent them at meetings when required.
- 65.4.4 The Consultative Committee may invite other personnel and union party to this Award to attend meetings.

## 65.5 Consultative Procedures

65.5.1 The Consultative Committee will consider the implication of proposed measures to change arrangements.

65.5.2 A peak body consisting of senior management of the Division and full time union officials or their nominees will meet quarterly, (or more frequently as agreed by the parties where issues of major significance need to be discussed), to monitor and review developments and progress towards achieving the aims contained in this Award. It will be the responsibility of each consultative committee to furnish relevant reports to the peak body immediately following discussions at a local level.

65.5.3 The Employer will facilitate the process by providing timely and relevant information to ensure that the consultative committees are in a position to monitor their progress towards achieving joint aims under this Award.

65.5.4 Accordingly, at these meetings operating statistics, customer service, the Division's profile, staff development, financial performance indicators established under this Award will form fixed agenda items to ensure such indicators for each of the Employer's Depots are under constant review by the committee.

65.6 Training - Committee members may attend an approved training course relevant to their role as committee members.

## 66. Productivity Committee

66.1 A Productivity Committee will oversee the achievement of the objectives of this Award.

66.2 The Productivity Committee will work within a set terms of reference. The terms of reference must be approved by the Employer.

66.3 The terms of reference must include:

- (a) Genuine productivity targets and benchmarks aligned with the objectives of corporate goals and bus reform initiatives.
- (b) Genuine time frames for targets to be achieved.
- (c) Periodic reviews of progress and major reviews.
- (d) Mechanisms to review and implement new initiatives.
- (e) Mechanisms to assist management and Employees in relation to contracting out issues pursuant to clause 22.
- (f) An internal disputes settlement mechanism.

66.4 The Productivity Committee will consist of representatives of the Employer, Combined Unions (who are a party to this Award) and a standing invitation to Union New South Wales.

## 67. Introduction of Change

67.1 Where the Employer has made a definite decision to introduce major changes in production, program, organisation, structure or technology that are likely to have significant effects on Employees, the Employer shall notify the Employees who may be affected by the proposed changes and their Unions.

67.2 "Significant effects" include termination of employment, major changes in the composition, operation or size of the Employer's workforce or in the skill required, the elimination or diminution of job opportunities, promotion opportunities or job tenure, the need for retraining or transfer of Employees to

other work locations and the restructuring of jobs. Provided that where the Award makes provision for alteration of any of the matters referred to herein an alteration shall be deemed not to have significant effect.

### **68. Delegates**

68.1 For the purposes of:

- (a) ensuring compliance by the Parties with the terms of this Award,
- (b) and facilitating discussions concerning matters pertaining to the employment relationship between the Employer and Employees covered by this Award, and their representatives, an Employee elected or nominated as a delegate by the Employees in the section and/or location in which they are employed, shall, upon notification to local management, be recognised as the accredited representative of the union to which they belong.

68.2 An accredited delegate shall be allowed reasonable time during working hours to interview the Employer or its representative on matters affecting Employees whom they represent, or accredited officials of the union to which the delegate belongs.

68.3 Subject to the prior approval of the delegate's supervisor, an accredited delegate shall be allowed a reasonable period of time during working hours to interview a duly accredited union official of the union to which he/she belongs.

68.4 Delegate Training

Subject to all other qualifications in this clause, the Employer may grant an elected delegate Leave with pay to attend union courses which are approved by the Employer and which are designed to promote good industrial relations within the Division. Such leave will be granted in accordance with existing policy. Provided that should such leave be granted, it shall be conditional upon the Employer being able to make adequate staffing arrangements amongst current Employees. The Employer will not be required to pay for any expenses (such as travel, accommodation and meals) associated with or incurred by the delegate attending the course.

68.5 Amenities

The Employer will provide facilities that may be reasonably required for the delegate to properly represent their members, such as a telephone, desk and filing cabinet. There will be paid quarterly delegates meetings. A maximum of two delegates from large locations and one delegate from small locations with less than 100 buses can attend quarterly delegates meetings. This is exclusive of office holders of combined maintenance unions.

### **69. Right of Entry of Union Officials**

69.1 For the purposes of:

- (a) ensuring compliance by the Parties with the terms of this Award, and
- (b) facilitating discussions concerning matters pertaining to the employment relationship between the Employer and Employees covered by this Award, and their representatives:
  - (i) any appointed or elected officer of a union party to this Award, will have access to the duly elected or appointed union representative and/or their member/s, on the site during normal working hours, for the purposes of holding discussion, providing those discussions are about matters that pertain to the employment relationship between the Employer and the Employees; and
  - (ii) such visits shall be notified by the officer prior to actually going on to the site and such visits will be made in the presence of an authorised officer of the Employer and comply

with all safety requirements and directions while on site. Where necessary, Union Officials will undergo a site induction.

- 69.2 Any appointed or elected officer of a union party to this Award shall have power to inspect any part of the work where it is suspected or believed a breach of this Award is occurring or has occurred.
- 69.3 The Employer shall provide the officer with the necessary facilities for the investigation of the breach or suspected breach of this Award. Such investigations shall include access to the wages books or time sheets. The Officer shall minimise interruptions to the work processes.

## **PART X - GENERAL**

### **70. Drugs and Alcohol**

- 70.1 The parties, being committed to the highest standards of safety in the operation of the Public Transport System, are specifically committed to ensuring that staff do not work while their effective functioning is impaired.
- 70.2 The parties recognise the importance of, and accept the need for, monitoring and detection of impairment by alcohol and drugs.

### **71. Renegotiation**

- 71.1 It is agreed between the parties to commence negotiation of the next industrial instrument no later than six (6) months prior to the expiry of this Award.

### **72. Dispute Settlement Procedure**

- 72.1 When the parties to this Award are in dispute over any issue that directly affects the interest of any of the parties, the dispute will be dealt with in accordance with this clause.

#### **72.2 Step 1**

In the first instance, any claim, dispute or matter (the Dispute) which is local in nature, and which will not impact on other locations, will be settled at the workplace between the Employee and or their representative or Union and the local Manager (that is, the Employee's immediate Manger). Where practical, a genuine attempt to resolve the Dispute should be made within 24 hours of the dispute being raised.

#### **72.3 Step 2**

If the Dispute cannot be resolved as provided for in Step 1 the Employee and or their representative or local delegate is to present the Depot/Unit Manger with a notice of dispute outlining the specific nature of the dispute. The Depot/Unit Manager will discuss the Dispute with the Employee and or their representative, and local union delegate as soon as practicable.

#### **72.4 Step 3**

If the Dispute is not resolved as provided for in Step 2 (or if the subject matter of the Dispute is not local in nature), the Dispute should be referred to the appropriate General Manager, and may also be referred by the Employee or their representative or local union delegate to a Union Official, who must attempt to resolve the dispute.

#### **72.5 Disputes, which are not Local in Nature**

Where a dispute is not local in nature, involves the interpretation of a Policy of the Employer or an industrial instrument, the parties to the Dispute may agree to bypass Steps 1 through 3 and instead refer the matter directly to the Manager, Employee Relations for resolution, in conjunction with the relevant Manager/s or General Manager/s.

**72.6 Step 4**

If, following action under Steps 1 through 3 (Disputes Not Local in Nature subclause) a dispute remains unresolved, the Employee, their representative or a Union, or the Manager Employee Relations, may refer the matter to the General Manger, Human Resources (or, at the discretion of the General Manger, Human Resources, the Chief Executive) for a further attempt at resolution between the parties.

**72.7 Step 5**

If, following action under Steps 1 to 4, the Dispute remains unresolved, a party to the Dispute may refer the Dispute to Unions NSW (advice to be provided to other party/ies) following which a 72 hour cooling off period (exclusive of weekends and public holidays) will apply, to enable Unions NSW to assist in the resolution of the Dispute.

**72.8 Step 6 - Referral to the IRC**

If, following action under Steps 1 to 5, the dispute remains unresolved, any party to the Dispute may refer the dispute to the Industrial Relations Commission for conciliation and if necessary, arbitration.

72.9 The parties recognise that disputes can differ widely in nature, and can thus take different lengths of time to resolve, but the parties also agree that disputes should be resolved as quickly as is possible; that, subject to any contrary agreement between State Transit and the Employee or Union involved, any individual step in the process should as a general rule take no more than five working days to complete; and that in the case of each step attempts should be made to hold discussions within two working days of commencing the step.

72.10 Any Dispute that is still unresolved after having been progressed in accordance with the steps in this clause and is not further referred to by State Transit, the Employee, or a union party to this Award for a period of twenty-eight working days after the last step, it will be deemed to be no longer a matter in dispute.

72.11 Nothing in this clause prevents the making of an agreement to refer a Dispute to a step other than the one next in sequence, in order to accelerate resolution or for some other reason; or the reference of a dispute to the relevant industrial tribunal for urgent resolution.

72.12 While a Dispute is being dealt with under one of the preceding paragraphs in this subclause work must continue without disruption and work practices, which existed prior to the Dispute, shall apply, except where they involve the application of provisions of this Award.

72.13 The parties acknowledge that, where a Dispute involves a matter where genuine, serious and immediate risk is posed to the health or safety of any person, it may not be practical to follow the procedures in this clause in attempting to resolve the dispute; and that an urgent reference to the relevant Industrial Tribunal may be required.

**73. No Extra Claims**

73.1 The parties agree that, during the term of this Award, there will be no extra wage claims, claims for improved conditions of employment or demands made with respect to the employees covered by the Award and, further, that no proceedings, claims or demands concerning wages or conditions of employment with respect to those employees will be instituted before the Industrial Relations Commission or any other industrial tribunal.

73.2 The terms of the preceding paragraph do not prevent the parties from taking any proceedings with respect to the interpretation, application or enforcement of existing Award provisions.

73.3 Variations made with the agreement of the parties as provided for in clause 6(1)(d) of the Industrial Relations (Public Sector Conditions of Employment) Regulation 2011 or its successor are not prohibited by this clause.

**PART B****SCHEDULE A - WAGES AND ALLOWANCES TABLES****Table 1 - Wages**

Weekly Rates for Engineering Leading Hand (L/H)

Classification	1 January 2013 2.5%
L/H Step 1	1225.60
L/H Step 2	1260.80
L/H Step 3	1296.20

Weekly Rates for Engineering Repair Tradesperson (ERT)

Classification	1 January 2013 2.5%
ERT Level 4	1158.80
ERT Level 3	1101.30
ERT Level 2	1047.60
ERT Level 1	997.00

Weekly Rates for Storeperson

Classification	1 January 2013 2.5%
Level 2	982.80
Level 1	922.20

Weekly Rates for Engineering Repair Assistants (ERA)

Classification	1 January 2013 2.5%
ERA Level 4	922.20
ERA Level 3	872.20
ERA Level 2	847.50
ERA Level 1	797.80

Weekly Rates for Apprentices

Classification	1 January 2013
4th Year (88%)	877.40
3rd Year (75%)	747.80
2nd Year (60%)	598.20
1st Year (50%)	498.50
plus the relevant proportionate Industry Allowance.	

**Table 2 - Allowances**

Allowances	1 January 2012
Wet Work	0.59 c p.h.
Confined Spaces	0.74 c p.h.
Height Money	0.38c p.h.
Asbestos	0.78c p.h.
Fibreglass	0.27c p.h.

Chokages	7.60 p.d.
Supervisor Certificate - Electrician	39.87 p.w.
Registration Certificate - Electrician	21.63 p.w.
Plumbers Registration	0.78 c p.h.
Private Motor Vehicle	<p>Rate prescribed by Premier's and as published in STA policies when an Employee is required to use their own vehicle. Premier's rate as at 1 July 2012 are currently:</p> <p>Engine Capacity - Rate  2601 cc and over 75 cents per km  1601 cc to 2600cc 74 cents per km  1600cc or less 63</p> <p>Casual rates</p> <p>Where an Employee uses their own vehicle with the prior consent of the Employer, in lieu of an STA funded resource e.g. public transport, taxi voucher or vehicle, the Employee shall be paid 40% of the official business rate prescribed above.</p>
Asbestos Eradication	2.05ph
First Aid	15.15pw
Industry Allowance (non Apprenticed full time adult employees)	45.20pw
Living Away From Home Allowance/ Meal Allowance for One Day Journeys where refreshments and accommodation are not provided	<p>Allowances prescribed by Premier's and as published in STA policies shall be payable with respect to overnight travel allowance (as at 1 July 2012, rate for Sydney is \$299.25 and Newcastle \$259.25) and meal allowances for one day journeys which as at 1 July 2008 range from \$24.35 - \$46.70.</p>
<p>The overtime meal allowances is currently \$13.40 for the first meal and \$11.70 for each subsequent meal, and will be adjusted from time to time in accordance with the Crown Employees (Skilled Trades) Award.</p>	

A. F. BACKMAN J

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SERIAL C8056

**ENTERPRISE AGREEMENTS APPROVED  
BY THE INDUSTRIAL RELATIONS COMMISSION**(Published pursuant to s.45(2) of the *Industrial Relations Act 1996*)**EA13/1 - Fairfield City Council Attendance Productivity Payment Enterprise Agreement 2013**

**Made Between:** Fairfield City Council -&- the Electrical Trades Union of Australia, New South Wales Branch, New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union, The Development and Environmental Professionals' Association, The Local Government Engineers' Association of New South Wales.

**New/Variation:** Replaces EA00/239.

**Approval and Commencement Date:** Approved and commenced 15 February 2013.

**Description of Employees:** The agreement covers all employees employed by Fairfield City Council located at 86, Avoca Road, Wakeley NSW 2176, at 15 February 1993 and who were entitled to payment of accumulated sick leave on termination of employment under Council Enterprise Agreements operating prior to commencement of this agreement and have had continuous service of employment since that date, excludes senior staff, who fall within coverage of the Local Government (State) Award 2010.

**Nominal Term:** 36 Months.

**EA13/2 - Clarence Valley Council Community Support Staff Enterprise Agreement 2012 - 2015**

**Made Between:** Clarence Valley Council -&- the New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union.

**New/Variation:** New.

**Approval and Commencement Date:** Approved and commenced 20 February 2013.

**Description of Employees:** The agreement applies to employees employed by Clarence Valley Council located at 2 Prince Street, Grafton NSW 2460 employed as Community Support Workers, who fall within the coverage of the Miscellaneous Workers Home Care Industry (State) Award.

**Nominal Term:** 36 Months.

SERIAL C8055

**CONTRACT AGREEMENTS APPROVED  
BY THE INDUSTRIAL RELATIONS COMMISSION**(Published pursuant to s.331(2) of the *Industrial Relations Act 1996*)**CA13/1 - Recall Information Management Pty Ltd - Data Protection Services Contract Agreement 2012**

**Made Between:** Recall Information Management Pty Ltd -&- the Transport Workers' Union of New South Wales.

**New/Variation:** New.

**Approval and Commencement Date:** Approved and commenced 15 February 2013.

**Description of Employees:** The contract agreement applies to Recall Information Management Pty Ltd, located at Level 40, Gateway, 1 Macquarie Place, Sydney NSW 2000, who enters into a contract of carriage with Recall for the purposes of transporting records, including but not limited to, documents, computer tapes and where required by Recall exchange computer back up tapes in clients' servers at clients' premises in the the Area (the Contractor), who fall within the coverage of the Transport Industry - Courier and Taxi Truck Contract Determination, Transport Industry - (GST Protocol) Contract Determination, Transport Industry - Redundancy (State) Contract Determination and Transport Industry - Mutual Responsibility for Road Safety (State) Contract Determination.

**Nominal Term:** 36 Months.

**CA13/2 - Recall Information Management Pty Ltd - Document Management Services Contract Agreement 2012**

**Made Between:** Recall Information Management Pty Ltd -&- the Transport Workers' Union of New South Wales.

**New/Variation:** New.

**Approval and Commencement Date:** Approved and commenced 15 February 2013.

**Description of Employees:** The contract agreement applies to Recall Information Management Pty Ltd, Level 40, Gateway, 1 Macquarie Place, Sydney NSW 2000, who enters into a contract of carriage with Recall for the purposes of transporting records, not limited to documents and computer tapes in the Area (Contractor), who fall within the coverage of the Transport Industry - Courier and Taxi Truck Contract Determination, Transport Industry - (GST Protocol) Contract Determination, Transport Industry Redundancy (State) Contract Determination, and the Transport Industry - Mutual Responsibility for Road Safety (State) Contract Determination.

**Nominal Term:** 36 Months.

**CA13/3 - Ansett Couriers - Sydney Contract Agreement 2000 (Agreement)**

**Made Between:** TNT Australia Pty Ltd - Ansett Air Freight -&- the Transport Workers' Union of New South Wales.

**Variation:**

**Approval and Commencement Date:** Approved 15 February 2013 and commenced 23 January 2013.

**Description of Employees:** It shall apply to Contract Carriers engaged by the Principal Contractor to provide Services as defined in clause 18, Definitions.

**Nominal Term:** 24 Months.

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