



NEW SOUTH WALES
INDUSTRIAL GAZETTE

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CROWN EMPLOYEES (PUBLIC SECTOR - SALARIES 2021) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales, Industrial Organisation of Employees.

(Case No. 111220 of 2021)

Before Commissioner Webster

9 July 2021

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

| Clause No. | Subject Matter |
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PART B**MONETARY RATES****AWARDS****AGREEMENTS AND DETERMINATIONS****1. Title**

This award will be known as the Crown Employees (Public Sector - Salaries 2021) Award.

2. Definitions

In this Award:

- (i) "Association" means the Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales.
- (ii) "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.
- (iii) "Secretary" means the Industrial Relations Secretary, as established under the *Government Sector Employment Act 2013*.

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 0.3% increase to salaries payable with effect from the first full pay period to commence on or after 1 July 2020;

a 2.04% increase to salaries payable with effect from the first full pay period to commence on or after 1 July 2021.

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) ongoing 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. Grievance and Dispute Settling Procedure

All grievances and 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 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 Department Head or Delegate.
- (iii) The immediate manager, or other appropriate officer, 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 Department Head.
- (v) The Department Head may refer the matter to the Secretary for consideration.
- (vi) In the event that the matter remains unresolved, the Department 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 Department 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 outlined in (i) to (ix) 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 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.
 - (a) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
 - (b) 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) Other than as provided for in the *Industrial Relations Act 1996* and the Industrial Relations (Public Sector Conditions of Employment) Regulation 2014, there shall be no further claims/demands or proceedings instituted before the NSW Industrial Relations Commission for extra or reduced wages, salaries, rates of pay, allowances or conditions of employment with respect to the Employees covered by the Award that take effect prior to 30 June 2022 by a party to this Award.

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 2019) Award, published on 21 February 2020 (386 I.G. 436) and all variations thereof and takes effect from 1 July 2021 and remains in force until 30 June 2022.

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

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

Crown Employees (Departmental Officers) Award

Crown Employees (Sound Reporters) Award

Crown Employees (Department of Communities and Justice (Youth Justice) - 38 Hour week Operational Staff 2019) Reviewed Award

Crown Employees (Office of Sport - Catering Officers) Award

Crown Employees (Office of Sport - Centre Managers) Award

Crown Employees (Office of Sport - Program Officers) Award

Crown Employees (Office of Sport - Services Officers) Award

Crown Employees Department of Family and Community Services NSW (Aboriginal Housing Award) 2016

Crown Employees (Department of Finance, Services and Innovation) Award 2015

Crown Employees (Department of Industry) Food Safety Officers Award

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

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

Crown Employees (General Staff - Salaries) Award 2007

Crown Employees Sydney Living Museums (Gardens - Horticulture and Trades Employees) Award 2016

Crown Employees (Interpreters and Translators, Multicultural NSW) Award

Crown Employees (Jenolan Caves Reserve Trust) Salaries Award 2016

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

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

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

Crown Employees (NSW Department of Community and Justice - Community Services Division) After Hours Service Award 2016

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

Crown Employees (Department of Industry) Domestic Services Officers Award

Crown Employees (NSW Department of Premiers and Cabinet) Exhibition Project Managers and Officers Australian Museum Award

Crown Employees (Department of Industry) Fisheries Employees Award

Crown Employees (Department of Planning and Environment) Geoscientists Award

Crown Employees (Department of Industry) Land Information Officers Award

Crown Employees (Department of Industry) Local Coordinator Allowance Award

Crown Employees (Department of Planning and Environment) Mine Safety and Environment Officers Award

Crown Employees (Department of Industry) Operational Staff Award

Crown Employees (NSW Department of Premier and Cabinet) Museum of Applied Arts and Sciences - Casual Guide Lecturers Award

Crown Employees (Department of Industry) Professional Officers Award

Crown Employees (Department of Industry) Regulatory Officers Award

Crown Employees (NSW Department of Premiers and Cabinet) State Library Security Staff Award

Crown Employees (Department of Industry) Technical Staff Award

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

Crown Employees (NSW Police Force Communications Officers) Award

Crown Employees (NSW Police Force 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 2018

Crown Employees (Office of Environment and Heritage – National Parks and Wildlife Service) Conditions of Employment Award 2015

Crown Employees (Department of Finance, Services and Innovation – SafeWork NSW Inspectors 2007) Award

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

Crown Employees (Parliament House Conditions of Employment) Award 2015

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

Crown Employees (Planning Officers) Award 2016

Crown Employees (Psychologists) Award

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

Crown Employees (Public Service Training Wage) Reviewed Award 2008

Crown Employees (Research Scientists) Award 2007

Crown Employees (Rural Fire Service) 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) Learning and Development Officers Award 2012

Crown Employees (State Emergency Service) Region Staff Award 2018

Crown Employees (State Emergency Service) State Operations Centre – Continuous Shift Workers Award 2017

Crown Employees (Tipstaves to Justices) Award 2007

Crown Employees (Trades Assistants) Award

Taronga Conservation Society Australia 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. 965 of 2008

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

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

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

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 1981; 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

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

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

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.

| | | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|----------------------|----|--------------------------------|---------------------------------|
| Common Salary Point: | 1 | 26416 | 26955 |
| | 2 | 28185 | 28760 |
| | 3 | 29674 | 30279 |
| | 4 | 31460 | 32102 |
| | 5 | 33458 | 34141 |
| | 6 | 35702 | 36430 |
| | 7 | 37949 | 38723 |
| | 8 | 40550 | 41377 |
| | 9 | 43000 | 43877 |
| | 10 | 45483 | 46411 |
| | 11 | 45899 | 46835 |
| | 12 | 46310 | 47255 |
| | 13 | 46773 | 47727 |
| | 14 | 47258 | 48222 |
| | 15 | 47704 | 48677 |
| | 16 | 48254 | 49238 |
| | 17 | 49470 | 50479 |
| | 18 | 49956 | 50975 |
| | 19 | 50391 | 51419 |
| | 20 | 50819 | 51856 |
| | 21 | 51302 | 52349 |
| | 22 | 51781 | 52837 |
| | 23 | 52968 | 54049 |
| | 24 | 53489 | 54580 |
| | 25 | 53928 | 55028 |
| | 26 | 54367 | 55476 |
| | 27 | 54804 | 55922 |
| | 28 | 55267 | 56394 |
| | 29 | 55836 | 56975 |
| | 30 | 56312 | 57461 |
| | 31 | 56762 | 57920 |

| | | | |
|--|----|-------|-------|
| | 32 | 57312 | 58481 |
| | 33 | 57776 | 58955 |
| | 34 | 58318 | 59508 |
| | 35 | 58791 | 59990 |
| | 36 | 59389 | 60601 |
| | 37 | 59956 | 61179 |
| | 38 | 60454 | 61687 |
| | 39 | 61079 | 62325 |
| | 40 | 61583 | 62839 |
| | 41 | 62274 | 63544 |
| | 42 | 62764 | 64044 |
| | 43 | 63386 | 64679 |
| | 44 | 63857 | 65160 |
| | 45 | 64478 | 65793 |
| | 46 | 64973 | 66298 |
| | 47 | 65656 | 66995 |
| | 48 | 66201 | 67552 |
| | 49 | 66882 | 68246 |
| | 50 | 67532 | 68910 |
| | 51 | 68057 | 69445 |
| | 52 | 68749 | 70151 |
| | 53 | 69337 | 70751 |
| | 54 | 69942 | 71369 |
| | 55 | 70636 | 72077 |
| | 56 | 71297 | 72751 |
| | 57 | 71926 | 73393 |
| | 58 | 72635 | 74117 |
| | 59 | 73396 | 74893 |
| | 60 | 74077 | 75588 |
| | 61 | 74827 | 76353 |
| | 62 | 75532 | 77073 |
| | 63 | 76420 | 77979 |
| | 64 | 77162 | 78736 |
| | 65 | 77811 | 79398 |
| | 66 | 78730 | 80336 |
| | 67 | 79535 | 81158 |
| | 68 | 80117 | 81751 |
| | 69 | 81037 | 82690 |
| | 70 | 81837 | 83506 |
| | 71 | 82653 | 84339 |
| | 72 | 83357 | 85057 |
| | 73 | 84220 | 85938 |
| | 74 | 84889 | 86621 |
| | 75 | 85744 | 87493 |
| | 76 | 86689 | 88457 |
| | 77 | 87431 | 89215 |
| | 78 | 88449 | 90253 |
| | 79 | 89156 | 90975 |
| | 80 | 90125 | 91964 |
| | 81 | 90933 | 92788 |
| | 82 | 91916 | 93791 |
| | 83 | 92813 | 94706 |
| | 84 | 93629 | 95539 |

| | | | |
|--|-----|--------|--------|
| | 85 | 94610 | 96540 |
| | 86 | 95457 | 97404 |
| | 87 | 96483 | 98451 |
| | 88 | 97443 | 99431 |
| | 89 | 98423 | 100431 |
| | 90 | 99399 | 101427 |
| | 91 | 100356 | 102403 |
| | 92 | 101285 | 103351 |
| | 93 | 102349 | 104437 |
| | 94 | 103449 | 105559 |
| | 95 | 104539 | 106672 |
| | 96 | 105634 | 107789 |
| | 97 | 106697 | 108874 |
| | 98 | 107864 | 110064 |
| | 99 | 108899 | 111121 |
| | 100 | 110011 | 112255 |
| | 101 | 111077 | 113343 |
| | 102 | 112140 | 114428 |
| | 103 | 113174 | 115483 |
| | 104 | 114201 | 116531 |
| | 105 | 115362 | 117715 |
| | 106 | 116532 | 118909 |
| | 107 | 117695 | 120096 |
| | 108 | 118863 | 121288 |
| | 109 | 120044 | 122493 |
| | 110 | 121220 | 123693 |
| | 111 | 122404 | 124901 |
| | 112 | 123599 | 126120 |
| | 113 | 124786 | 127332 |
| | 114 | 125977 | 128547 |
| | 115 | 127224 | 129819 |
| | 116 | 128473 | 131094 |
| | 117 | 129748 | 132395 |
| | 118 | 131039 | 133712 |
| | 119 | 132474 | 135176 |
| | 120 | 133920 | 136652 |
| | 121 | 135071 | 137826 |
| | 122 | 136214 | 138993 |
| | 123 | 137731 | 140541 |
| | 124 | 139246 | 142087 |
| | 125 | 140779 | 143651 |
| | 126 | 142308 | 145211 |
| | 127 | 143800 | 146734 |
| | 128 | 145306 | 148270 |
| | 129 | 146938 | 149936 |
| | 130 | 148578 | 151609 |

PART B
MONETARY RATES

AWARDS

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

| Administrative and Clerical Officer Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|-----------------------------------|------------------------------------|
| Clerks General Scale | | | |
| Clerks General Scale step 1 | 4 | 31460 | 32102 |
| Clerks General Scale step 2 | 6 | 35702 | 36430 |
| Clerks General Scale step 3 - 1st year of service or 18 years | 7 | 37949 | 38723 |
| 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 | 43000 | 43877 |
| 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 | 45899 | 46835 |
| Clerks General Scale step 6 - Minimum for employee 21 years of age | 17 | 49470 | 50479 |
| Clerks General Scale step 7 | 20 | 50819 | 51856 |
| Clerks General Scale step 8 | 23 | 52968 | 54049 |
| Clerks General Scale step 9 | 25 | 53928 | 55028 |
| Clerks General Scale step 10 | 28 | 55267 | 56394 |
| Clerks General Scale step 11 | 32 | 57312 | 58481 |
| Clerks General Scale step 12 | 36 | 59389 | 60601 |
| Clerks General Scale step 13 | 40 | 61583 | 62839 |
| 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 | - | 64216 | 65526 |
| Grade 1 | | | |
| 1st year of service | 46 | 64973 | 66298 |
| Thereafter | 49 | 66882 | 68246 |
| Grade 2 | | | |
| 1st year of service | 52 | 68749 | 70151 |
| Thereafter | 55 | 70636 | 72077 |
| Grade 3 | | | |
| 1st year of service | 58 | 72635 | 74117 |
| Thereafter | 61 | 74827 | 76353 |
| Grade 4 | | | |
| 1st year of service | 64 | 77162 | 78736 |
| Thereafter | 67 | 79535 | 81158 |
| Grade 5 | | | |
| 1st year of service | 75 | 85744 | 87493 |
| Thereafter | 78 | 88449 | 90253 |
| Grade 6 | | | |
| 1st year of service | 82 | 91916 | 93791 |
| Thereafter | 85 | 94610 | 96540 |

| | | | |
|---------------------|-----|--------|--------|
| Grade 7 | | | |
| 1st year of service | 88 | 97443 | 99431 |
| Thereafter | 91 | 100356 | 102403 |
| Grade 8 | | | |
| 1st year of service | 95 | 104539 | 106672 |
| Thereafter | 98 | 107864 | 110064 |
| Grade 9 | | | |
| 1st year of service | 101 | 111077 | 113343 |
| Thereafter | 104 | 114201 | 116531 |
| Grade 10 | | | |
| 1st year of service | 108 | 118863 | 121288 |
| Thereafter | 111 | 122404 | 124901 |
| Grade 11 | | | |
| 1st year of service | 116 | 128473 | 131094 |
| Thereafter | 120 | 133920 | 136652 |
| Grade 12 | | | |
| 1st year of service | 126 | 142308 | 145211 |
| Thereafter | 130 | 148578 | 151609 |

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. | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Probationary Correctional Officer | 45 | 64478 | 65793 |
| Correctional Officer - | | | |
| 1st year | 47 | 65656 | 66995 |
| 2nd year and thereafter | 49 | 66882 | 68246 |
| Correctional Officer, First Class -1st year | 55 | 70636 | 72077 |
| 2nd year and thereafter | 63 | 76420 | 77979 |
| Senior Correctional Officer | 69 | 81037 | 82690 |
| Overseer - | | | |
| 1st year | 55 | 70636 | 72077 |
| 2nd year and thereafter | 63 | 76420 | 77979 |
| Senior Overseer | 69 | 81037 | 82690 |
| Industries and Maintenance Allowance - | | | |
| Overseer 1st year | | 10405 | 10617 |
| Overseer 2nd year and thereafter | | 4618 | 4712 |
| Senior Overseer | | 9086 | 9271 |

| | | | |
|---------------------------------------------------|--|------|------|
| Incidental Allowance - | | | |
| Probationary Correctional Officer (in training) | | n/a | |
| Probationary Correctional Officer (on graduation) | | 1060 | 1082 |
| Correctional Officer 1st year | | 1553 | 1585 |
| Correctional Officer 2nd year and thereafter | | 2126 | 2169 |
| Correctional Officer, First Class 1st year | | 3179 | 3244 |
| Correctional Officer, First Class 2nd year and | | 3179 | 3244 |
| Senior Correctional Officer | | 5299 | 5407 |
| Overseer 1st year | | 3179 | 3244 |
| Overseer 2nd year and thereafter | | 3179 | 3244 |
| Senior Overseer | | 5299 | 5407 |

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

| Annualised Salary Package - Kempsey, Dillwynia and Wellington Correctional Centres | | | |
|------------------------------------------------------------------------------------|----------------------------|-----------------------------------|------------------------------------|
| Classification and Grades | | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| General Manager | | 199061 | 203122 |
| Manager of Security | | 167935 | 171361 |
| Principal Correctional Officer | | 129754 | 132401 |
| Chief Correctional Officer | | 121455 | 123933 |
| Correctional Officers - Kempsey, Dillwynia and Wellington Correctional Centres | | | |
| | Common Salary Points | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Senior Correctional Officer | 69 | 81037 | 82690 |
| Correctional Officer 1st Class Year 2 | 63 | 76420 | 77979 |
| Correctional Officer 1st Class Year 1 | 55 | 70636 | 72077 |
| Correctional Officer Year 2 | 49 | 66882 | 68246 |
| Correctional Officer Year 1 | 47 | 65656 | 66995 |
| Correctional Officer Probationary | 45 | 64478 | 65793 |
| Correctional Officer (Training) | 45 | 64478 | 65793 |
| Incidental Allowance: Senior Correctional Officer | - | 5299 | 5407 |
| Correctional Officer 1st Class Years 1 and 2 | - | 3179 | 3244 |
| Correctional Officer Year 2 | - | 2126 | 2169 |
| Correctional Officer Year 1 | - | 1592 | 1624 |
| Correctional Officer Probationary | - | 1060 | 1082 |
| Principal Industry Officer Level 1 | - | 135307 | 138067 |
| Principal Industry Officer Level 2 | - | 128774 | 131401 |
| Chief Industry Officer | - | 122657 | 125159 |
| Senior Overseer | 80 | 90125 | 91964 |
| Overseer | 69 | 81037 | 82690 |
| Senior Overseer | - | 5299 | 5407 |
| Overseer | - | 3179 | 3244 |

Crown Employees (Departmental Officers) Award

| Departmental Officer | | | |
|----------------------------|---------|-----------------------------------|------------------------------------|
| Classifications and Grades | | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| General Scale | Year 1 | 37949 | 38723 |
| | Year 2 | 45899 | 46835 |
| | Year 3 | 49470 | 50479 |
| | Year 4 | 50819 | 51856 |
| | Year 5 | 52968 | 54049 |
| | Year 6 | 53928 | 55028 |
| | Year 7 | 55267 | 56394 |
| | Year 8 | 57312 | 58481 |
| | Year 9 | 59389 | 60601 |
| | Year 10 | 61583 | 62839 |

| | | | |
|-----------------------------------|--------|--------|--------|
| Grade 1-2 (Level 1) | Year 1 | 64973 | 66298 |
| | Year 2 | 66882 | 68246 |
| | Year 3 | 68749 | 70151 |
| | Year 4 | 70636 | 72077 |
| Grade 3-4 (Level 2) | Year 1 | 72635 | 74117 |
| | Year 2 | 74827 | 76353 |
| | Year 3 | 77162 | 78736 |
| | Year 4 | 79535 | 81158 |
| Grade 5-6 (Level 3) | Year 1 | 85744 | 87493 |
| | Year 2 | 88449 | 90253 |
| | Year 3 | 91916 | 93791 |
| | Year 4 | 94610 | 96540 |
| Grade 7-8 (Level 4) | Year 1 | 97443 | 99431 |
| | Year 2 | 100356 | 102403 |
| | Year 3 | 104539 | 106672 |
| | Year 4 | 107864 | 110064 |
| Grade 9-10 (Level 5) | Year 1 | 111077 | 113343 |
| | Year 2 | 114201 | 116531 |
| | Year 3 | 118863 | 121288 |
| | Year 4 | 122404 | 124901 |
| Grade 11 (Level 6) | Year 1 | 128473 | 131094 |
| | Year 2 | 133920 | 136652 |
| Grade 12 (Level 7) | Year 1 | 142308 | 145211 |
| | Year 2 | 148578 | 151609 |
| Senior Officer Grade 1 (Level 8) | Year 1 | 166247 | 169638 |
| | Year 2 | 179135 | 182789 |
| Senior Officer Grade 2 (Level 9) | Year 1 | 182167 | 185883 |
| | Year 2 | 195010 | 198988 |
| Senior Officer Grade 3 (Level 10) | Year 1 | 201536 | 205647 |
| | Year 2 | 221228 | 225741 |

Crown Employees (Sound Reporters) Award

| Multi-Skilled Reporters and Sound Reporters Dual Remote | | | |
|---------------------------------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grade | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Trainee Multi-Skilled Sound Reporter Year 1 | 46 | 64973 | 66298 |
| Multi-Skilled Sound Reporter Year 2 | 52 | 68749 | 70151 |
| Multi-Skilled Sound Reporter Year 3 | 55 | 70636 | 72077 |
| Multi-Skilled Sound Reporter Year 4 | 58 | 72635 | 74117 |
| Multi-Skilled Sound Reporter Year 5 | 61 | 74827 | 76353 |
| Sound Reporter Dual Remote | 64 | 77162 | 78736 |

Crown Employees (Department of Communities and Justice (Youth Justice) - 38 Hour week Operational Staff 2019) Reviewed Award

| Classification and Grades | A & C Grade Equivalent | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|-------------------------------------|------------------------|--------------------------|---------------------------|
| Unqualified Youth Officer - Level 1 | GS Year 10 | 61583 | 62839 |
| Youth Officer Level 2 | | | |
| Year 1 | Min 1 | 64973 | 66298 |
| Year 2 | Max 1 | 66882 | 68246 |
| Year 3 | Min 2 | 68749 | 70151 |

| | | | |
|-------------------------------------------------------------------------------|--------|--------|--------|
| Level 3 Year 1 | Max 2 | 70636 | 72077 |
| Shift Supervisor/Assistant Unit Manager - Level 4 Year 1 | Min 4 | 77162 | 78736 |
| Year 2 | Max 4 | 79535 | 81158 |
| Year 3 | Min 5 | 85744 | 87493 |
| Year 4 | Max 5 | 88449 | 90253 |
| Unit Manager - Level 5 Year 1 | Min 6 | 91916 | 93791 |
| Year 2 | Max 6 | 94610 | 96540 |
| Year 3 | Min 7 | 97443 | 99431 |
| Year 4 | Max 7 | 100356 | 102403 |
| Assistant Manager - Level 6 Year 1 | Min 8 | 104539 | 106672 |
| Year 2 | Max 8 | 107864 | 110064 |
| Year 3 | Min 9 | 111077 | 113343 |
| Year 4 | Max 9 | 114201 | 116531 |
| Centre Manager - Level 7 Year 1 | Min 10 | 118863 | 121288 |
| Year 2 | Max 10 | 122404 | 124901 |
| Centre Manager - Level 8 Year 1 | Min 11 | 128473 | 131094 |
| Year 2 | Max 11 | 133920 | 136652 |
| Centre Manager - Level 9 Year 1 | Min 12 | 142308 | 145211 |
| Year 2 | Max 12 | 148578 | 151609 |
| Vocational Instructor (Trade, Maintenance, Grounds) Level 1, Year 1 | - | 61583 | 62839 |
| Level 2 Year 1 | - | 64973 | 66298 |
| Year 2 | - | 66882 | 68246 |
| Year 3 | - | 68749 | 70151 |
| Year 4 | - | 70636 | 72077 |
| Kitchen Support Officer and Vocational Instructor (Cook) Level 1 Year 1 | - | 50819 | 51856 |
| Year 2 | - | 64973 | 66298 |
| Level 2 Year 1 | - | 64973 | 66298 |
| Year 2 | - | 66882 | 68246 |
| Year 3 | - | 68749 | 70151 |
| Year 4 | - | 70636 | 72077 |
| Vocational Instructor (Cook Supervisor) | - | 73442 | 74940 |
| Logistics Officer Level 4 Year 1 | - | 85744 | 87493 |
| Year 2 | - | 88449 | 90253 |
| Level 5 Year 3 | - | 91916 | 93791 |
| Year 4 | - | 94610 | 96540 |
| Court Supervisor - Level 4 Year 1 | Min 4 | 77162 | 78736 |
| Year 2 | Max 4 | 79535 | 81158 |
| Year 3 | Min 5 | 85744 | 87493 |
| Year 4 | Max 5 | 88449 | 90253 |
| Drug Detection Security and Intelligence Officer Level 2 Year 1 | Min 1 | 64973 | 66298 |

| | | | |
|--------------------------------------------------------------------------|-------|-------|-------|
| Year 2 | Max 1 | 66882 | 68246 |
| Year 3 | Min 2 | 68749 | 70151 |
| Level 3 | Max 2 | 70636 | 72077 |
| Chokage Allowance (per day) | | | |
| | | 5.25 | 5.30 |
| Uniform Allowance (per week) | | | |
| | | 5.45 | 5.50 |
| Trade Allowance (per annum) | | | |
| | | 1972 | 2012 |
| Supervisory Allowance (per week) | | | |
| | | 54.00 | 55.10 |
| Allocated Youth Officer Additional Responsibilities Allowance (per hour) | | | |
| | | 1.40 | 1.42 |

Crown Employees (Office of Sport - Catering Officers) Award

| | | |
|---------------------------------------|-----------------------------------|------------------------------------|
| Classification and Grades | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Level 1 | 60166 | 61393 |
| Level 2 | 62069 | 63335 |
| Level 3 | 63939 | 65243 |
| Level 4 | 66000 | 67346 |
| Level 5 | 68336 | 69730 |
| Catering Officers - Academy Allowance | | |
| Senior Catering Officer | 5260 | 5367 |
| Catering Officer | 2538 | 2590 |
| Apprentice | 2031 | 2072 |

Crown Employees (Office of Sport- 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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Annual allowance (Clause 11) | 11929 | 12172 |

Crown Employees (Office of Sport - Program Officers) Award

| | | |
|-----------------------------------------------------------------|-----------------------------------|------------------------------------|
| Program Officers - Department of the Arts, Sport and Recreation | | |
| Classification and Grades | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Program Officers | | |
| Level 1 | 60855 | 62096 |
| Level 2 | 63238 | 64528 |
| Level 3 | 66808 | 68171 |
| Level 4 | 71581 | 73041 |
| Level 5 | 73965 | 75474 |
| Level 6 | 77556 | 79138 |
| Level 7 | 81127 | 82782 |
| Level 8 | 84715 | 86443 |
| Level 9 | 88283 | 90084 |
| Level 10 | 91873 | 93747 |
| Level 11 | 95436 | 97383 |
| Level 12 | 97825 | 99821 |

| | | |
|-------------------------------------------------------------------------|---------------------------------|----------------------------------|
| Program Officers - Temporary employees | 1.7.20 Per day 0.3% \$ | 1.7.21 Per day 2.04% \$ |
| Level 1 | 233.6 | 238.35 |
| Level 2 | 242.1 | 247.05 |
| Level 3 | 255.45 | 260.65 |
| Level 4 | 274.95 | 280.55 |
| Level 5 | 283.45 | 289.25 |
| Level 6 | 296.85 | 302.90 |
| Level 7 | 311.45 | 317.80 |
| Level 8 | 324.8 | 331.45 |
| Level 9 | 338.2 | 345.10 |
| Level 10 | 351.6 | 358.75 |
| Level 11 | 366.2 | 373.65 |
| Level 12 | 374.7 | 382.35 |
| Program Officers - Casual Employees | 1.7.20 Per day 0.3% \$ | 1.7.21 Per day 2.04% \$ |
| Level 1 | 262.45 | 267.80 |
| Level 2 | 272.7 | 278.25 |
| Level 3 | 288.1 | 294.00 |
| Level 4 | 308.6 | 314.90 |
| Level 5 | 319 | 325.50 |
| Level 6 | 334.4 | 341.20 |
| Level 7 | 349.85 | 357.00 |
| Level 8 | 365.3 | 372.75 |
| Level 9 | 380.7 | 388.45 |
| Level 10 | 396.2 | 404.30 |
| Level 11 | 411.6 | 420.00 |
| Level 12 | 421.8 | 430.40 |
| | 1.7.20 Per day 0.3% \$ | 1.7.21 Per day 2.04% \$ |
| | | |
| Program Officer (Group Leader) | 203.95 247.40 | 208.10 252.45 |
| Allowances | | |
| Sport and recreation allowance - Permanent Program Officers (per annum) | 11929 | 12172 |
| Sport and recreation allowance- Temporary Program Officers (per day) | 45.75 | 46.70 |
| Night duty allowance - Casual Program Officers (per night) | 97.60 | 99.60 |
| Night duty allowance - Program Officer (Group Leader) (per night) | 47.10 | 48.05 |

Crown Employees (Office of Sport - Services Officers) Award

| | | |
|---------------------------|-----------------------------------|------------------------------------|
| Classification and Grades | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Level 1 | 50963 | 52003 |
| Level 2 | 53753 | 54850 |
| Level 3 | 56066 | 57210 |
| Level *4 | 58383 | 59574 |
| | Per Hour \$ | |
| Level 1 | 25.69 | 26.21 |

| | | |
|--------------------------------------------------------------------------|-----------------------------------|------------------------------------|
| Level 2 | 27.1 | 27.65 |
| Level 3 | 28.28 | 28.86 |
| Level 4 | 29.47 | 30.07 |
| Table 2 - Salary Scale for Services Officers after Competency Attainment | | |
| Classification and Grades | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Level 1 | 52491 | 53562 |
| Level 2 | 55369 | 56499 |
| Level 3 | 57753 | 58931 |
| Level 4* | 60135 | 61362 |
| | Per hour \$ | |
| Level 1 | 26.5 | 27.04 |
| Level 2 | 27.94 | 28.51 |
| Level 3 | 29.13 | 29.72 |
| Level 4 | 30.32 | 30.94 |

* Services Officer (Groundsperson) and Services Officer (Gardener) salary rate

| | | |
|--------------------------------------------------------|-----------------------------------|------------------------------------|
| Table 3 - Salary Scale for Assistant Services Officers | | |
| Classification and Grades | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Level 1 | 50963 | 52003 |
| Level 2 | 53753 | 54850 |
| | Per hour \$ | |
| Level 1 | 25.69 | 26.21 |
| Level 2 | 27.1 | 27.65 |

Crown Employees Department of Family and Community Services NSW (Aboriginal Housing Award) 2016

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

Crown Employees (Department of Finance, Services and Innovation) Award 2015

| | | |
|------------------------------------------------------------------|-----------------------------------|------------------------------------|
| Department of Commerce (other than GCIO, OFT, OIR, Businesslink) | | |
| Classifications and Grades | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| DPWS Professional Staff - | | |
| General Scale 1 | 38472 | 39257 |
| General Scale HSC 19 years | 43590 | 44479 |
| General Scale 2 or age 20 | 46527 | 47476 |
| General Scale 3 or age 21 | 50144 | 51167 |
| General Scale 4 | 51516 | 52567 |
| General Scale 5 | 53690 | 54785 |
| General Scale 6 | 54666 | 55781 |
| General Scale 7 | 56026 | 57169 |
| General Scale 8 | 58097 | 59282 |
| General Scale 9 | 60202 | 61430 |
| General Scale 10 | 62422 | 63695 |
| General Scale 11 | 64257 | 65568 |
| General Scale 12 | 65859 | 67203 |
| General Scale 13 | 67796 | 69179 |

| | | |
|----------------------------------|--------|--------|
| Grade 1 | | |
| Year 1 | 68453 | 69849 |
| Year 2 | 72275 | 73749 |
| Year 3 | 77463 | 79043 |
| Year 4 | 82955 | 84647 |
| Year 5 | 87875 | 89668 |
| Grade 2 | | |
| Year 1 | 93177 | 95078 |
| Year 2 | 96765 | 98739 |
| Year 3 | 99767 | 101802 |
| Year 4 | 102675 | 104770 |
| Grade 3 | | |
| Year 1 | 108160 | 110366 |
| Year 2 | 111518 | 113793 |
| Year 3 | 115763 | 118125 |
| Year 4 | 119306 | 121740 |
| Grade 4 | | |
| Year 1 | 125289 | 127845 |
| Year 2 | 128959 | 131590 |
| Year 3 | 131532 | 134215 |
| DPWS Senior Professional Staff - | | |
| Senior 1 | | |
| Year 1 | 136921 | 139714 |
| Year 2 | 139618 | 142466 |
| Senior 2 | | |
| Year 1 | 142711 | 145622 |
| Year 2 | 145774 | 148748 |
| Senior 3 | | |
| Year 1 | 148951 | 151990 |
| Year 2 | 150614 | 153687 |
| DPWS Project Staff | | |
| Grade 1 | | |
| Year 1 | 81263 | 82921 |
| Year 2 | 82620 | 84305 |
| Grade 2 | | |
| Year 1 | 87922 | 89716 |
| Year 2 | 90457 | 92302 |
| Grade 3 | | |
| Year 1 | 93242 | 95144 |
| Year 2 | 96019 | 97978 |
| Grade 4 | | |
| Year 1 | 98801 | 100817 |
| DPWS Senior Management | | |
| Grade 1 | | |
| Year 1 | 163282 | 166613 |
| Year 2 | 171515 | 175014 |
| Grade 2 - | | |
| Year 1 | 179738 | 183405 |
| Year 2 | 187971 | 191806 |
| DPWS Staff - | | |
| General Scale 1 | 38472 | 39257 |
| General Scale HSC 19 yrs | 43590 | 44479 |
| General Scale 2 or age 20 | 46527 | 47476 |
| General Scale 3 or age 21 | 50144 | 51167 |
| General Scale 4 | 51516 | 52567 |
| General Scale 5 | 53690 | 54785 |
| General Scale 6 | 54666 | 55781 |
| General Scale 7 | 56026 | 57169 |

| | | |
|-----------------------------|--------|--------|
| General Scale 8 | 58097 | 59282 |
| General Scale 9 | 60202 | 61430 |
| General Scale 10 | 62422 | 63695 |
| * Personal | 64257 | 65568 |
| Grade 1 - Year 1 | 65859 | 67203 |
| Year 2 | 67796 | 69179 |
| Grade 2 - Year 1 | 69692 | 71114 |
| Year 2 | 71597 | 73058 |
| Grade 3 - Year 1 | 73632 | 75134 |
| Year 2 | 75856 | 77403 |
| Grade 4 - Year 1 | 78221 | 79817 |
| Year 2 | 80623 | 82268 |
| Grade 5 - Year 1 | 86920 | 88693 |
| Year 2 | 89666 | 91495 |
| Grade 6 - Year 1 | 93177 | 95078 |
| Year 2 | 95904 | 97860 |
| Grade 7 - Year 1 | 98782 | 100797 |
| Year 2 | 101738 | 103813 |
| Grade 8 - Year 1 | 105970 | 108132 |
| Year 2 | 109344 | 111575 |
| Grade 9 - Year 1 | 112600 | 114897 |
| Year 2 | 115763 | 118125 |
| Grade 10 - Year 1 | 120498 | 122956 |
| Year 2 | 124082 | 126613 |
| Grade 11 - Year 1 | 130234 | 132891 |
| Year 2 | 135756 | 138525 |
| Grade 12 - Year 1 | 144258 | 147201 |
| Year 2 | 150614 | 153687 |
| DPWS Technical Staff (A) | | |
| General Scale 1 or 16 years | 31895 | 32546 |
| General Scale 2 or 17 years | 36193 | 36931 |
| General Scale 3 or 18 years | 38472 | 39257 |
| General Scale 4 or 20 years | 43590 | 44479 |
| General Scale 5 or 21 years | 46527 | 47476 |
| General Scale 6 | 50144 | 51167 |
| General Scale 7 | 51516 | 52567 |
| General Scale 8 | 53690 | 54785 |
| General Scale 9 | 54666 | 55781 |
| General Scale 10 | 56026 | 57169 |
| General Scale 11 | 58097 | 59282 |
| General Scale 12 | 60202 | 61430 |
| General Scale 13 | 62422 | 63695 |
| General Scale 14 | 64257 | 65568 |
| Grade I - Year 1 | 67111 | 68480 |
| Year 2 | 68997 | 70405 |

| | | |
|-----------------------------|--------|--------|
| Year 3 | 70899 | 72345 |
| Year 4 | 72275 | 73749 |
| Year 5 | 74403 | 75921 |
| Grade II - | | |
| Year 1 | 78221 | 79817 |
| Year 2 | 79808 | 81436 |
| Year 3 | 81219 | 82876 |
| Year 4 | 82955 | 84647 |
| Grade III - | | |
| Year 1 | 88625 | 90433 |
| DPWS Senior Technical (A) - | | |
| Senior I - | | |
| Year 1 | 86920 | 88693 |
| Year 2 | 88625 | 90433 |
| Year 3 | 91354 | 93218 |
| Senior II - | | |
| Year 1 | 94076 | 95995 |
| Year 2 | 96765 | 98739 |
| Senior III - | | |
| Year 1 | 100754 | 102809 |
| Senior Officer - | | |
| Grade 1 - | | |
| Year 1 | 168240 | 171672 |
| Year 2 | 181129 | 184824 |
| Grade 2 - | | |
| Year 1 | 184159 | 187916 |
| Year 2 | 197005 | 201024 |
| Grade 3 - | | |
| Year 1 | 203531 | 207683 |
| Year 2 | 223222 | 227776 |

Crown Employees (Department of Industry) Food Safety Officers Award

| Food Safety Officers | | | |
|---------------------------|----------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Points | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Grade 1, Year 1 | - | 65928 | 67273 |
| Year 2 | - | 67816 | 69199 |
| Year 3 | 55 | 70636 | 72077 |
| Grade 2, Year 1 | - | 74902 | 76430 |
| Year 2 | - | 81454 | 83116 |
| Year 3 | 82 | 91916 | 93791 |
| Grade 3, Year 1 | - | 98900 | 100918 |
| Year 2 | - | 102445 | 104535 |
| Year 3 | 98 | 107864 | 110064 |
| Grade 4, Year 1 | - | 112635 | 114933 |
| Year 2 | - | 116531 | 118908 |
| Year 3 | 111 | 122404 | 124901 |
| Grade 5, Year 1 | 116 | 128473 | 131094 |
| Year 2 | 120 | 133920 | 136652 |
| Grade 6, Year 1 | 126 | 142308 | 145211 |
| Year 2 | 130 | 148578 | 151609 |

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

| General Assistants in Schools - Department of Education and Training | | | |
|--------------------------------------------------------------------------|----------------------|-----------------------------------|------------------------------------|
| Classification and Grades | Common Salary Points | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Full-time Permanent - Junior On employment | - | 35275 | 35995 |
| After 12 months or at 20 years Adult | - | 45352 | 46277 |
| Year 1 | 19 | 50392 | 51420 |
| Year 2 | 20 | 50819 | 51856 |
| Year 3 | 22 | 51781 | 52837 |
| Year 4 | 23 | 52968 | 54049 |
| Year 5 | 25 | 53928 | 55028 |
| Part-time Permanent (up to 35.5 hpw) | | 1.7.20 Per hour 0.3% \$ | 1.7.21 Per hour 2.04% \$ |
| Junior On employment | | 19.57 | 19.97 |
| After 12 months or at 20 years Adult | | 25.16 | 25.67 |
| Full-time (38 hpw) Temporary - Unloaded Junior On employment | | 17.80 | 18.16 |
| After 12 months or at 20 years Adult | | 22.88 | 23.35 |
| Full-time Temporary - Loaded Junior On employment | | 19.29 | 19.68 |
| After 12 months or at 20 years Adult | | 24.75 | 25.25 |
| Part-time Temporary (up to 35.5 hpw) Unloaded Junior On employment | | 19.57 | 19.97 |
| After 12 months or at 20 years Adult | | 25.16 | 25.67 |
| Loaded Junior On employment | | 21.21 | 21.64 |
| After 12 months or at 20 years Adult | | 27.26 | 27.82 |
| | | 31.11 | 31.74 |

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

| Rank | Annualised Salary from the first full pay period on or after 1.7.2020 0.3% \$ | Annualised Salary from the first full pay period on or after 1.7.2021 2.04% \$ |
|-----------------------|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| General Manager | 199061 | 203122 |
| Superintendent | 182652 | 186378 |
| Manager Security | 167935 | 171361 |
| Deputy Superintendent | 156447 | 159639 |

Crown Employees (General Staff - Salaries) Award 2007

| General Staff - Salaries | | | |
|--------------------------------------------------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Corrective Services NSW Canteen Worker | 9 | 43000 | 43877 |
| Community Liaison Officer, Department of Education | 57 | 71926 | 73393 |
| Aboriginal Community Liaison Officer, Department of Education | | | |
| Year 1 | | | |
| Year 2 | 61 | 74827 | 76353 |
| Year 3 | 64 | 77162 | 78736 |
| Year 4 | 67 | 79535 | 81158 |
| Farm Foreman, DET | | | |
| Grade A | | | |
| 1st year | 39 | 61079 | 62325 |
| 2nd year | 41 | 62274 | 63544 |
| 3rd year | 43 | 63386 | 64679 |
| Grade B | | | |
| 1st year | 45 | 64478 | 65793 |
| 2nd year | 47 | 65656 | 66995 |
| 3rd year | 51 | 68057 | 69445 |
| Maintenance Officer, DET | | | |
| 1st year | 24 | 53489 | 54580 |
| 2nd - 7th year | 25 | 53928 | 55028 |
| 8th year | 26 | 54367 | 55476 |
| Matrons and Sub-Matrons, DET | | | |
| Matron | | | |
| 1st year | 45 | 64478 | 65793 |
| Thereafter | 46 | 64973 | 66298 |
| Sub-Matron | | | |
| 1st year | 39 | 61079 | 62325 |
| Thereafter | 40 | 61583 | 62839 |
| Technical Assistant (Art, Ceramics, TV Studio) | | | |
| Years 1 - 3 | 32 | 57312 | 58481 |
| Years 4 - 6 | 34 | 58318 | 59508 |
| Year 7 | 35 | 58791 | 59990 |
| Assistant, Dept of Infrastructure Planning and Natural Resources (DIPNR) | | | |
| Junior - under 17 (50% of Grade 1, Yr 1) | | 24978 | 25488 |
| Aged 17 (60% of Grade 1, Yr 1) | | 29974 | 30585 |
| Aged 18 (70% of Grade 1, Yr 1) | | 34969 | 35682 |
| Aged 19 (80% of Grade 1, Yr 1) | | 39965 | 40780 |
| Aged 20 (90% of Grade 1, Yr) | | 44961 | 45878 |
| Grade 1 | | | |
| 1st year | 18 | 49956 | 50975 |
| 2nd year | 22 | 51781 | 52837 |
| 3rd year | 25 | 53928 | 55028 |
| 4th year | 29 | 55836 | 56975 |
| 5th year | 32 | 57312 | 58481 |
| Grade 2 | | | |
| 1st year | 34 | 58318 | 59508 |
| 2nd year | 36 | 59389 | 60601 |
| 3rd year | 37 | 59956 | 61179 |
| 4th year | 39 | 61079 | 62325 |
| Grade 3 | | | |
| 1st year | 46 | 64973 | 66298 |

| | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|-------|-------|
| 2nd year | 52 | 68749 | 70151 |
| Field Services Staff, DIPNR Field Supervisor | | | |
| 1st year | 48 | 66201 | 67552 |
| 2nd year | 51 | 68057 | 69445 |
| 3rd year | 53 | 69337 | 70751 |
| 4th year | 55 | 70636 | 72077 |
| 5th year | 58 | 72635 | 74117 |
| Field Service Manager, Years 1-3 only Other locations (not specified) | | | |
| 1st year | 66 | 78730 | 80336 |
| 2nd year | 67 | 79535 | 81158 |
| 3rd year | 69 | 81037 | 82690 |
| 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 | 85744 | 87493 |
| Regional Field Services Manager | 83 | 92813 | 94706 |
| Overseers, DIPNR | | | |
| Grade 1 (ex Dept of Water Resources only) | 60 | 74077 | 75588 |
| Grade II | 61 | 74827 | 76353 |
| Grade III | 65 | 77811 | 79398 |
| Grade IV | 73 | 84220 | 85938 |
| Grade V | 77 | 87431 | 89215 |
| Plant Managers, DIPNR | | | |
| Grade 1 (Workshop Supervisors, Goulburn, Inverell, Scone & Wagga Wagga | 65 | 77811 | 79398 |
| Grade 2 (Workshop Manager, Wellington & Fleet Managers, Tamworth & Wagga Wagga) | | | |
| Year 1 | 69 | 81037 | 82690 |
| Year 2 | 70 | 81837 | 83506 |
| Assistant Education Officers, Powerhouse Museum | 43 | 63386 | 64679 |
| | 47 | 65656 | 66995 |
| House Officer, Powerhouse Museum | 43 | 63386 | 64679 |
| | 44 | 63857 | 65160 |
| Museum Officer, Powerhouse Museum | 18 | 49956 | 50975 |
| | 19 | 50391 | 51419 |
| | 20 | 50819 | 51856 |
| | 21 | 51302 | 52349 |
| | 23 | 52968 | 54049 |
| Photographer | | | |
| Grade 1 - Years 1-3 (various agencies) | | | |
| 1st year | 39 | 61079 | 62325 |
| 2nd year | 41 | 62274 | 63544 |
| 3rd year | 43 | 63386 | 64679 |
| Grade 2* | | | |
| 1st year | 49 | 66882 | 68246 |
| 2nd year | 51 | 68057 | 69445 |
| *Progression from Photographer Grade 1 to Photographer Grade 2 (see Sch A of award) | | | |
| Photographers Grade 3** Years 1-3 | | | |
| 1st year | 63 | 76420 | 77979 |
| 2nd year | 65 | 77811 | 79398 |
| 3rd year | 69 | 81037 | 82690 |
| **Grade 3 requirements in Sch A of award | | | |

| | | | | |
|---------------------------------------------------------------------|--------------------------------------|-------|-------|-------|
| Photographic Assistant | 22 | 51781 | 52837 | |
| | 23 | 52968 | 54049 | |
| | 25 | 53928 | 55028 | |
| | 26 | 54367 | 55476 | |
| Preparator, Powerhouse Museum Grade I - Years 1-3 | 45 | 64478 | 65793 | |
| | 48 | 66201 | 67552 | |
| | 51 | 68057 | 69445 | |
| | Grade II - Years 1-2 | 55 | 70636 | 72077 |
| | | 59 | 73396 | 74893 |
| Senior Preparator, Powerhouse Museum | 63 | 76420 | 77979 | |
| | 65 | 77811 | 79398 | |
| Stores Officer, Powerhouse Museum Grade 1 | 31 | 56762 | 57920 | |
| | 33 | 57776 | 58955 | |
| | Grade 2 | 34 | 58318 | 59508 |
| | | 35 | 58791 | 59990 |
| | Grade 3 | 36 | 59389 | 60601 |
| | | 37 | 59956 | 61179 |
| | Grade 4 | 39 | 61079 | 62325 |
| | | 41 | 62274 | 63544 |
| | Transport Officer, Powerhouse Museum | 47 | 65656 | 66995 |
| 49 | | 66882 | 68246 | |
| Field Assistant, Dept of Mineral Resources Year 1 | 26 | 54367 | 55476 | |
| | Year 2 | 28 | 55267 | 56394 |
| | | 31 | 56762 | 57920 |
| | Year 3 | 32 | 57312 | 58481 |
| | Year 4 | 34 | 58318 | 59508 |
| | | 34 | 58318 | 59508 |
| Regional Mining Officer, Dept of Mineral Resources | 58 | 72635 | 74117 | |
| | 61 | 74827 | 76353 | |
| | 64 | 77162 | 78736 | |
| | 67 | 79535 | 81158 | |
| Regional Mining Officer, Lightning Ridge, Dept of Mineral Resources | 75 | 85744 | 87493 | |
| | 79 | 89156 | 90975 | |
| | 82 | 91916 | 93791 | |
| | 85 | 94610 | 96540 | |
| Craftsman/Framer, Art Gallery | 32 | 57312 | 58481 | |
| Gallery Services Officer, Art Gallery | 18 | 49956 | 50975 | |
| | 20 | 50819 | 51856 | |
| Supervisor, Gallery Services Officers, Art Gallery | 23 | 52968 | 54049 | |
| Senior Gallery Services Officer | 43 | 63386 | 64679 | |
| | 45 | 64478 | 65793 | |
| | 47 | 65656 | 66995 | |
| | 49 | 66882 | 68246 | |
| Installation Officer, Art Gallery | 26 | 54367 | 55476 | |
| | 29 | 55836 | 56975 | |
| | 32 | 57312 | 58481 | |
| Senior Installation Officer, Art Gallery | 32 | 57312 | 58481 | |
| | 35 | 58791 | 59990 | |
| Display Technician, Art Gallery Grade 1 | 45 | 64478 | 65793 | |
| | 48 | 66201 | 67552 | |
| | 51 | 68057 | 69445 | |
| | Grade 2 | 55 | 70636 | 72077 |
| | | 59 | 73396 | 74893 |
| Senior Display Technician | 63 | 76420 | 77979 | |
| | 65 | 77811 | 79398 | |

| | | | |
|-------------------------------------------------|----|-------|-------|
| Bar Manager, Police Academy | 34 | 58318 | 59508 |
| Building Manager, NSW Police | 60 | 74077 | 75588 |
| | 61 | 74827 | 76353 |
| | 63 | 76420 | 77979 |
| Driving Instructor, NSW Police College | 68 | 80117 | 81751 |
| | 69 | 81037 | 82690 |
| | 72 | 83357 | 85057 |
| General Assistant, NSW Police College | 19 | 50391 | 51419 |
| | 20 | 50819 | 51856 |
| | 22 | 51781 | 52837 |
| | 23 | 52968 | 54049 |
| | 25 | 53928 | 55028 |
| Groom, Mounted Police | 16 | 48254 | 49238 |
| | 18 | 49956 | 50975 |
| Maintenance Attendant, Goulburn Police College | 22 | 51781 | 52837 |
| Senior Basement Attendant, Police Headquarters | 29 | 55836 | 56975 |
| | 31 | 56762 | 57920 |
| | 32 | 57312 | 58481 |
| | 34 | 58318 | 59508 |
| Storeman/Attendant, Police Headquarters | 17 | 49470 | 50479 |
| Uniform Fitter and Advisory Officer, NSW Police | 37 | 59956 | 61179 |
| Police Armourer | | | |
| Year 1 | 51 | 68057 | 69445 |
| Year 2 | 55 | 70636 | 72077 |
| Year 3 | 58 | 72635 | 74117 |
| Year 4 | 59 | 73396 | 74893 |
| General Assistant, State Library | 23 | 52968 | 54049 |
| Photographic Operator, State Library | 23 | 52968 | 54049 |
| | 26 | 54367 | 55476 |
| Museum Assistant, Historic Houses Trust | | | |
| Grade 1 Years 1 to 4 | 20 | 50819 | 51856 |
| | 21 | 51302 | 52349 |
| | 25 | 53928 | 55028 |
| Grade 2, Years 1 to 5 | 27 | 54804 | 55922 |
| | 30 | 56312 | 57461 |
| | 31 | 56762 | 57920 |
| | 34 | 58318 | 59508 |
| | 35 | 58791 | 59990 |
| | 36 | 59389 | 60601 |
| Museum Guide, Historic Houses Trust | | | |
| Years 1 to 6 | 28 | 55267 | 56394 |
| | 30 | 56312 | 57461 |
| | 32 | 57312 | 58481 |
| | 34 | 58318 | 59508 |
| | 36 | 59389 | 60601 |
| Chief Guide, Historic Houses Trust | 39 | 61079 | 62325 |
| | 48 | 66201 | 67552 |
| Entrance Attendant, Royal Botanic Gardens | 51 | 68057 | 69445 |
| | 30 | 56312 | 57461 |
| Herbarium Assistants, Royal Botanic Gardens | | | |
| Grade 1 | 18 | 49956 | 50975 |
| | 22 | 51781 | 52837 |
| | 25 | 53928 | 55028 |
| | 29 | 55836 | 56975 |
| | 32 | 57312 | 58481 |
| Grade 2 | 34 | 58318 | 59508 |
| | 36 | 59389 | 60601 |
| | 37 | 59956 | 61179 |
| | 39 | 61079 | 62325 |

| | | | |
|-------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|--------|--------|
| Centre Supervisor, State Sports Centre | 37 (+10% all purpose allow.) | 59956 | 61179 |
| Centre Supervisor, State Sports Centre | 40 | 61583 | 62839 |
| Events Technical Officer, State Sports Centre | 58 | 72635 | 74117 |
| Maintenance Officer, State Sports Centre | 55 | 70636 | 72077 |
| Facilities Manager, State Sports Centre | 111 | 122404 | 124901 |
| Assistant Facilities Manager, State Sports Centre | 67 | 79535 | 81158 |
| General Assistant, WorkCover | 19 | 50391 | 51419 |
| | 20 | 50819 | 51856 |
| | 22 | 51781 | 52837 |
| | 23 | 52968 | 54049 |
| | 25 | 53928 | 55028 |
| Day Attendant, Australian Museum | 18 | 49956 | 50975 |
| | 19 | 50391 | 51419 |
| | 20 | 50819 | 51856 |
| | 21 | 51302 | 52349 |
| | 23 | 52968 | 54049 |
| Preparator Australian Museum Assistant Preparator (55) | 29 | 55836 | 56975 |
| | 34 | 58318 | 59508 |
| | 39 | 61079 | 62325 |
| | 43 | 63386 | 64679 |
| Cadet Preparator (56) | 21 | 51302 | 52349 |
| | 25 | 53928 | 55028 |
| Chief Preparator | 82 | 91916 | 93791 |
| | 84 | 93629 | 95539 |
| Preparator (57) Grade I | 46 | 64973 | 66298 |
| | 49 | 66882 | 68246 |
| | 52 | 68749 | 70151 |
| Grade II | 56 | 71297 | 72751 |
| | 60 | 74077 | 75588 |
| Senior Preparator | 63 | 76420 | 77979 |
| | 65 | 77811 | 79398 |
| Cleaner/Messenger/Courtkeeper - Sheriff's Office, Attorney- General's Dept | 30 | 56312 | 57461 |
| Courtkeeper and Cleaner, Darlinghurst, Attorney-General's Dept | 27 | 54804 | 55922 |
| Courtkeeper/Cleaner and Messenger Bathurst, Attorney-General's Dept | 25 | 53928 | 55028 |
| Courtkeeper/Cleaner and Messenger | 25 | 53928 | 55028 |
| Queanbeyan, (Local Court), Attorney-General's Dept Security Attendant, Attorney-General's Dept (formerly Assistant Service Officer) | 17 | 49470 | 50479 |
| | 18 | 49956 | 50975 |
| | 20 | 50819 | 51856 |
| | 22 | 51781 | 52837 |
| Basement Attendant, Attorney-General's Dept (formerly Assistant Service Officer) | 23 | 52968 | 54049 |
| Property Inspector, Public Trust Office | 64 | 77162 | 78736 |
| | 67 | 79535 | 81158 |
| | 69 | 81037 | 82690 |
| | 73 | 84220 | 85938 |

Crown Employees Sydney Living Museums (Gardens - Horticulture and Trades Employees) Award 2016

| Classification and Grades | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|------------------------------|-----------------------------------|------------------------------------|
| Horticultural/Trades Officer | | |
| Level One | 47704 | 48677 |
| Level Two Year 1 | 52968 | 54049 |
| Level Two Year thereafter | 54367 | 55476 |
| Level Three Year 1 | 56312 | 57461 |
| Level Three Year thereafter | 58318 | 59508 |
| Level Four Year 1 | 60454 | 61687 |
| Level Four Year thereafter | 62274 | 63544 |
| Level Five Year 1 | 64478 | 65793 |
| Level Five Year thereafter | 66201 | 67552 |
| Level Six Year 1 | 68057 | 69445 |
| Level Six Year thereafter | 69942 | 71369 |
| Level Seven Year 1 | 71926 | 73393 |
| Level Seven Year thereafter | 74077 | 75588 |
| Level Eight Year 1 | 76420 | 77979 |
| Level Eight Year thereafter | 79535 | 81158 |
| Level Nine Year 1 | 82653 | 84339 |
| Level Nine Year thereafter | 85744 | 87493 |
| Level Ten Year 1 | 88449 | 90253 |
| Level Ten Year thereafter | 90933 | 92788 |
| Level Eleven Year 1 | 98423 | 100431 |
| Level Eleven Year thereafter | 104539 | 106672 |

Crown Employees (Interpreters and Translators, Multicultural NSW) Award

Table 1 - Rates of Pay

| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|----------------------------------|---------------------------|-----------------------------------|------------------------------------|
| Interpreting/Translating Officer | | | |
| Year 1 | 49 | 66882 | 68246 |
| Year 2 | 56 | 71297 | 72751 |
| Year 3 | 63 | 76420 | 77979 |
| Interpreter/Translator | | | |
| Year 1 | 56 | 71297 | 72751 |
| Year 2 | 63 | 76420 | 77979 |
| Year 3 | 70 | 81837 | 83506 |
| Year 4 | 76 | 86689 | 88457 |
| Year 5 | 81 | 90933 | 92788 |
| Senior Interpreter/Translator | | | |
| Year 1 | 84 | 93629 | 95539 |
| Year 2 | 87 | 96483 | 98451 |
| Year 3 | 91 | 100356 | 102403 |

Table 2 - Casual Rates of Pay

| | | |
|-------------------------------------------|--------|--------|
| Casual Interpreter | 1.7.20 | 1.7.21 |
| Year 1 | | |
| Base Hourly Rate (Unloaded) | 39.03 | 39.83 |
| Hourly Rate (Base + 20% + 34.5%) | 60.31 | 61.54 |
| Base Overtime Rate (Base + 34.5%) | 52.52 | 53.59 |
| Year 2 | | |
| Base Hourly Rate (Unloaded) | 41.86 | 42.71 |
| Hourly Rate (Base + 20% + 34.5%) | 64.65 | 65.97 |
| Base Overtime Rate (Base + 34.5%) | 56.3 | 57.45 |
| Year 3 | | |
| Base Hourly Rate (Unloaded) | 44.81 | 45.72 |
| Hourly Rate (Base + 20% + 34.5%) | 69.20 | 70.61 |
| Base Overtime Rate (Base + 34.5%) | 60.28 | 61.51 |
| Year 4 | | |
| Base Hourly Rate (Unloaded) | 47.47 | 48.44 |
| Hourly Rate (Base + 20% + 34.5%) | 73.34 | 74.84 |
| Base Overtime Rate (Base + 34.5%) | 63.84 | 65.14 |
| Year 5 | | |
| Base Hourly Rate (Unloaded) | 49.77 | 50.79 |
| Hourly Rate (Base + 20% + 34.5%) | 76.90 | 78.47 |
| Base Overtime Rate (Base + 34.5%) | 66.95 | 68.32 |
| Casual Translator | | |
| Year 1 | | |
| Standard Document Translation | 30.15 | 30.77 |
| Non-Standard Document Translation | | |
| First 200 words or part thereof | 60.31 | 61.54 |
| Then 100 words thereafter or part thereof | 30.15 | 30.77 |
| Editing | | |
| First 200 words or part thereof | 45.24 | 46.16 |
| Then 100 words thereafter or part thereof | 22.62 | 23.08 |
| Proof Reading | | |
| First 200 words or part thereof | 30.15 | 30.77 |
| Then 100 words thereafter or part thereof | 15.08 | 15.39 |
| Checking | | |
| First 200 words or part thereof | 45.24 | 46.16 |
| Then 100 words thereafter or part thereof | 22.62 | 23.08 |
| Year 2 | | |
| Standard Document Translation | 32.34 | 33.00 |
| Non-Standard Document Translation | | |
| First 200 words or part thereof | 64.65 | 65.97 |
| Then 100 words thereafter or part thereof | 32.34 | 33.00 |
| Editing | | |
| First 200 words or part thereof | 48.51 | 49.50 |
| Then 100 words thereafter or part thereof | 24.24 | 24.73 |
| Proof Reading | | |
| First 200 words or part thereof | 32.34 | 33.00 |
| Then 100 words thereafter or part thereof | 16.15 | 16.48 |
| Checking | | |
| First 200 words or part thereof | 48.51 | 49.50 |
| Then 100 words thereafter or part thereof | 24.24 | 24.73 |
| Year 3 | | |
| Standard Document Translation | 34.61 | 35.32 |
| Non-Standard Document Translation | | |
| First 200 words or part thereof | 69.2 | 70.61 |
| Then 100 words thereafter or part thereof | 34.61 | 35.32 |

| | | |
|-------------------------------------------|-------|-------|
| Editing | | |
| First 200 words or part thereof | 51.91 | 52.97 |
| Then 100 words thereafter or part thereof | 25.97 | 26.50 |
| Proof Reading | | |
| First 200 words or part thereof | 34.61 | 35.32 |
| Then 100 words thereafter or part thereof | 17.31 | 17.66 |
| Checking | | |
| First 200 words or part thereof | 51.91 | 52.97 |
| Then 100 words thereafter or part thereof | 25.97 | 26.50 |
| Year 4 | | |
| Standard Document Translation | 36.68 | 37.43 |
| Non-Standard Document Translation | | |
| First 200 words or part thereof | 73.34 | 74.84 |
| Then 100 words thereafter or part thereof | 36.68 | 37.43 |
| Editing | | |
| First 200 words or part thereof | 54.99 | 56.11 |
| Then 100 words thereafter or part thereof | 27.51 | 28.07 |
| Proof Reading | | |
| First 200 words or part thereof | 36.68 | 37.43 |
| Then 100 words thereafter or part thereof | 18.32 | 18.96 |
| Checking | | |
| First 200 words or part thereof | 54.99 | 56.11 |
| Then 100 words thereafter or part thereof | 27.51 | 28.07 |
| Year 5 | | |
| Standard Document Translation | 38.5 | 39.29 |
| Non-Standard Document Translation | | |
| First 200 words or part thereof | 76.89 | 78.46 |
| Then 100 words thereafter or part thereof | 38.5 | 39.29 |
| Editing | | |
| First 200 words or part thereof | 57.7 | 58.88 |
| Then 100 words thereafter or part thereof | 28.84 | 29.43 |
| Proof Reading | | |
| First 200 words or part thereof | 38.5 | 39.29 |
| Then 100 words thereafter or part thereof | 19.25 | 19.64 |
| Checking | | |
| First 200 words or part thereof | 57.7 | 58.88 |
| Then 100 words thereafter or part thereof | 28.84 | 29.43 |

Crown Employees (Jenolan Caves Reserve Trust) Salaries Award 2016

| Jenolan Caves Reserve Trust Officers | | |
|--------------------------------------|-----------------------------------|------------------------------------|
| Classification and Grades | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Administration Officer | 60833 | 62074 |
| Administration Officer (Special) | 63047 | 64333 |
| Business Development Manager | 114202 | 116532 |
| Caretaker Jenolan Cottages | 58530 | 59724 |
| Manager Caving Operations | 91916 | 93791 |
| Director | 166247 | 169638 |
| Guide - Grade 1 | 58530 | 59724 |
| Guide - Grade 2 | 60833 | 62074 |
| Maintenance Officer | 55192 | 56318 |
| Karst Resources Officer | 87820 | 89612 |
| Senior Finance Officer | 97438 | 99426 |
| Guide - Grade 3 | 65367 | 66700 |
| System Administrator/Finance Officer | 87820 | 89612 |

| | | |
|--------------------------------------------------------------------------------------------------------------|-------|-------|
| Team Leader - Electrical | 76093 | 77645 |
| Team Leader - Maintenance | 76093 | 77645 |
| Trades Officer | 63047 | 64333 |
| Trades Officer - Electrical (W/ends) | 71783 | 73247 |
| Visitor Services Officer (Tickers - PT)* | 58530 | 59724 |
| *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, Legal Aid Commission Staff Agency, Office of the Director of Public Prosecutions and Parliamentary Counsel's Office) Award

| Legal Officers | | | |
|---------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Legal Officers | | | |
| Grade I | | | |
| 1st year of service | 51 | 68057 | 69445 |
| 2nd year of service | 55 | 70636 | 72077 |
| 3rd year of service | 58 | 72635 | 74117 |
| 4th year of service | 61 | 74827 | 76353 |
| 5th year of service | 65 | 77811 | 79398 |
| Grade II | | | |
| 1st year of service | 73 | 84220 | 85938 |
| 2nd year of service | 78 | 88449 | 90253 |
| 3rd year of service | 84 | 93629 | 95539 |
| 4th year of service | 89 | 98423 | 100431 |
| 5th year of service | 93 | 102349 | 104437 |
| Grade III | | | |
| 1st year of service | 98 | 107864 | 110064 |
| 2nd year of service | 101 | 111077 | 113343 |
| 3rd year of service | 105 | 115362 | 117715 |
| Grade IV | | | |
| 1st year of service | 112 | 123599 | 126120 |
| 2nd year of service | 114 | 125977 | 128547 |
| Grade V | | | |
| 1st year of service | 119 | 132474 | 135176 |
| 2nd year of service | 121 | 135071 | 137826 |
| Grade VI | | | |
| 1st year of service | 126 | 142308 | 145211 |
| 2nd year of service | 128 | 145306 | 148270 |

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

| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|----------------------------------|---------------------|--------------------------|---------------------------|
| Librarians and Archivists | | | |
| Grade 1 | | | |
| Year 1 | 46 | 64973 | 66298 |
| Year 2 | 52 | 68749 | 70151 |
| Year 3 | 58 | 72635 | 74117 |
| Year 4 | 64 | 77162 | 78736 |
| Year 5 | 69 | 81037 | 82690 |
| Year 6 | 74 | 84889 | 86621 |

| | | | |
|--------------------|-----|--------|--------|
| Grade 2 | | | |
| Year 1 | 78 | 88449 | 90253 |
| Year 2 | 82 | 91916 | 93791 |
| Year 3 | 87 | 96483 | 98451 |
| Year 4 | 91 | 100356 | 102403 |
| Grade 3 | | | |
| Year 1 | 96 | 105634 | 107789 |
| Year 2 | 99 | 108899 | 111121 |
| Year 3 | 103 | 113174 | 115483 |
| Year 4 | 107 | 117695 | 120096 |
| Grade 4 | | | |
| Year 1 | 110 | 121220 | 123693 |
| Year 2 | 113 | 124786 | 127332 |
| Year 3 | 116 | 128473 | 131094 |
| Year 4 | 119 | 132474 | 135176 |
| Grade 5 | | | |
| Year 1 | 122 | 136214 | 138993 |
| Year 2 | 125 | 140779 | 143651 |
| Year 3 | 128 | 145306 | 148270 |
| Year 4 | - | 150236 | 153301 |
| Library Assistant | | | |
| Year 1 | 20 | 50819 | 51856 |
| Year 2 | 25 | 53928 | 55028 |
| Year 3 | 32 | 57312 | 58481 |
| Year 4 | 40 | 61583 | 62839 |
| Year 5 | 44 | 63857 | 65160 |
| Library Technician | | | |
| Grade 1 | | | |
| Year 1 | 46 | 64973 | 66298 |
| Year 2 | 52 | 68749 | 70151 |
| Year 3 | 58 | 72635 | 74117 |
| Year 4 | 64 | 77162 | 78736 |
| Grade 2 | | | |
| Year 1 | 75 | 85744 | 87493 |
| Year 2 | 78 | 88449 | 90253 |
| Year 3 | 82 | 91916 | 93791 |
| Year 4 | 87 | 96483 | 98451 |

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

| Classification | Grade | Year | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|----------------|-------|------|-----------------------------------|------------------------------------|
| LHI Officer | 1 | 1 | 55176 | 56302 |
| | | 2 | 57635 | 58811 |
| | | 3 | 59062 | 60267 |
| LHI Officer | 2 | 1 | 60633 | 61870 |
| | | 2 | 61236 | 62485 |
| | | 3 | 63888 | 65191 |
| LHI Officer | 3 | 1 | 64958 | 66283 |
| | | 2 | 66785 | 68147 |
| | | 3 | 68996 | 70404 |
| LHI Officer | 4 | 1 | 71000 | 72448 |
| | | 2 | 74371 | 75888 |
| | | 3 | 77219 | 78794 |

| | | | | |
|--------------------|----|---|--------|--------|
| LHI Officer | 5 | 1 | 78861 | 80470 |
| | | 2 | 81114 | 82769 |
| | | 3 | 85821 | 87572 |
| LHI Officer | 5A | 1 | 85822 | 87573 |
| | | 2 | 88338 | 90140 |
| | | 3 | 99083 | 101104 |
| | | 4 | 103091 | 105194 |
| | | 5 | 106276 | 108444 |
| LHI Officer | 6 | 1 | 88338 | 90140 |
| | | 2 | 99083 | 101104 |
| | | 3 | 103091 | 105194 |
| LHI Officer | 7 | 1 | 106276 | 108444 |
| | | 2 | 109800 | 112040 |
| | | 3 | 116820 | 119203 |
| LHI Officer | 8 | 1 | 120209 | 122661 |
| | | 2 | 126025 | 128596 |
| | | 3 | 131246 | 133923 |
| LHI Senior Officer | 1 | 1 | 145085 | 148045 |
| | | 2 | 151356 | 154444 |

Crown Employees (NSW Department of Community and Justice - Community Services Division) After Hours Service Award 2016

| After Hour Service | | | |
|------------------------------------------------|--|---------------------------------|----------------------------------|
| | | 1.7.20 Per day 0.3% \$ | 1.7.21 Per day 2.04% \$ |
| Monday 5.00 pm to Saturday 9.00 am | | 107.31 | 109.5 |
| Saturday 9.00 am to Sunday 9.00 am | | 160.96 | 164.24 |
| Sunday 9.00 am to Monday 9.00 am | | 160.96 | 164.24 |
| Public Holiday | | 160.96 | 164.24 |
| Other Rates and Allowances Disturbance Rate | | 32.15 | 32.81 |

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

| Classification | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|----------------------------------------------|---------------------------|-----------------------------------|------------------------------------|
| Graphic Service Operator Class 2 | | | |
| Commencing Salary | 46 | 64973 | 66298 |
| After completion of stage 1 training | 49 | 66882 | 68246 |
| After completion of stage 2 training | 52 | 68749 | 70151 |
| After completion of stage 3 training | 55 | 70636 | 72077 |
| Graphic Service Operator Class 1 | | | |
| Commencing Salary | 58 | 72635 | 74117 |
| After completion of stage 1 training | 61 | 74827 | 76353 |
| After completion of stage 2 training | 64 | 77162 | 78736 |
| After completion of stage 3 training | 67 | 79535 | 81158 |
| After completion of stage 4 training | 75 | 85744 | 87493 |
| After completion of stage 5 training | 78 | 88449 | 90253 |
| Graphic Services Operator - Shift Supervisor | | | |
| Commencement salary | 88 | 97443 | 99431 |
| Year 2 | 91 | 100356 | 102403 |

| | | | |
|--------|----|--------|--------|
| Year 3 | 95 | 104539 | 106672 |
| Year 4 | 98 | 107864 | 110064 |

Crown Employees (Department of Industry) Domestic Services Officers Award

| Domestic Services Officers | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| 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 | 49470 | 50479 |
| 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 | 52968 | 54049 |
| Level 3 Security Officer Grade 2, Assistant House Supervisor Supervisor, Security Officer Grade 3 | 31 | 56762 | 57920 |
| Level 4 House Supervisor | 44 | 63857 | 65160 |
| Level 5 Manager Catering and Accommodation | 70 | 81837 | 83506 |
| Apprentice Cook (Per week) | | | |
| 1st Year | - | 524.9 | 535.6 |
| 2nd Year | - | 692.8 | 706.9 |
| 3rd Year | - | 856.9 | 874.4 |
| 4th Year | - | 1002.9 | 1023.4 |
| Other Rates and Allowances | | | |
| Qualification Commercial Cookery Trade Course Stage I (per annum) | | 921 | 940 |
| Qualification Commercial Cookery Trade Course Stage II and III (per annum) | | 1849 | 1887 |
| Broken Shift (per day) | - | 15.55 | 15.87 |

Crown Employees (NSW Department of Premiers and Cabinet) Exhibition Project Managers and Officers Australian Museum Award

| Exhibition Project Managers and Project Officers Australian Museum | | | |
|--------------------------------------------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Exhibition Project Officer | | | |
| Skill Level 1 | 46 | 64973 | 66298 |
| Skill Level 2 | 52 | 68749 | 70151 |
| Skill Level 3 | 58 | 72635 | 74117 |
| Skill Level 4 | 64 | 77162 | 78736 |
| Skill Level 5 | 67 | 79535 | 81158 |
| Skill Level 6 | 78 | 88449 | 90253 |
| Skill Level 7 | 83 | 92813 | 94706 |
| Skill Level 8 | 88 | 97443 | 99431 |

| | | | |
|----------------------------|-----|--------|--------|
| Exhibition Project Manager | | | |
| Year 1 | 95 | 104539 | 106672 |
| Year 2 | 98 | 107864 | 110064 |
| Year 3 | 102 | 112140 | 114428 |

Crown Employees (Department of Industry) Fisheries Employees Award

| Fisheries Staff | | | |
|----------------------------------------------------------------------|---------------------|--------------------------|---------------------------|
| Administrative and Clerical Officers | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| General Scale | | | |
| Year 1 | 9 | 43000 | 43877 |
| Year 2 | 17 | 49470 | 50479 |
| Year 3 | 25 | 53928 | 55028 |
| Year 4 | 32 | 57312 | 58481 |
| Year 5 | 40 | 61583 | 62839 |
| Clerical Officers - Grade 1/2 | | | |
| Year 1 | 9 | 43000 | 43877 |
| Year 2 | 17 | 49470 | 50479 |
| Year 3 | 25 | 53928 | 55028 |
| Year 4 | 32 | 57312 | 58481 |
| Year 5 | 40 | 61583 | 62839 |
| Fisheries Officers - Grade 1 | | | |
| Year 1 | 52 | 68749 | 70151 |
| Grade 2 | | | |
| Year 1 | 58 | 72635 | 74117 |
| Year 2 | 64 | 77162 | 78736 |
| Grade 3 | | | |
| Year 1 | 64 | 77162 | 78736 |
| Year 2 | 67 | 79535 | 81158 |
| District Fisheries Officer | | | |
| Year 1 | 78 | 88449 | 90253 |
| Year 2 | 85 | 94610 | 96540 |
| Supervising Fisheries Officer | | | |
| Year 1 | 101 | 111077 | 113343 |
| Year 2 | 104 | 114201 | 116531 |
| Clause 4 (i)(a) Fisheries Officers receive a salary loading of 13.7% | | | |
| Fisheries Scientific Technicians | | | |
| Grade 1 | | | |
| Year 1 | - | 47489 | 48458 |
| Year 2 | - | 50680 | 51714 |
| Year 3 | - | 53928 | 55028 |
| Year 4 | - | 57079 | 58243 |
| Year 5 | - | 60276 | 61506 |
| Year 6 | - | 63467 | 64762 |
| Grade 2 | | | |
| Year 1 | - | 66020 | 67367 |
| Year 2 | - | 69492 | 70910 |
| Year 3 | - | 72969 | 74458 |
| Grade 3 | | | |
| Year 1 | - | 76443 | 78002 |
| Year 2 | - | 80379 | 82019 |
| Year 3 | - | 86685 | 88453 |
| Grade 4 | | | |
| Year 1 | - | 88256 | 90056 |
| Year 2 | - | 90920 | 92775 |

| | | | |
|------------------------------------------------------------------------|---|--------|--------|
| Year 3 | - | 93629 | 95539 |
| Grade 5 | | | |
| Year 1 | - | 97062 | 99042 |
| Year 2 | - | 100538 | 102589 |
| Year 3 | - | 104539 | 106672 |
| Fisheries Maintenance Technician | | | |
| Grade 1 | | | |
| Year 1 | - | 47489 | 48458 |
| Year 2 | - | 50680 | 51714 |
| Year 3 | - | 53928 | 55028 |
| Year 4 | - | 57079 | 58243 |
| Year 5 | - | 60276 | 61506 |
| Year 6 | - | 63467 | 64762 |
| Grade 2 | | | |
| Year 1 | - | 66020 | 67367 |
| Year 2 | - | 69492 | 70910 |
| Year 3 | - | 72969 | 74458 |
| Grade 3 | | | |
| Year 1 | - | 76443 | 78002 |
| Year 2 | - | 80379 | 82019 |
| Year 3 | - | 86685 | 88453 |
| Grade 4 | | | |
| Year 1 | - | 88256 | 90056 |
| Year 2 | - | 90920 | 92775 |
| Year 3 | - | 93629 | 95539 |
| Grade 5 | | | |
| Year 1 | - | 97062 | 99042 |
| Year 2 | - | 100538 | 102589 |
| Year 3 | - | 104539 | 106672 |
| Fish Hatchery Staff | | | |
| Assistant Manager | | | |
| Year 1 | - | 66020 | 67367 |
| Year 2 | - | 69492 | 70910 |
| Year 3 | - | 72971 | 74460 |
| Manager | | | |
| Year 1 | - | 76443 | 78002 |
| Year 2 | - | 80379 | 82019 |
| Year 3 | - | 86689 | 88457 |
| Clause 4 (i)(c) Fish Hatchery Staff receive a salary loading of 11.05% | | | |
| Senior Manager | - | | |
| Year 1 | - | 154380 | 157529 |
| Year 2 | - | 169290 | 172744 |
| Other Rates and Allowances | | | |
| Brief Description | | | |
| Regional Dive Coordinator | | 2203 | 2248 |
| Regional Dive Officer | | 1546 | 1578 |

Crown Employees (Department of Planning and Environment) Geoscientists Award

| Geoscientists | | | |
|-------------------------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Geoscientists Grade I 1st year of service | 47 | 65656 | 66995 |

| | | | |
|----------------------------------------------|-----|--------|--------|
| 2nd year of service | 51 | 68057 | 69445 |
| 3rd year of service | 57 | 71926 | 73393 |
| 4th year of service | 64 | 77162 | 78736 |
| 5th year of service | 71 | 82653 | 84339 |
| 6th year of service and thereafter | 77 | 87431 | 89215 |
| Grade II | | | |
| 1st year of service | 82 | 91916 | 93791 |
| 2nd year of service | 85 | 94610 | 96540 |
| 3rd year of service | 89 | 98423 | 100431 |
| 4th year of service and thereafter | 94 | 103449 | 105559 |
| Senior | | | |
| 1st year of service | 97 | 106697 | 108874 |
| 2nd year of service | 99 | 108899 | 111121 |
| 3rd year of service | 102 | 112140 | 114428 |
| 4th year of service and thereafter | 105 | 115362 | 117715 |
| Principal | | | |
| 1st year of service | 111 | 122404 | 124901 |
| 2nd year of service and thereafter | 114 | 125977 | 128547 |
| Assistant Director, Geological Survey | | | |
| 1st year of service | 119 | 132474 | 135176 |
| 2nd year of service | 124 | 139246 | 142087 |
| 3rd year of service and thereafter | 128 | 145306 | 148270 |

Crown Employees (Department of Industry) Land Information Officers Award

| Land Information Officers | | | |
|-----------------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Land Information Officer Level 1 | | | |
| Year 1 | 20 | 50819 | 51856 |
| Year 2 | 27 | 54804 | 55922 |
| Year 3 | 36 | 59389 | 60601 |
| Year 4 | 46 | 64973 | 66298 |
| Land Information Officer Level 2 | | | |
| Year 1 | 52 | 68749 | 70151 |
| Year 2 | 57 | 71926 | 73393 |
| Year 3 | 62 | 75532 | 77073 |
| Land Information Officer Level 3 | | | |
| Year 1 | 67 | 79535 | 81158 |
| Year 2 | 71 | 82653 | 84339 |
| Year 3 | 75 | 85744 | 87493 |
| Year 4 | 78 | 88449 | 90253 |
| Land Information Officer Level 4 | | | |
| Year 1 | 82 | 91916 | 93791 |
| Year 2 | 85 | 94610 | 96540 |
| Year 3 | 88 | 97443 | 99431 |
| Land Information Officer Level 5 | | | |
| Year 1 | 91 | 100356 | 102403 |
| Year 2 | 94 | 103449 | 105559 |
| Year 3 | 98 | 107864 | 110064 |
| Land Information Officer Level 6 | | | |
| Year 1 | 101 | 111077 | 113343 |
| Year 2 | 105 | 115362 | 117715 |
| Year 3 | 108 | 118863 | 121288 |
| Year 4 | 111 | 122404 | 124901 |

| | | | |
|----------------------------------|-----|--------|--------|
| Land Information Officer Level 7 | | | |
| Year 1 | 116 | 128473 | 131094 |
| Year 2 | 120 | 133920 | 136652 |
| Year 3 | 126 | 142308 | 145211 |
| Year 4 | 130 | 148578 | 151609 |

Crown Employees (Department of Industry) Local Coordinator Allowance Award

| | | |
|------------------------------------------------|-----------------------------------|------------------------------------|
| | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Staff Administered by Local Office Coordinator | | |
| Full Allowance - | | |
| Up to three staff | 2557 | 2609 |
| Up to six staff | 3831 | 3909 |
| Up to ten staff | 5110 | 5214 |
| More than ten staff | 7667 | 7823 |
| Partial Allowance - | | |
| Up to three staff | 1277 | 1303 |
| Up to six staff | 1915 | 1954 |
| Up to ten staff | 2557 | 2609 |
| More than ten staff | 3833 | 3911 |

Crown Employees (Department of Planning and Environment) Mine Safety and Environment Officers Award

| Classification and Grades | Classification and Grade | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|---------------------------------------------|--------------------------|---------------------|-----------------------------------|------------------------------------|
| Inspector Grade 1 | | | | |
| Mine Safety Officer | Level 1 | 50 | 67532 | 68910 |
| Inspector (Information and Analysis) | Level 2 | 57 | 71926 | 73393 |
| Inspector (Mining) | Level 3 | 63 | 76420 | 77979 |
| Inspector (Environment) | Level 4 | 69 | 81037 | 82690 |
| | Level 5 | 75 | 85744 | 87493 |
| | Level 6 | 80 | 90125 | 91964 |
| | Level 7 | 92 | 101285 | 103351 |
| | Level 8 | 102 | 112140 | 114428 |
| | Level 9 | 112 | 123599 | 126120 |
| Inspector Grade 2 - | | | | |
| Inspector (Review, Enforcement and Systems) | Level 1 | - | 140720 | 143591 |
| Inspector (Environment) | Level 2 | - | 145450 | 148417 |
| Inspector (Mining) | Level 3 | - | 150075 | 153137 |
| Mine Safety Officer | Level 4 | - | 153850 | 156989 |
| | Level 5 | - | 158969 | 162212 |
| | Level 6 | - | 162880 | 166203 |
| Inspector Grade 3 - | | | | |
| Inspector (Management and/or Systems) | Level 1 | | 179547 | 183210 |
| Inspector (Mining) | Level 2 | | 186198 | 189996 |
| Inspector (Environment) | Level 3 | | 193465 | 197412 |
| | Level 4 | | 200630 | 204723 |
| | Level 5 | | 207798 | 212037 |
| Inspector Grade 4- | | | | |
| Regional Manager Grade 4 | Level 1 | | 210611 | 214907 |
| Assistant Director | Level 2 | | 218415 | 222871 |
| Deputy Chief Inspector Grade 4 | | | | |

Crown Employees (Department of Industry) Operational Staff Award

| Operational Staff | | | |
|------------------------------------------------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Junior Under 17 at 17 years | - - | 36704 44566 | 37453 45475 |
| Grade 1 | | | |
| Step 1 | - | 52428 | 53498 |
| Step 2 | 26 | 54367 | 55476 |
| Step 3 | 29 | 55836 | 56975 |
| Step 4 | 33 | 57776 | 58955 |
| Grade 2 | | | |
| Step 1 | 36 | 59389 | 60601 |
| Step 2 | 39 | 61079 | 62325 |
| Step 3 | 43 | 63386 | 64679 |
| Step 4 | 46 | 64973 | 66298 |
| Grade 3 | | | |
| Step 1 | 46 | 64973 | 66298 |
| Step 2 | 50 | 67532 | 68910 |
| Step 3 | 53 | 69337 | 70751 |
| Grade 4 | | | |
| Step 1 | 56 | 71297 | 72751 |
| Step 2 | 60 | 74077 | 75588 |
| Step 3 | 63 | 76420 | 77979 |
| Grade 5 | | | |
| Step 1 | 63 | 76420 | 77979 |
| Step 2 | 66 | 78730 | 80336 |
| Step 3 | 70 | 81837 | 83506 |
| Grade 6 | | | |
| Step 1 | 73 | 84220 | 85938 |
| Step 2 | 76 | 86689 | 88457 |
| Step 3 | 80 | 90125 | 91964 |
| Apprentices Full-time (Weekly Rate) | | | |
| Year 1 | - | 525.1 | 535.80 |
| Year 2 | - | 692.8 | 706.90 |
| Year 3 | - | 882.6 | 900.60 |
| Year 4 | - | 1003 | 1023.50 |
| Chokage, etc. (per day), allowance per day or part thereof | - | 9.85 | 10.05 |
| Maintenance Operator - Licence and Registration Allowances (Per annum) | | | |
| Electricians Licence A Grade | - | 2730 | 2786 |
| B Grade | - | 1468 | 1498 |
| Registration Allowance | - | 2055 | 2097 |
| (a) Plumber's Licence | - | 2699 | 2754 |
| (b) Gasfitter's Licence | - | 2699 | 2754 |
| (c) Drainer's Licence | - | 2329 | 2377 |
| (d) Plumber's/Gasfitter's Licence | - | 3601 | 3674 |
| (e) Gasfitter's/Drainer's Licence | - | 3601 | 3674 |
| (f) Plumber's/Drainer's Licence | - | 3601 | 3674 |
| (g) Plumber's/Gasfitter's/Drainer's Licence | - | 4971 | 5072 |
| Leading Hand Allowance | - | 2380 | 2429 |
| Broken Shift (per day) | - | 15.15 | 15.45 |
| Occupational First Aid Per week) | - | 26.95 | 27.50 |
| First Aid Allowance (per week) | - | 18.1 | 18.45 |

| | | | |
|-------------------------------------|---|-----|-----|
| Refrigeration Allowance (per annum) | - | 721 | 736 |
|-------------------------------------|---|-----|-----|

Crown Employees (NSW Department of Premier and Cabinet) Museum of Applied Arts and Sciences - Casual Guide Lecturers) Award

| Casual Guide Lecturers - Museum of Applied Arts and Sciences | | | |
|--------------------------------------------------------------|--|----------------------------------|-----------------------------------|
| Classification | | 1.7.20 Per hour 0.3% \$ | 1.7.21 Per hour 2.04% \$ |
| Casual Guide Lecturer | | 48.08 | 49.06 |

Crown Employees (Department of Industry) Professional Officers Award

| Professional Officers | | | |
|-------------------------------------|--------------|-----------------------------------|------------------------------------|
| Classification and Grades | Salary Class | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Grade 1 | | | |
| Year 1 | 46 | 64973 | 66298 |
| Year 2 | 50 | 67532 | 68910 |
| Year 3 | 56 | 71297 | 72751 |
| Year 4 | 64 | 77162 | 78736 |
| Year 5 | 70 | 81837 | 83506 |
| Year 6 | 76 | 86689 | 88457 |
| Grade 2 | | | |
| Year 1 | 81 | 90933 | 92788 |
| Year 2 | 84 | 93629 | 95539 |
| Year 3 | 87 | 96483 | 98451 |
| Year 4 | 91 | 100356 | 102403 |
| Grade 3 | | | |
| Year 1 | 95 | 104539 | 106672 |
| Year 2 | 98 | 107864 | 110064 |
| Year 3 | 100 | 110011 | 112255 |
| Year 4 | 103 | 113174 | 115483 |
| Grade 4 | | | |
| Year 1 | 107 | 117695 | 120096 |
| Year 2 | 110 | 121220 | 123693 |
| Year 3 | 113 | 124786 | 127332 |
| Grade 5 | | | |
| Year 1 | 116 | 128473 | 131094 |
| Year 2 | 118 | 131039 | 133712 |
| Grade 6 | | | |
| Year 1 | 121 | 135071 | 137826 |
| Year 2 | 124 | 139246 | 142087 |
| Grade 7 | | | |
| Year 1 | 127 | 143800 | 146734 |
| Year 2 | 130 | 148578 | 151609 |
| Grade 8 | | | |
| Year 1 | 132 | 155836 | 159015 |
| Year 2 | 133 | 163688 | 167027 |
| Grade 9 | | | |
| Year 1 | 134 | 171971 | 175479 |
| Year 2 | 135 | 180675 | 184361 |
| OIC Veterinary Laboratory Allowance | | 7667 | 7823 |

Crown Employees (Department of Industry) Regulatory Officers Award

| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|-----------------------------------------|---------------------|--------------------------|---------------------------|
| Grade 1, Year 1 | 29 | 55836 | 56975 |
| Grade 1, Year 2 | 33 | 57776 | 58955 |
| Grade 1, Year 3 | 37 | 59956 | 61179 |
| Grade 2, Year 1 | 42 | 62764 | 64044 |
| Grade 2, Year 2 | 50 | 67532 | 68910 |
| Grade 2, Year 3 | 56 | 71297 | 72751 |
| Grade 3, Year 1 | 62 | 75532 | 77073 |
| Grade 3, Year 2 | 70 | 81837 | 83506 |
| Grade 3, Year 3 | 74 | 84889 | 86621 |
| Grade 4, Year 1 | 78 | 88449 | 90253 |
| Grade 4, Year 2 | 81 | 90933 | 92788 |
| Grade 5, Year 1 | 85 | 94610 | 96540 |
| Grade 5, Year 2 | 88 | 97443 | 99431 |
| Grade 6, Year 1 | 95 | 104539 | 106672 |
| Grade 6, Year 2 | 98 | 107864 | 110064 |
| Grade 7, Year 1 | 100 | 110011 | 112255 |
| Grade 7, Year 2 | 103 | 113174 | 115483 |
| Grade 8, Year 1 | 107 | 117695 | 120096 |
| Grade 8, Year 2 | 110 | 121220 | 123693 |
| Grade 8, Year 3 | 113 | 124786 | 127332 |
| Allowances | | | |
| One person crossing relief allowance | - | 5987 | 6109 |
| One person crossing telephone allowance | - | 2958 | 3018 |

Crown Employees (NSW Department of Premier and Cabinet) State Library Security Staff Award

| Security Staff - State Library | | | |
|--------------------------------|--|--------------------------|---------------------------|
| Classification | | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| 1st year of service | | 68033 | 69421 |
| 2nd year of service | | 70459 | 71896 |
| 3rd year of service | | 72457 | 73935 |
| 4th year of service | | 74638 | 76161 |

Crown Employees (Department of Industry) Technical Staff Award

| Technical Staff | | | |
|------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Technical Assistant - Junior | | | |
| Under 17 | n/a | 27184 | 27739 |
| Age 17 | n/a | 32620 | 33285 |
| Age 18 | n/a | 38057 | 38833 |
| Age 19 | n/a | 43497 | 44384 |
| Age 20 | n/a | 48932 | 49930 |

| | | | |
|----------------------------------|-----|--------|--------|
| Grade 1 | | | |
| 1st Year | 26 | 54367 | 55476 |
| 2nd Year | 29 | 55836 | 56975 |
| 3rd Year and thereafter | 33 | 57776 | 58955 |
| Grade 2 | | | |
| 1st Year | 36 | 59389 | 60601 |
| 2nd Year and thereafter | 39 | 61079 | 62325 |
| Grade 3 | | | |
| 1st Year | 43 | 63386 | 64679 |
| 2nd Year and thereafter | 46 | 64973 | 66298 |
| Technical Officer - | | | |
| Grade 1 | | | |
| 1st Year | 46 | 64973 | 66298 |
| 2nd Year | 50 | 67532 | 68910 |
| 3rd Year | 53 | 69337 | 70751 |
| 4th Year and thereafter | 56 | 71297 | 72751 |
| Grade 2 | | | |
| 1st Year | 64 | 77162 | 78736 |
| 2nd Year | 67 | 79535 | 81158 |
| 3rd Year | 70 | 81837 | 83506 |
| 4th Year and thereafter | 76 | 86689 | 88457 |
| Grade 3 | | | |
| 1st Year | 81 | 90933 | 92788 |
| 2nd Year | 84 | 93629 | 95539 |
| 3rd Year | 87 | 96483 | 98451 |
| 4th Year and thereafter | 91 | 100356 | 102403 |
| Grade 4 | | | |
| 1st Year | 95 | 104539 | 106672 |
| 2nd Year | 98 | 107864 | 110064 |
| 3rd Year | 100 | 110011 | 112255 |
| 4th Year and thereafter | 103 | 113174 | 115483 |
| Grade 5 | | | |
| 1st Year | 107 | 117695 | 120096 |
| 2nd Year | 110 | 121220 | 123693 |
| 3rd Year and thereafter | 113 | 124786 | 127332 |
| Technical Co-ordinator Allowance | - | 2919 | 2979 |

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

| Administrative Officer and Temporary Employee Classifications | | |
|---------------------------------------------------------------|-----------------------------------|------------------------------------|
| Classification and Grades | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Armourer, Police | | |
| 1st year of service | 76420 | 77979 |
| 2nd year of service | 77811 | 79398 |
| 3rd year of service | 79535 | 81158 |
| 4th year of service and thereafter | 81037 | 82690 |
| Senior Armourer, Police | | |
| 1st year of service | 84889 | 86621 |
| 2nd year of service | 86689 | 88457 |
| 3rd year of service and thereafter | 89156 | 90975 |
| Administrative and Clerical Clerks General Scale | | |
| Clerks General Scale step 1 | 31460 | 32102 |
| Clerks General Scale step 2 | 35702 | 36430 |
| Clerks General Scale step 3 | 37949 | 38723 |
| - 1st year of service or 18 years | | |

| | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|--------|
| 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 | 43000 | 43877 |
| 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 | 45899 | 46835 |
| Clerks General Scale step 6 Minimum for employee 21 years of age | 49470 | 50479 |
| Clerks General Scale step 7 | 50819 | 51856 |
| Clerks General Scale step 8 | 52968 | 54049 |
| Clerks General Scale step 9 | 53928 | 55028 |
| Clerks General Scale step 10 | 55267 | 56394 |
| Clerks General Scale step 11 | 57312 | 58481 |
| Clerks General Scale step 12 | 59389 | 60601 |
| Clerks General Scale step 13 | 61583 | 62839 |
| 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 | 64216 | 65526 |
| Grade 1 1st year of service | 64973 | 66298 |
| Thereafter | 66882 | 68246 |
| Grade 2 1st year of service | 68749 | 70151 |
| Thereafter | 70636 | 72077 |
| Grade 3 1st year of service | 72635 | 74117 |
| Thereafter | 74827 | 76353 |
| Grade 4 1st year of service | 77162 | 78736 |
| Thereafter | 79535 | 81158 |
| Grade 5 1st year of service | 85744 | 87493 |
| Thereafter | 88449 | 90253 |
| Grade 6 1st year of service | 91916 | 93791 |
| Thereafter | 94610 | 96540 |
| Grade 7 1st year of service | 97443 | 99431 |
| Thereafter | 100356 | 102403 |
| Grade 8 1st year of service | 104539 | 106672 |
| Thereafter | 107864 | 110064 |
| Grade 9 1st year of service | 111077 | 113343 |
| Thereafter | 114201 | 116531 |
| Grade 10 1st year of service | 118863 | 121288 |
| Thereafter | 122404 | 124901 |
| Grade 11 1st year of service | 128473 | 131094 |
| Thereafter | 133920 | 136652 |
| Grade 12 1st year of service | 142308 | 145211 |
| Thereafter | 148578 | 151609 |

| | | |
|---------------------------------------------------------------------------------------------------------------|--------|--------|
| Bar Manager, Police College | | |
| 1st year of service | 64478 | 65793 |
| Thereafter | 65656 | 66995 |
| Building Manager (Sydney Police Centre) | | |
| 1st year of service | 81837 | 83506 |
| 2nd year of service | 82653 | 84339 |
| PT Building Manager Allowance | 1496 | 1527 |
| Clerical Officer - translated to Administrative and Clerical Clerks classification - see Table 2 of the award | | |
| Clinical Pharmacologist | 161303 | 164594 |
| Computer Systems Officer (CSO) | | |
| CSO Level 1 - Non-Graduate | | |
| Year 1A | 37949 | 38723 |
| Year 1B | 45899 | 46835 |
| Year 1C | 49470 | 50479 |
| Year 1D | 50819 | 51856 |
| Year 1E | 52968 | 54049 |
| Year 1F | 53928 | 55028 |
| Year 2 | 57311 | 58480 |
| Year 3 | 66882 | 68246 |
| Year 4 | 70636 | 72077 |
| CSO Level 1 - Graduate | | |
| Year 1A (Any degree) | 57312 | 58481 |
| Year 1B (Degree - Computer Sciences) | 59389 | 60601 |
| Year 2 | 66889 | 68254 |
| Year 3 | 70636 | 72077 |
| CSO Level 2 | | |
| Year 1 | 74827 | 76353 |
| Year 2 | 79535 | 81158 |
| Year 3 | 88449 | 90253 |
| CSO Level 3 | | |
| Year 1 | 91916 | 93791 |
| Year 2 | 94610 | 96540 |
| Year 3 | 97443 | 99431 |
| Year 4 | 100356 | 102403 |
| Year 5 | 104539 | 106672 |
| Year 6 | 107864 | 110064 |
| CSO Level 4 | | |
| Year 1 | 111077 | 113343 |
| Year 2 | 114201 | 116531 |
| Year 3 | 118863 | 121288 |
| Year 4 | 122404 | 124901 |
| CSO Level 5 | | |
| Year 1 | 128473 | 131094 |
| Year 2 | 133920 | 136652 |
| CSO Level 6 | | |
| Year 1 | 142308 | 145211 |
| Year 2 | 148578 | 151609 |
| Departmental Professional Officer | | |
| Grade I - | | |
| 1st year of service | 64973 | 66298 |
| 2nd year of service | 67532 | 68910 |
| 3rd year of service | 71297 | 72751 |
| 4th year of service | 76420 | 77979 |
| 5th year of service | 81837 | 83506 |
| 6th year of service and thereafter | 86689 | 88457 |
| Grade II - | | |
| 1st year of service | 90933 | 92788 |

| | | |
|-----------------------------------------------|--------|--------|
| 2nd year of service | 93629 | 95539 |
| 3rd year of service | 96483 | 98451 |
| 4th year of service and thereafter | 100356 | 102403 |
| Grade III - | | |
| 1st year of service | 104539 | 106672 |
| 2nd year of service | 107864 | 110064 |
| 3rd year of service | 110011 | 112255 |
| 4th year of service and thereafter | 114201 | 116531 |
| Grade IV - | | |
| 1st year of service | 118863 | 121288 |
| 2nd year of service and thereafter | 121220 | 123693 |
| Grade V - | | |
| 1st year of service | 125977 | 128547 |
| 2nd year of service and thereafter | 128473 | 131094 |
| Grade VI - | | |
| 1st year of service | 132474 | 135176 |
| 2nd year of service and thereafter | 135071 | 137826 |
| Grade VII - | | |
| 1st year of service | 139246 | 142087 |
| 2nd year of service and thereafter | 142308 | 145211 |
| Grade VIII - | | |
| 1st year of service | 146938 | 149936 |
| 2nd year of service and thereafter | 148578 | 151609 |
| Director of Music (Police Band) | | |
| 1st year | 88449 | 90253 |
| 2nd year | 90933 | 92788 |
| 3rd year | 93629 | 95539 |
| 4th year | 96483 | 98451 |
| 5th year and thereafter | 99399 | 101427 |
| Loading | | |
| 1st year | 8845 | 9025 |
| 2nd year | 9093 | 9278 |
| 3rd year | 9363 | 9554 |
| 4th year | 9649 | 9846 |
| 5th year and thereafter | 9941 | 10144 |
| Car Drivers | | |
| Driver/General Assistant | 57776 | 58955 |
| Departmental - Driver/Assistant | 61079 | 62325 |
| Police Executive Driver/Assistant | | |
| 1st year and thereafter | 61043 | 62288 |
| All incidence of employment allowance | 56486 | 57638 |
| Clothing Allowance \$600 per annum | | |
| Driving Instructor | | |
| 1st year | 80117 | 81751 |
| 2nd year | 81037 | 82690 |
| 3rd year and thereafter | 83357 | 85057 |
| Engineer | | |
| Grade I Diplomate Experience Since Qualifying | | |
| In first year | 64973 | 66298 |
| After one year | 67532 | 68910 |
| After two years | 71297 | 72751 |
| After three years | 76420 | 77979 |
| After four years | 81837 | 83506 |
| After five years | 86689 | 88457 |
| Grade I Graduate Experience Since Qualifying | | |
| In first year | 67532 | 68910 |
| After one year | 71297 | 72751 |
| After two years | 76420 | 77979 |

| | | |
|----------------------------------------|--------|--------|
| After three years | 81837 | 83506 |
| After four years | 86689 | 88457 |
| Grade II | | |
| 1st year of service | 91916 | 93791 |
| 2nd year of service | 95457 | 97404 |
| 3rd year of service | 98423 | 100431 |
| 4th year of service and thereafter | 101285 | 103351 |
| Grade III | | |
| 1st year of service | 106697 | 108874 |
| 2nd year of service | 110011 | 112255 |
| 3rd year of service | 114201 | 116531 |
| 4th year of service and thereafter | 117695 | 120096 |
| Grade IV | | |
| 1st year of service | 123599 | 126120 |
| 2nd year of service | 127224 | 129819 |
| 3rd year of service and thereafter | 129748 | 132395 |
| Grade V | | |
| 1st year of service | 135071 | 137826 |
| 2nd year of service and thereafter | 137731 | 140541 |
| Grade VI | | |
| 1st year of service | 140779 | 143651 |
| 2nd year of service and thereafter | 143800 | 146734 |
| General Assistant (NSW Police Academy) | | |
| 1st year | 50392 | 51420 |
| 2nd year | 50819 | 51856 |
| 3rd year | 51781 | 52837 |
| 4th year | 52968 | 54049 |
| 5th year and thereafter | 53928 | 55028 |
| Groom, Mounted Police | | |
| 1st year | 48254 | 49238 |
| 2nd year and there after | 49956 | 50975 |
| Imaging Technician | | |
| 1st year | 72635 | 74117 |
| 2nd year | 74827 | 76353 |
| 3rd year | 77162 | 78736 |
| 4th year and thereafter | 79535 | 81158 |
| Interpreters and Translators | | |
| Interpreter/Translator | | |
| Year 1 | 71297 | 72751 |
| Year 2 | 76420 | 77979 |
| Year 3 | 81837 | 83506 |
| Year 4 | 86689 | 88457 |
| Year 5 | 90933 | 92788 |
| Senior Interpreter/Translator | | |
| Year 1 | 93629 | 95539 |
| Year 2 | 96483 | 98451 |
| Year 3 | 100356 | 102403 |
| Legal Officers | | |
| Grade I | | |
| 1st year of service | 68057 | 69445 |
| 2nd year of service | 70636 | 72077 |
| 3rd year of service | 72635 | 74117 |
| 4th year of service | 74827 | 76353 |
| 5th year of service | 77811 | 79398 |
| Grade II | | |
| 1st year of service | 84220 | 85938 |
| 2nd year of service | 88449 | 90253 |
| 3rd year of service | 93629 | 95539 |

| | | |
|---------------------------|--------|--------|
| 4th year of service | 98423 | 100431 |
| 5th year of service | 102349 | 104437 |
| Grade III | | |
| 1st year of service | 107864 | 110064 |
| 2nd year of service | 111077 | 113343 |
| 3rd year of service | 115362 | 117715 |
| Grade IV | | |
| 1st year of service | 123599 | 126120 |
| 2nd year of service | 125977 | 128547 |
| Grade V | | |
| 1st year of service | 132474 | 135176 |
| 2nd year of service | 135071 | 137826 |
| Grade VI | | |
| 1st year of service | 142308 | 145211 |
| 2nd year of service | 145306 | 148270 |
| Librarians and Archivists | | |
| Grade 1 | | |
| Year 1 | 64973 | 66298 |
| Year 2 | 68749 | 70151 |
| Year 3 | 72635 | 74117 |
| Year 4 | 77162 | 78736 |
| Year 5 | 81037 | 82690 |
| Year 6 | 84889 | 86621 |
| Grade 2 | | |
| Year 1 | 88449 | 90253 |
| Year 2 | 91916 | 93791 |
| Year 3 | 96483 | 98451 |
| Year 4 | 100356 | 102403 |
| Grade 3 | | |
| Year 1 | 105634 | 107789 |
| Year 2 | 108899 | 111121 |
| Year 3 | 113174 | 115483 |
| Year 4 | 117695 | 120096 |
| Grade 4 | | |
| Year 1 | 121220 | 123693 |
| Year 2 | 124786 | 127332 |
| Year 3 | 128473 | 131094 |
| Year 4 | 132474 | 135176 |
| Grade 5 | | |
| Year 1 | 136214 | 138993 |
| Year 2 | 140779 | 143651 |
| Year 3 | 145306 | 148270 |
| Year 4 | 150236 | 153301 |
| Library Assistant | | |
| Year 1 | 50819 | 51856 |
| Year 2 | 53928 | 55028 |
| Year 3 | 57312 | 58481 |
| Year 4 | 61583 | 62839 |
| Year 5 | 63857 | 65160 |
| Library Technician | | |
| Grade 1 | | |
| Year 1 | 64973 | 66298 |
| Year 2 | 68749 | 70151 |
| Year 3 | 72635 | 74117 |
| Year 4 | 77162 | 78736 |
| Grade 2 | | |
| Year 1 | 85744 | 87493 |
| Year 2 | 88449 | 90253 |
| Year 3 | 91916 | 93791 |

| | | |
|------------------------------------------------------|--------|--------|
| Year 4 | 96483 | 98451 |
| Maintenance Attendant, Police Academy | 51781 | 52837 |
| Maintenance Officer Trades | 77162 | 78736 |
| Manager Trades | | |
| 1st year | 107864 | 110064 |
| 2nd year and there after | 108899 | 111121 |
| On call Allowance (per hour) | 1.01 | 1.02 |
| Assistant Manager Trades | | |
| 1st year | 88449 | 90253 |
| 2nd year and there after | 90125 | 91964 |
| On call Allowance (per hour) | 1.01 | 1.02 |
| Pathology Exhibit Courier | 59389 | 60601 |
| Photogrammetrist | | |
| General Scale | | |
| 1st year | 37949 | 38723 |
| 2nd year | 45899 | 46835 |
| 3rd year | 49470 | 50479 |
| 4th year | 50819 | 51856 |
| 5th year | 52968 | 54049 |
| 6th year | 53928 | 55028 |
| 7th year | 55267 | 56394 |
| 8th year | 57312 | 58481 |
| 9th year | 59389 | 60601 |
| 10th year | 61583 | 62839 |
| 11th year | 64973 | 66298 |
| 12th year | 66882 | 68246 |
| 13th year | 68749 | 70151 |
| 14th year | 70636 | 72077 |
| Officer with HSC aged 19 and over paid not less than | 43000 | 43877 |
| Class 1 | | |
| 1st year | 72635 | 74117 |
| 2nd year | 74827 | 76353 |
| 3rd year | 77162 | 78736 |
| 4th year | 79535 | 81158 |
| Class 2 | | |
| 1st year | 85744 | 87493 |
| 2nd year | 88449 | 90253 |
| Class 3 | | |
| 1st year | 91916 | 93791 |
| 2nd year | 94610 | 96540 |
| Class 4 | | |
| 1st year | 97443 | 99431 |
| 2nd year | 100356 | 102403 |
| Class 5 | | |
| 1st year | 104539 | 106672 |
| 2nd year | 107864 | 110064 |
| Class 6 | | |
| 1st year | 111077 | 113343 |
| 2nd year | 114201 | 116531 |
| Class 7 | | |
| 1st year | 118863 | 121288 |
| 2nd year | 122404 | 124901 |
| Public Relations Officer | | |
| Assistant Publicity Officers | | |
| 1st year of service | 73396 | 74893 |
| 2nd year of service | 75532 | 77073 |
| Publicity Officers | | |
| 1st year of service | 81037 | 82690 |

| | | |
|------------------------------------------------|--------|--------|
| 2nd year of service | 83357 | 85057 |
| 3rd year of service and thereafter | 84889 | 86621 |
| Public Relations Officer Grade II | | |
| 1st year of service | 96483 | 98451 |
| 2nd year of service | 98423 | 100431 |
| 3rd year of service and thereafter | 100356 | 102403 |
| Grade I | | |
| 1st year of service | 113174 | 115483 |
| 2nd year of service | 115362 | 117715 |
| 3rd year of service and thereafter | 117695 | 120096 |
| Allowance in lieu of overtime (per annum) | 14284 | 14575 |
| Radio Technician, | | |
| 1st year of service | 65656 | 66995 |
| 2nd year of service | 66201 | 67552 |
| 3rd year of service and thereafter | 67532 | 68910 |
| Radio Technician, Senior | | |
| 1st year of service | 71926 | 73393 |
| 2nd year of service and thereafter | 72635 | 74117 |
| Scientific Officer Grade I | | |
| 1st year of service | 64973 | 66298 |
| 2nd year of service | 67532 | 68910 |
| 3rd year of service | 71297 | 72751 |
| 4th year of service | 76420 | 77979 |
| 5th year of service | 81837 | 83506 |
| 6th year of service and thereafter | 86689 | 88457 |
| Grade II | | |
| 1st year of service | 90933 | 92788 |
| 2nd year of service | 93629 | 95539 |
| 3rd year of service | 96483 | 98451 |
| 4th year of service and thereafter | 100356 | 102403 |
| Grade III | | |
| 1st year of service | 104539 | 106672 |
| 2nd year of service | 107864 | 110064 |
| 3rd year of service and thereafter | 110011 | 112255 |
| Grade IV | | |
| 1st year of service | 115362 | 117715 |
| 2nd year of service | 118863 | 121288 |
| 3rd year of service and thereafter | 121221 | 123694 |
| Grade V | | |
| 1st year of service | 125977 | 128547 |
| 2nd year of service and thereafter | 129748 | 132395 |
| Grade VI | | |
| 1st year of service | 133920 | 136652 |
| 2nd year of service | 137731 | 140541 |
| Senior Basement Attendant, Police Headquarters | | |
| 1st year of service | 55836 | 56975 |
| 2nd year of service | 56762 | 57920 |
| 3rd year of service | 57312 | 58481 |
| 4th year of service and thereafter | 58318 | 59508 |
| Senior Officers | | |
| Grade 1 | | |
| Year 1 | 166247 | 169638 |
| Year 2 | 179135 | 182789 |
| Grade 2 | | |
| Year 1 | 182167 | 185883 |
| Year 2 | 195010 | 198988 |

| | | |
|-----------------------------------------------------------------|--------|--------|
| Grade 3 | | |
| Year 1 | 201536 | 205647 |
| Year 2 | 221228 | 225741 |
| Stenographers and Machine Operators (Present Occupants Only) | | |
| 1st year (up to 17 years) | 28185 | 28760 |
| 2nd year (or 17 years) | 33458 | 34141 |
| 3rd year (or 18 years) | 37949 | 38723 |
| 4th year (or 19 years) | 43000 | 43877 |
| 5th year (or 20 years) | 45483 | 46411 |
| 6th year (or 21 years) | 50392 | 51420 |
| 7th year | 51781 | 52837 |
| 8th year | 53489 | 54580 |
| 9th year | 57776 | 58955 |
| 10th year | 58791 | 59990 |
| 11th year | 60454 | 61687 |
| 12th year | 61583 | 62839 |
| Grade 1 | | |
| 1st year | 64973 | 66298 |
| 2nd year | 66882 | 68246 |
| Grade 2 | | |
| 1st year | 68749 | 70151 |
| 2nd year | 70636 | 72077 |
| Grade 3 | | |
| 1st year | 72635 | 74117 |
| 2nd year | 74827 | 76353 |
| Storeman Attendant | 49470 | 50479 |
| Stores Officers | | |
| Grade 1 | | |
| 1st year of service | 56762 | 57920 |
| 2nd year of service and thereafter | 57776 | 58955 |
| Grade 2 | | |
| 1st year of service | 58318 | 59508 |
| 2nd year of service and thereafter | 58791 | 59990 |
| Grade 3 | | |
| 1st year of service | 59389 | 60601 |
| 2nd year of service and thereafter | 59956 | 61179 |
| Grade 4 | | |
| 1st year of service | 61079 | 62325 |
| 2nd year of service | 62274 | 63544 |
| 3rd year of service and thereafter | 62274 | 63544 |
| Technical Officer | | |
| Grade 1 | | |
| 1st year of service | 66201 | 67552 |
| 2nd year of service | 68057 | 69445 |
| 3rd year of service | 69942 | 71369 |
| 4th year of service | 71297 | 72751 |
| 5th year of service | 73396 | 74893 |
| Grade 2 | | |
| 1st year of service | 77162 | 78736 |
| 2nd year of service | 78730 | 80336 |
| 3rd year of service | 80117 | 81751 |
| 4th year of service | 81837 | 83506 |
| Grade 3 | | |
| 1st year of service and thereafter | 87431 | 89215 |
| Senior Technical Officer | | |
| Grade 1 | | |
| 1st year of service | 85744 | 87493 |
| 2nd year of service | 87431 | 89215 |

| | | |
|-------------------------------------------------------|-------|--------|
| 3rd year of service | 90125 | 91964 |
| Grade 2 | | |
| 1st year of service | 92813 | 94706 |
| 2nd year of service | 95457 | 97404 |
| Grade 3 | 99399 | 101427 |
| Technical Officer, Maintenance Services | 90933 | 92788 |
| Technician | | |
| Class 1 | | |
| 1st year of service | 61583 | 62839 |
| 2nd year of service | 63385 | 64678 |
| Class 2 | | |
| 1st year of service | 66882 | 68246 |
| 2nd year of service | 68749 | 70151 |
| Class 3 | | |
| 1st year of service | 72635 | 74117 |
| 2nd year of service | 74077 | 75588 |
| Class 4 | | |
| 1st year of service | 75532 | 77073 |
| 2nd year of service | 76420 | 77979 |
| Transport Officer | 62274 | 63544 |
| Transport Officer, Mechanical | | |
| Year 1 | 72635 | 74117 |
| Year 2 | 73396 | 74893 |
| Year 3 | 74077 | 75588 |
| Year 4 | 74827 | 76353 |
| Uniform Fitter and Advisory Officer | 59956 | 61179 |
| Allowances | | |
| On call allowances (per hour) | 1.01 | 1.02 |
| Community Language Allowance Scheme (per annum) | | |
| Base level rate | 1452 | 1482 |
| Higher level rate | 2184 | 2229 |
| Flying Allowance (per hour) | 21.87 | 22.32 |
| First Aid Allowance (per annum) | | |
| Holders of basic qualification | 936 | 955 |
| Holders of current occupational first aid certificate | 1406 | 1435 |

Crown Employees (NSW Police Force Communications Officers) Award

| Communications Officer - NSW Police Force | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|-------------------------------------------|---------------------|--------------------------|---------------------------|
| Classifications | | | |
| Communications Officer | | | |
| Trainee | 35 | 58791 | 59990 |
| 1st year | 40 | 61583 | 62839 |
| 2nd year | 46 | 64973 | 66298 |
| 3rd year | 49 | 66882 | 68246 |
| 4th year | 55 | 70636 | 72077 |
| 5th year | 58 | 72635 | 74117 |
| Senior Communications Officer | | | |
| 1st year | 64 | 77162 | 78736 |
| 2nd year | 67 | 79535 | 81158 |
| Shift Co-ordinators | | | |
| 1st year | 75 | 85744 | 87493 |
| 2nd year | 78 | 88449 | 90253 |
| 3rd year | 82 | 91916 | 93791 |
| 4th year | 85 | 94610 | 96540 |

| | | | |
|------------------------------------|----|-------|-------|
| Radio and Communications Operators | | | |
| 4th year | 52 | 68749 | 70151 |
| 5th year | 55 | 70636 | 72077 |

Crown Employees (NSW Police Force Police Band) Award

| Special Constables (Police Bands) NSW Police Force | | | |
|----------------------------------------------------|---------------------|--------------------------------|---------------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Bandsperson | | | |
| 1st year of service | 41 | 62274 | 63544 |
| 2nd year of service | 43 | 63386 | 64679 |
| 3rd year of service | 45 | 64478 | 65793 |
| 4th year of service | 47 | 65656 | 66995 |
| 5th year of service | 52 | 68749 | 70151 |
| 6th year of service and thereafter | 54 | 69942 | 71369 |
| Senior Special Constable | - | 72574 | 74055 |
| Allowance - Doubling | | 1154 | 1178 |

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

| Special Constables (Security) NSW Police Force | | | |
|---------------------------------------------------------------------------------|--|-------------------------------|--------------------------------|
| Classification and Grades | | 1.7.20 Per week 0.3% \$ | 1.7.21 Per week 2.04% \$ |
| Special Constable (Security) | | | |
| 1st year of service | | 1041.4 | 1062.6 |
| 2nd year of service | | 1059 | 1080.6 |
| 3rd year of service and thereafter | | 1079.5 | 1101.5 |
| Special Constable (Security) First Class | | | |
| 1st year of service and thereafter | | 1098 | 1120.4 |
| Senior Special Constable (Security) | | | |
| 1st year of service | | 1175.1 | 1199.1 |
| 2nd year of service and Thereafter | | 1201.8 | 1226.3 |
| Special Constable (Security), Field Supervisor | | | |
| 1st year of service | | 1344.7 | 1372.1 |
| 2nd year of service and Thereafter | | 1373.5 | 1401.5 |
| Other rates and allowances | | | |
| Full time Special Constables (Security) Monday to Friday Shift Allowance | | 71 | 72.45 |
| Full time Special Constables (Security), Saturday and Sunday Shift Allowance | | 200.65 | 204.75 |

Crown Employees (Office of Environment and Heritage and the Office of Environment Protection Authority) General Award 2015

| Environment Officers - Department of Environment and Climate Change New South Wales | | | |
|-------------------------------------------------------------------------------------|--|--------------------------------|---------------------------------|
| Classification and Grades | | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Class 1 | | | |
| 1 | | 38316 | 39098 |
| 2 | | 46289 | 47233 |
| 3 | | 50807 | 51843 |

| | | |
|----------|--------|--------|
| 4 | 53913 | 55013 |
| 5 | 56299 | 57447 |
| 6 | 59369 | 60580 |
| 7 | 65604 | 66942 |
| Class 2 | | |
| 1 | 65604 | 66942 |
| 2 | 67532 | 68910 |
| 3 | 69324 | 70738 |
| 4 | 71913 | 73380 |
| Class 3 | | |
| 1 | 69324 | 70738 |
| 2 | 71913 | 73380 |
| 3 | 75510 | 77050 |
| 4 | 77782 | 79369 |
| Class 4 | | |
| 1 | 75510 | 77050 |
| 2 | 77782 | 79369 |
| 3 | 81013 | 82666 |
| 4 | 84195 | 85913 |
| Class 5 | | |
| 1 | 81013 | 82666 |
| 2 | 84195 | 85913 |
| 3 | 87411 | 89194 |
| 4 | 90101 | 91939 |
| Class 6 | | |
| 1 | 87411 | 89194 |
| 2 | 90101 | 91939 |
| 3 | 93606 | 95516 |
| 4 | 96451 | 98419 |
| Class 7 | | |
| 1 | 93606 | 95516 |
| 2 | 96451 | 98419 |
| 3 | 99369 | 101396 |
| 4 | 103422 | 105532 |
| Class 8 | | |
| 1 | 99369 | 101396 |
| 2 | 103422 | 105532 |
| 3 | 106665 | 108841 |
| 4 | 112109 | 114396 |
| Class 9 | | |
| 1 | 106665 | 108841 |
| 2 | 112109 | 114396 |
| 3 | 115331 | 117684 |
| 4 | 118823 | 121247 |
| Class 10 | | |
| 1 | 115331 | 117684 |
| 2 | 118823 | 121247 |
| 3 | 123563 | 126084 |
| 4 | 127185 | 129780 |
| Class 11 | | |
| 1 | 123563 | 126084 |
| 2 | 127185 | 129780 |
| 3 | 130993 | 133665 |
| 4 | 136175 | 138953 |
| Class 12 | | |
| 1 | 130993 | 133665 |
| 2 | 136175 | 138953 |
| 3 | 140744 | 143615 |

| | | |
|------------------------------------------------------------------------------------------------|--------|--------|
| 4 | 143765 | 146698 |
| Class 13 | | |
| 1 | 140744 | 143615 |
| 2 | 143765 | 146698 |
| 3 | 148533 | 151563 |
| 4 | 150755 | 153830 |
| Class 14 | | |
| 1 | 148533 | 151563 |
| 2 | 150755 | 153830 |
| 3 | 157737 | 160955 |
| 4 | 164725 | 168085 |
| Class 15 | | |
| 1 | 157737 | 160955 |
| 2 | 164725 | 168085 |
| 3 | 171709 | 175212 |
| 4 | 178688 | 182333 |
| Other Rates and Allowances - Brief Description | | |
| AHIS weekly allowance: inconvenience and 6 incoming calls after/before normal working hours | 494.5 | 504.6 |
| For each call above 6 incoming calls in an AHIS roster period; not limited | 24.15 | 24.65 |
| Extra per public holiday falling on a weekday | 151.65 | 154.75 |
| Out of hours disturbance (AHIS Supervising Officers) | 48.75 | 49.75 |

Crown Employees (Office of Environment and Heritage – National Parks and Wildlife Service) Conditions of Employment Award 2015

| Ranger Classifications | | |
|----------------------------|-----------------------------------|------------------------------------|
| Classification and Grades | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Trainee Rangers | | |
| 1st year of service | 58194 | 59381 |
| 2nd year of service | 59239 | 60447 |
| 3rd year of service | 61024 | 62269 |
| 4th year of service | 62118 | 63385 |
| 5th year of service | 62764 | 64044 |
| 6th year of service | 63672 | 64971 |
| Rangers | | |
| Grade 1 | | |
| 1st level | 63672 | 64971 |
| 2nd level | 66177 | 67527 |
| 3rd level | 69869 | 71294 |
| 4th level | 74884 | 76412 |
| 5th level | 82537 | 84221 |
| 6th level | 87368 | 89150 |
| Grade 2 | | |
| 1st year | 89107 | 90925 |
| 2nd year | 91752 | 93624 |
| 3rd year | 94544 | 96473 |
| 4th year | 98347 | 100353 |
| Senior Ranger | | |
| 1st year & thereafter | 105698 | 107854 |
| Assistant District Manager | | |
| Grade 1 | 108848 | 111068 |
| Grade 2 | 116477 | 118853 |
| Grade 3 | 125894 | 128462 |
| Grade 4 | 131232 | 133909 |

| | | |
|-----------------------------------------|--------|--------|
| District Manager | | |
| Grade 1 | 111912 | 114195 |
| Grade 2 | 119953 | 122400 |
| Grade 3 | 131232 | 133909 |
| Grade 4 | 139455 | 142300 |
| Grade 5 | 145599 | 148569 |
| Project/Research Officer Classification | | |
| Grade 1 | | |
| 1st year | 65942 | 67287 |
| 2nd year | 68058 | 69446 |
| 3rd year | 74241 | 75756 |
| 4th year | 80046 | 81679 |
| 5th year | 85809 | 87560 |
| Grade 2* | | |
| 1st year | 91916 | 93791 |
| 2nd year | 94605 | 96535 |
| 3rd year | 97443 | 99431 |
| Grade 3* | | |
| 1st year | 102349 | 104437 |
| 2nd year | 105634 | 107789 |
| 3rd year | 108905 | 111127 |
| 4th year | 111074 | 113340 |
| Grade 4* | | |
| 1st year | 112137 | 114425 |
| 2nd year | 115362 | 117715 |
| Grade 5 | | |
| 1st year | 121215 | 123688 |
| 2nd year | 126356 | 128934 |
| Grade 6 | | |
| 1st year | 134269 | 137008 |
| 2nd year | 135678 | 138446 |
| * Progression criteria applies | | |
| Project Officer (Aboriginal Positions) | | |
| Grade 1 | | |
| 1st year | 65942 | 67287 |
| 2nd year | 68058 | 69446 |
| 3rd year | 74241 | 75756 |
| 4th year | 80046 | 81679 |
| 5th year | 85809 | 87560 |
| Grade 2* | | |
| 1st year | 91916 | 93791 |
| 2nd year | 94605 | 96535 |
| 3rd year | 97443 | 99431 |
| Grade 3* | | |
| 1st year | 102349 | 104437 |
| 2nd year | 105634 | 107789 |
| 3rd year | 108905 | 111127 |
| 4th year | 111074 | 113340 |
| Grade 4* | | |
| 1st year | 112137 | 114425 |
| 2nd year | 115362 | 117715 |
| Grade 5 | | |
| 1st year | 121215 | 123688 |
| 2nd year | 126356 | 128934 |
| Grade 6 | | |
| 1st year | 134269 | 137008 |
| 2nd year | 135678 | 138446 |
| *Progression criteria applies | | |

| | | |
|---------------------------------------------------------------------------|-------|-------|
| Field Officer Classification | | |
| Field Officer Base Grade 1/2 Employees Engaged on or after 1 July 2007 | | |
| Grade 1 Year 1 | 50018 | 51038 |
| Year 2 | 51281 | 52327 |
| Grade 2 Year 1 | 52464 | 53534 |
| Year 2 | 54910 | 56030 |
| Field Officer Grade 1/4 Employees Engaged on or after 1 July 2007 | | |
| Grade 1 1st year | 50018 | 51038 |
| 2nd year | 51281 | 52327 |
| Grade 2 1st year | 52464 | 53534 |
| 2nd year | 54910 | 56030 |
| Grade 3 (A) 1st year | 62656 | 63934 |
| 2nd year | 63761 | 65062 |
| Grade 4 (A) 1st year | 65546 | 66883 |
| 2nd year | 66729 | 68090 |
| Field Officer Grade B3/B4 Employees engaged on or before 30 June 2007 | | |
| Grade 3 (B) 1st year | 62656 | 63934 |
| 2nd year | 63761 | 65062 |
| Grade 4 (B) 1st year | 65546 | 66883 |
| 2nd year | 66729 | 68090 |
| Senior Field Officer and Senior Field Officer (Plant) | | |
| Grade 1 1st year | 68212 | 69604 |
| 2nd year | 69371 | 70786 |
| Grade 2 1st year | 70774 | 72218 |
| 2nd year | 72255 | 73729 |
| Field Supervisor Classification and Grades | | |
| Grade 1 1st year | 74734 | 76259 |
| 2nd year | 76447 | 78007 |
| Grade 2 1st year | 78160 | 79754 |
| 2nd year | 79874 | 81503 |
| Senior Field Supervisor Classification and Grades | | |
| Grade 1 1st year | 86656 | 88424 |
| 2nd year | 88785 | 90596 |
| Grade 2 1st year | 90916 | 92771 |
| 2nd year | 93044 | 94942 |

Crown Employees (Department of Finance, Services and Innovation – SafeWork NSW Inspectors 2007) Award

| Inspectors - WorkCover Authority | | | |
|----------------------------------|------------------------|-----------------------------------|------------------------------------|
| Classification | | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Inspectorial Stream | Managerial Stream | | |
| Progression Level | | | |
| Level 1 | | 99820 | 101856 |
| Level 2 | | 102553 | 104645 |
| Level 3 | | 108391 | 110602 |
| Senior Inspector 1 | | 112627 | 114925 |
| Senior Inspector 2 | | 113686 | 116005 |
| Principal Inspector 1 | District Coordinator 1 | 116001 | 118367 |
| Principal Inspector 2 | | 117087 | 119476 |
| | District Coordinator 2 | 118295 | 120708 |
| Assistant State Inspector 1 | | 122426 | 124923 |
| Assistant State Inspector 2 | | | |
| | | 123578 | 126099 |
| State Inspector 1 | Team Coordinator 1 | 130752 | 133419 |
| State Inspector 2 | | 131981 | 134673 |
| | Team Coordinator 2 | 133338 | 136058 |
| | State Coordinator 1 | 136909 | 139702 |
| | State Coordinator 2 | 138201 | 141020 |
| | Team Manager 1 | 154121 | 157265 |
| | Team Manager 2 | 170267 | 173740 |

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

| Classification and Grades | | | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|---------------------------------|----|--|-----------------------------------|------------------------------------|
| Horticultural Apprentice Year 1 | - | | 29015 | 29607 |
| Horticultural Apprentice Year 2 | - | | 38687 | 39476 |
| Horticultural Apprentice Year 3 | - | | 48359 | 49346 |
| Horticultural Apprentice Year 4 | 27 | | 54804 | 55922 |
| Level 1 | 15 | | 47704 | 48677 |
| Level 2, Year 1 (Minimum) | 23 | | 52968 | 54049 |
| Level 2, (Maximum) | 26 | | 54367 | 55476 |
| Level 3 Year 1, (Minimum) | 30 | | 56312 | 57461 |
| Level 3, (Maximum) | 34 | | 58318 | 59508 |
| Level 4, Year 1, (Minimum) | 38 | | 60454 | 61687 |
| Level 4, (Maximum) | 41 | | 62274 | 63544 |
| Level 5, Year 1, (Minimum) | 45 | | 64478 | 65793 |
| Level 5, (Maximum) | 48 | | 66201 | 67552 |
| Level 6, Year 1, (Minimum) | 51 | | 68057 | 69445 |
| Level 6, (Maximum) | 54 | | 69942 | 71369 |
| Level 7, Year 1, (Minimum) | 57 | | 71926 | 73393 |
| Level 7, (Maximum) | 60 | | 74077 | 75588 |
| Level 8, Year 1, (Minimum) | 63 | | 76420 | 77979 |
| Level 8, Maximum | 67 | | 79535 | 81158 |
| Level 9, Year 1, (Minimum) | 71 | | 82653 | 84339 |
| Level 9, (Maximum) | 75 | | 85744 | 87493 |

| | | | |
|-----------------------------|-----|--------|--------|
| Level 10, Year 1, (Minimum) | 78 | 88449 | 90253 |
| Level 10, (Maximum) | 81 | 90933 | 92788 |
| Level 11, Year 1, (Minimum) | 89 | 98423 | 100431 |
| Level 11, (Maximum) | 95 | 104539 | 106672 |
| Level 12, Year 1, (Minimum) | 109 | 120044 | 122493 |
| Level 12, (Maximum) | 112 | 123599 | 126120 |
| Level 13, Year 1, (Minimum) | 115 | 127224 | 129819 |
| Level 13, (Maximum) | 118 | 131039 | 133712 |
| Level 14, Year 1, (Minimum) | 121 | 135071 | 137826 |
| Level 14, (Maximum) | 124 | 139246 | 142087 |
| Level 15, Year 1, (Minimum) | 127 | 143800 | 146734 |
| Level 15, (Maximum) | 130 | 148578 | 151609 |

Crown Employees (Parliament House Conditions of Employment) Award 2015

| | | |
|-------------------------------------------------------------------------------------|----------------------|-----------------------|
| Allowances | 1.7.20 0.3% \$ | 1.7.21 2.04% \$ |
| Allowance in lieu of overtime Sessional Staff Above Clerk Grade 8 (per occasion) | 413.45 | 421.90 |

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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Physiotherapists - Grade 1 | | | |
| 1st year of service | 46 | 64973 | 66298 |
| 2nd year of service | 50 | 67532 | 68910 |
| 3rd year of service | 56 | 71297 | 72751 |
| 4th year of service | 63 | 76420 | 77979 |
| 5th year of service | 70 | 81837 | 83506 |
| 6th year of service | 76 | 86689 | 88457 |
| 7th year of service | 81 | 90933 | 92788 |
| Grade 2 | 85 | 94610 | 96540 |
| Grade 3 | 92 | 101285 | 103351 |
| Grade 4 | 95 | 104539 | 106672 |
| Grade 5 | 98 | 107864 | 110064 |
| Grade 6 | 100 | 110011 | 112255 |
| Grade 7 | 103 | 113174 | 115483 |
| Occupational Therapists Grade 1 | | | |
| 1st year of service | 46 | 64973 | 66298 |
| 2nd year of service | 50 | 67532 | 68910 |
| 3rd year of service | 56 | 71297 | 72751 |
| 4th year of service | 63 | 76420 | 77979 |
| 5th year of service | 70 | 81837 | 83506 |
| 6th year of service | 76 | 86689 | 88457 |
| 7th year of service | 81 | 90933 | 92788 |
| Grade 2 | 85 | 94610 | 96540 |
| Grade 3 | 92 | 101285 | 103351 |
| Grade 4 | 95 | 104539 | 106672 |
| Grade 5 | 98 | 107864 | 110064 |
| Grade 6 | 100 | 110011 | 112255 |

| | | | |
|------------------------------------------------------------------------------------------------------------------------------|----|--------|--------|
| Speech Pathologist - Grade 1 | | | |
| 1st year of service | 46 | 64973 | 66298 |
| 2nd year of service | 50 | 67532 | 68910 |
| 3rd year of service | 56 | 71297 | 72751 |
| 4th year of service | 63 | 76420 | 77979 |
| 5th year of service | 70 | 81837 | 83506 |
| 6th year of service | 76 | 86689 | 88457 |
| 7th year of service | 81 | 90933 | 92788 |
| Grade 2 | 85 | 94610 | 96540 |
| Grade 3 | 92 | 101285 | 103351 |
| Grade 4 | 95 | 104539 | 106672 |
| Grade 5 | 98 | 107864 | 110064 |
| Music Therapists | | | |
| 1st year of service | 31 | 56762 | 57920 |
| 2nd year of service | 38 | 60454 | 61687 |
| 3rd year of service | 43 | 63386 | 64679 |
| 4th year of service | 49 | 66882 | 68246 |
| 5th year of service | 54 | 69942 | 71369 |
| 6th year of service | 59 | 73396 | 74893 |
| 7th year of service | 63 | 76420 | 77979 |
| Sole Allowance - 3(ii)(a) | | 2733 | 2789 |
| Part-time Student Unit Supervisor Allowance for each student per supervised shift - refer formula in award at 3(ii)(b) | | 9.92 | 10.12 |

Crown Employees (Planning Officers) Award 2016

| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|----------------------------------------------------|---------------------------|-----------------------------------|------------------------------------|
| Student Planner | | | |
| Year 1 | CSP 23 | 52968 | 54049 |
| Year 2 | CSP 28 | 55267 | 56394 |
| Year 3 | CSP 32 | 57312 | 58481 |
| Year 4 | CSP 40 | 61583 | 62839 |
| Planning Officer (Professional) | | | |
| Level 1(a) | | | |
| Year 1 | CSP 59 | 73396 | 74893 |
| Year 2 | CSP 69 | 81037 | 82690 |
| Year 3 | CSP 76 | 86689 | 88457 |
| Year 4 | CSP 80 | 90125 | 91964 |
| Year 5 | CSP 84 | 93629 | 95539 |
| Progression/ promotion soft barrier (clause 4.7.2) | | | |
| Level 1(b) | | | |
| Year 1 | CSP 90 | 99399 | 101427 |
| Year 2 | CSP 94 | 103449 | 105559 |
| Year 3 | CSP 97 | 106697 | 108874 |
| Year 4 | - | 112006 | 114291 |
| Level 2 | | | |
| Year 1 | CSP 108 | 118863 | 121288 |
| Year 2 | - | 122309 | 124804 |
| Year 3 | CSP115 | 127224 | 129819 |
| Level 3 | | | |
| Year 1 | CSP 117 | 129748 | 132395 |
| Year 2 | - | 135188 | 137946 |
| Year 3 | CSP 124 | 139246 | 142087 |

| | | | |
|----------------------------------------------------|---------|--------|--------|
| Progression/ promotion soft barrier (clause 4.9.2) | | | |
| Year 4 | CSP 128 | 145306 | 148270 |
| Year 5 | - | 151099 | 154181 |
| Level 4 | | | |
| Year 1 | - | 166586 | 169984 |
| Year 2 | - | 173565 | 177106 |
| Year 3 | - | 180685 | 184371 |
| Level 5 | | | |
| Year 1 | - | 190275 | 194157 |
| Year 2 | - | 195010 | 198988 |

Crown Employees (Psychologists) Award

| Classification and Grade | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|-----------------------------------------------------------------------|-----------------------------------|------------------------------------|
| Psychologist - | | |
| 1st year | 68288 | 69681 |
| 2nd year | 71983 | 73451 |
| 3rd year | 75671 | 77215 |
| 4th year | 80285 | 81923 |
| 5th year | 84902 | 86634 |
| 6th year | 89517 | 91343 |
| 7th year | 94131 | 96051 |
| 8th year | 97823 | 99819 |
| 9th year and thereafter | 101511 | 103582 |
| Senior Psychologist - | | |
| 1st year | 107050 | 109234 |
| 2nd year | 111666 | 113944 |
| 3rd year and thereafter | 116278 | 118650 |
| Specialist Psychologist - | | |
| 1st year | 97823 | 99819 |
| 2nd year | 103356 | 105464 |
| 3rd year | 108896 | 111117 |
| 4th year | 114433 | 116767 |
| 5th year and thereafter | 119966 | 122413 |
| Senior Specialist Psychologist - | | |
| 1st year | 125506 | 128066 |
| 2nd year | 129196 | 131832 |
| 3rd year and thereafter | 132891 | 135602 |
| Chief Psychologist - | | |
| 1st year | 139317 | 142159 |
| Principal Psychologist - | | |
| 1st year and thereafter | 151346 | 154433 |
| Environmental Allowance (Corrective Services and Juvenile Justice) | 3126 | 3190 |

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

| Allowances | 1.7.20 0.3% \$ | 1.7.21 2.04% \$ |
|-------------------------------------|----------------------|-----------------------|
| On call allowance | 1.01 | 1.02 |
| Community Language Allowance Scheme | | |
| Base level rate | 1452 | 1482 |
| Higher level rate | 2184 | 2229 |
| Flying Allowance | 21.75 | 22.20 |

| | | |
|-------------------------------------------------------|------|------|
| First Aid Allowance | | |
| Holders of basic qualification | 936 | 955 |
| Holders of current occupational first aid certificate | 1405 | 1434 |

Crown Employees (Public Service Training Wage) Reviewed Award 2008

Table 1 – Full Time Weekly Wage Rates (Effective from the first full pay period to commence on or after 1 July 2021)

Skill Levels

| Diploma | Skill Level A | Skill Level B | Skill Level C |
|---------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|---------------|
| | Arts Administration Business (Office Administration) Clerical Administrative Skills Communications (Call Centres) Financial Services Information Technology Public Administration Sport and Recreation | Laboratory Operations Horticulture Tourism Operations Retail Operations Hospitality Operations | Rural Skills |

Diploma

Where the accredited training courses and work performance are for the purposes of generating skills that have been defined for work at Diploma level

| | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|-----------------------------------|
| Classification | 1.7.20 Per week 0.3% \$ | 1.7.21 Per week 2.04% \$ |
| Trainee - Diploma Level | 745.80 | 761.00 |
| Skill Level A | 1.7.20 | 1.7.21 |
| Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A: | Per week 0.3% \$ | Per week 2.04% \$ |
| Highest Year of Schooling Completed | | |
| Year 10 | | |
| School leaver | 329.20 | 335.90 |
| Plus 1 year out of school | 362.90 | 370.30 |
| Plus 2 years | 435.10 | 444.00 |
| Plus 3 years | 507.40 | 517.80 |
| Plus 4 years | 588.70 | 600.70 |
| Plus 5 years or more | 673.40 | 687.10 |
| Year 11 | | |
| School leaver | 362.60 | 370.00 |
| Plus 1 year out of school | 435.10 | 444.00 |
| Plus 2 years | 507.40 | 517.80 |
| Plus 3 years | 588.70 | 600.70 |
| Plus 4 years | 673.40 | 687.10 |
| Plus 5 years or more | 673.40 | 687.10 |
| Year 12 | | |
| School leaver | 435.10 | 444.00 |
| Plus 1 year out of school | 507.40 | 517.80 |
| Plus 2 years | 588.70 | 600.70 |
| Plus 3 years | 673.40 | 687.10 |
| Plus 4 years | 673.40 | 687.10 |

| | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|-------------------------|
| Plus 5 years or more | 673.40 | 687.10 |
| Skill Level B | 1.7.20 | 1.7.21 |
| Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level B: | Per week 0.3% \$ | Per week 2.04% \$ |
| Highest Year of Schooling Completed | | |
| Year 10 | | |
| School leaver | 329.20 | 335.90 |
| Plus 1 year out of school | 362.60 | 370.00 |
| Plus 2 years | 421.70 | 430.30 |
| Plus 3 years | 485.20 | 495.10 |
| Plus 4 years | 569.90 | 581.50 |
| Plus 5 years or more | 649.60 | 662.90 |
| Year 11 | | |
| School leaver | 362.80 | 370.20 |
| Plus 1 year out of school | 421.70 | 430.30 |
| Plus 2 years | 485.20 | 495.10 |
| Plus 3 years | 569.90 | 581.50 |
| Plus 4 years | 649.60 | 662.90 |
| Plus 5 years or more | 649.60 | 662.90 |
| Year 12 | | |
| School leaver | 421.70 | 430.30 |
| Plus 1 year out of school | 485.20 | 495.10 |
| Plus 2 years | 569.90 | 581.50 |
| Plus 3 years | 649.60 | 662.90 |
| Plus 4 years | 649.60 | 662.90 |
| Plus 5 years or more | 649.60 | 662.90 |
| Skill Level C | 1.7.20 | 1.7.21 |
| Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C: | Per week 0.3% \$ | Per week 2.04% \$ |
| Highest Year of Schooling Completed | | |
| Year 10 | | |
| School leaver | 329.20 | 335.90 |
| Plus 1 year out of school | 362.80 | 370.20 |
| Plus 2 years | 417.80 | 426.30 |
| Plus 3 years | 470.20 | 479.80 |
| Plus 4 years | 495.10 | 505.20 |
| Plus 5 years or more | 586.20 | 598.20 |
| Year 11 | | |
| School leaver | 362.80 | 370.20 |
| Plus 1 year out of school | 417.80 | 426.30 |
| Plus 2 years | 470.20 | 479.80 |
| Plus 3 years | 523.60 | 534.30 |
| Plus 4 years | 586.20 | 598.20 |
| Plus 5 years or more | 586.20 | 598.20 |
| Year 12 | | |
| School leaver | 417.80 | 426.30 |
| Plus 1 year out of school | 470.20 | 479.80 |
| Plus 2 years | 523.60 | 534.30 |
| Plus 3 years | 586.20 | 598.20 |
| Plus 4 years | 586.20 | 598.20 |
| Plus 5 years or more | 586.20 | 598.20 |

| | | |
|---------------------------------------------------|----------------|-----------------|
| School-Based Traineeships - | 1.7.20 0.3% | 1.7.21 2.04% |
| Year of Schooling | | |
| School based traineeships Skill Levels A, B and C | | |
| Year 11 | 329.20 | 335.90 |
| Year 12 | 367.10 | 374.60 |

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

Table 2 – Hourly Wage Rates

These rates should be read in conjunction with clause 10 of the Crown Employees (Public Service Training Wage) Reviewed Award

Trainees who have left school:

Diploma

Where the accredited training courses and work performance are for the purposes of generating skills that have been defined for work at Diploma level:

| Classification | 1.7.20 Per week 0.3% \$ | 1.7.21 Per week 2.04% \$ |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|-----------------------------------|
| Trainee | | |
| Diploma Level – part-time | 26.58 | 27.12 |
| Skill Level A | 1.7.20 | 1.7.21 |
| Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A: | Per week 0.3% \$ | Per week 2.04% \$ |
| Highest Year of Schooling Completed | | |
| Year 10 | | |
| School leaver | 11.84 | 12.08 |
| Plus 1 year out of school | 12.94 | 13.20 |
| Plus 2 years | 15.65 | 15.97 |
| Plus 3 years | 18.05 | 18.42 |
| Plus 4 years | 21.06 | 21.49 |
| Plus 5 years or more | 24.07 | 24.56 |
| Year 11 | | |
| School leaver | 12.94 | 13.20 |
| Plus 1 year out of school | 15.65 | 15.97 |
| Plus 2 years | 18.05 | 18.42 |
| Plus 3 years | 21.06 | 21.49 |
| Plus 4 years | 24.07 | 24.56 |
| Plus 5 years or more | 24.07 | 24.56 |
| Year 12 | | |
| School leaver | 15.65 | 15.97 |
| Plus 1 year out of school | 18.05 | 18.42 |
| Plus 2 years | 21.06 | 21.49 |
| Plus 3 years | 24.07 | 24.56 |
| Plus 4 years | 24.07 | 24.56 |
| Plus 5 years or more | 24.07 | 24.56 |

| | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|-------------------------|
| Skill Level B | 1.7.20 | 1.7.21 |
| Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level B: | Per week 0.3% \$ | Per week 2.04% \$ |
| Highest Year of Schooling Completed | | |
| Year 10 | | |
| School leaver | 11.84 | 12.08 |
| Plus 1 year out of school | 12.94 | 13.20 |
| Plus 2 years | 15.04 | 15.35 |
| Plus 3 years | 17.35 | 17.70 |
| Plus 4 years | 20.46 | 20.88 |
| Plus 5 years or more | 23.17 | 23.64 |
| Year 11 | | |
| School leaver | 12.94 | 13.20 |
| Plus 1 year out of school | 15.04 | 15.35 |
| Plus 2 years | 17.35 | 17.70 |
| Plus 3 years | 20.46 | 20.88 |
| Plus 4 years | 23.17 | 23.64 |
| Plus 5 years or more | 23.17 | 23.64 |
| Year 12 | | |
| School leaver | 15.04 | 15.35 |
| Plus 1 year out of school | 17.35 | 17.70 |
| Plus 2 years | 20.46 | 20.88 |
| Plus 3 years | 23.17 | 23.64 |
| Plus 4 years | 23.17 | 23.64 |
| Plus 5 years or more | 23.17 | 23.64 |
| Skill Level C | 1.7.20 | 1.7.21 |
| Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C: | Per week 0.3% \$ | Per week 2.04% \$ |
| Highest Year of Schooling Completed | | |
| Year 10 | | |
| School leaver | 11.84 | 12.08 |
| Plus 1 year out of school | 12.94 | 13.20 |
| Plus 2 years | 14.94 | 15.24 |
| Plus 3 years | 16.85 | 17.19 |
| Plus 4 years | 18.66 | 19.04 |
| Plus 5 years or more | 20.96 | 21.39 |
| Year 11 | | |
| School leaver | 12.94 | 13.20 |
| Plus 1 year out of school | 14.94 | 15.24 |
| Plus 2 years | 16.85 | 17.19 |
| Plus 3 years | 18.66 | 19.04 |
| Plus 4 years | 20.96 | 21.39 |
| Plus 5 years or more | 20.96 | 21.39 |
| Year 12 | | |
| School leaver | 14.94 | 15.24 |
| Plus 1 year out of school | 16.85 | 17.19 |
| Plus 2 years | 18.66 | 19.04 |
| Plus 3 years | 20.96 | 21.39 |
| Plus 4 years | 20.96 | 21.39 |
| Plus 5 years or more | 20.96 | 21.39 |
| School Based Trainees | 1.7.20 0.3% | 1.7.21 2.04% |

| | | |
|------------------------|-------|-------|
| Wage Levels A, B and C | | |
| Year 11 | 11.84 | 12.08 |
| Year 12 | 12.94 | 13.20 |

Crown Employees (Research Scientists) Award 2007

| Research Scientists | | | |
|---------------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Research Scientist - | | | |
| 1st year of service | 86 | 95457 | 97404 |
| 2nd year of service | 91 | 100356 | 102403 |
| 3rd year of service | 96 | 105634 | 107789 |
| 4th year of service | 100 | 110011 | 112255 |
| Efficiency Barrier - | | | |
| 5th year of service | 105 | 115362 | 117715 |
| 6th year of service | 109 | 120044 | 122493 |
| 7th year of service | 113 | 124786 | 127332 |
| Senior Research Scientist - | | | |
| 1st year of service | 115 | 127224 | 129819 |
| 2nd year of service | 118 | 131039 | 133712 |
| 3rd year of service | 121 | 135071 | 137826 |
| Efficiency Barrier - | | | |
| 4th year of service | 124 | 139246 | 142087 |
| 5th year of service | 127 | 143800 | 146734 |
| Principal Research Scientist - | | | |
| 1st year of service | 130 | 148578 | 151609 |
| 2nd year of service | - | 151978 | 155078 |
| 3rd year of service | - | 155836 | 159015 |
| Senior Principal Research Scientist - | | | |
| 1st year of service | - | 167071 | 170479 |
| 2nd year of service | - | 179224 | 182880 |
| Efficiency Barrier - | | | |
| 3rd year of service | - | 194495 | 198463 |

Crown Employees (Rural Fire Service) Award

RFS Officers

These rates are inclusive of Annual Leave Loading

| Classification and Grades | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|---------------------------|--------------------------|---------------------------|
| RFS Officer Level 1 | | |
| Year 1 | 38463 | 39248 |
| Year 2 | 46518 | 47467 |
| Year 3 | 50136 | 51159 |
| Year 4 | 51508 | 52559 |
| Year 5 | 53685 | 54780 |
| Year 6 | 54656 | 55771 |
| Year 7 | 56012 | 57155 |
| Year 8 | 58088 | 59273 |
| Year 9 | 60188 | 61416 |
| Year 10 | 62410 | 63683 |

| | | |
|----------------------|--------|--------|
| RFS Officer Level 2 | | |
| Year 1 | 65849 | 67192 |
| Year 2 | 67785 | 69168 |
| RFS Officer Level 3 | | |
| Year 1 | 69675 | 71096 |
| Year 2 | 71585 | 73045 |
| RFS Officer Level 4 | | |
| Year 1 | 73617 | 75119 |
| Year 2 | 75835 | 77382 |
| RFS Officer Level 5 | | |
| Year 1 | 78205 | 79800 |
| Year 2 | 80607 | 82251 |
| RFS Officer Level 6 | | |
| Year 1 | 86899 | 88672 |
| Year 2 | 89642 | 91471 |
| RFS Officer Level 7 | | |
| Year 1 | 93155 | 95055 |
| Year 2 | 95885 | 97841 |
| RFS Officer Level 8 | | |
| Year 1 | 98760 | 100775 |
| Year 2 | 101713 | 103788 |
| RFS Officer Level 9 | | |
| Year 1 | 105949 | 108110 |
| Year 2 | 109315 | 111545 |
| RFS Officer Level 10 | | |
| Year 1 | 112577 | 114874 |
| Year 2 | 115744 | 118105 |
| RFS Officer Level 11 | | |
| Year 1 | 120467 | 122925 |
| Year 2 | 124055 | 126586 |
| RFS Officer Level 12 | | |
| Year 1 | 130203 | 132859 |
| Year 2 | 135731 | 138500 |
| RFS Officer Level 13 | | |
| Year 1 | 144229 | 147171 |
| Year 2 | 150580 | 153652 |

RFS Officers (OCC) - These rates are NOT inclusive of Annual Leave Loading

| Classification and Grades | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|--------------------------------------------------------------|-----------------------------------|------------------------------------|
| RFS Officer Level A (OCC Operator) | | |
| Year 1 | 43000 | 43877 |
| Year 2 | 45899 | 46835 |
| Year 3 | 49470 | 50479 |
| Year 4 | 50819 | 51856 |
| Year 5 | 52968 | 54049 |
| Year 6 | 53928 | 55028 |
| Year 7 | 55267 | 56394 |
| Year 8 | 57311 | 58480 |
| Year 9 | 59389 | 60601 |
| Year 10 | 61583 | 62839 |
| RFS Officer Level B (OCC Operational Communications Officer) | | |
| Year 1 | 64973 | 66298 |
| Year 2 | 66882 | 68246 |
| Year 3 | 68749 | 70151 |

| | | |
|---------------------------------------------------------------------|-------|-------|
| Year 4 | 70636 | 72077 |
| RFS Officer Level C (OCC Senior Operational Communications Officer) | | |
| Year 1 | 72635 | 74117 |
| Year 2 | 74826 | 76352 |
| Year 3 | 74947 | 76476 |
| Year 4 | 79535 | 81158 |

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

| Classification | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|---------------------------------------------------------------------------------|-----------------------------------|------------------------------------|
| Commissioned Correctional Officers: | | |
| Senior Assistant Superintendent - 7 day or any 5/7 days | 129754 | 132401 |
| Assistant Superintendent - 7 day or any 5/7 days | 121455 | 123933 |
| Senior Assistant Superintendent - 5 day | 122657 | 125159 |
| Assistant Superintendent - 5 day | 114356 | 116689 |
| Commissioned Industries Officers: | | |
| Regional Business Manager - 5 day | | |
| Year 1 | 137796 | 140607 |
| Year 2 | 141337 | 144220 |
| Year 3 | 147404 | 150411 |
| Year 4 | 152851 | 155969 |
| Operations Manager | 146637 | 149628 |
| Manager of Industries Level 1 - 5 day | 135307 | 138067 |
| Manager of Industries Level 2 - Any 5 of 7 days | 135875 | 138647 |
| Manager Centre Services and Employment Manager of Industries Level 2 - 5 day | 128774 | 131401 |
| Manager Business Unit - any 5/7 days | 129754 | 132401 |
| Manager Business Unit - 5 day | 122657 | 125159 |

Crown Employees (Senior Officers Salaries) Award 2012

| Senior Officers | | |
|---------------------------|-----------------------------------|------------------------------------|
| Classification and Grades | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Grade 1 | | |
| Year 1 | 166247 | 169638 |
| Year 2 | 179135 | 182789 |
| Grade 2 | | |
| Year 1 | 182167 | 185883 |
| Year 2 | 195010 | 198988 |
| Grade 3 | | |
| Year 1 | 201536 | 205647 |
| Year 2 | 221228 | 225741 |

Crown Employees (Sheriff's Officers) Award

| Sheriff's Officers | | | |
|--------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Chief Inspector | | | |
| Year 2 | 85 | 94610 | 96540 |
| Year 1 | 82 | 91916 | 93791 |
| Inspector | | | |
| Year 2 | 78 | 88449 | 90253 |
| Year 1 | 75 | 85744 | 87493 |
| Sergeant | | | |
| Year 4 | 67 | 79535 | 81158 |
| Year 3 | 64 | 77162 | 78736 |
| Year 2 | 61 | 74827 | 76353 |
| Year 1 | 58 | 72635 | 74117 |
| Sheriff's Officer | | | |
| Year 4 | 55 | 70636 | 72077 |
| Year 3 | 52 | 68749 | 70151 |
| Year 2 | 49 | 66882 | 68246 |
| Year 1 | 46 | 64973 | 66298 |
| Probationary Sheriff's Officer | 36 | 59389 | 60601 |

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

| Learning and Development Officers - Full-time, State Emergency Service | | | |
|------------------------------------------------------------------------|---------------------|--------------------------|---------------------------|
| Classification | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| 1st year of service | 82 | 91916 | 93791 |
| 2nd year of service | 85 | 94610 | 96540 |
| 3rd year of service | 88 | 97443 | 99431 |
| Thereafter | 91 | 100356 | 102403 |

Crown Employees (State Emergency Service) Region Staff Award 2018

| Classification | Fpp 1.7.20 Per annum 0.3% \$ | Fpp 1.7.21 Per annum 2.04% \$ |
|-------------------------------------------------|------------------------------|-------------------------------|
| Full Time Region Controllers – Clerk Grade 9/10 | | |
| 1st year of service | 111077 | 113343 |
| 2nd year of service | 114201 | 116531 |
| 3rd year of service | 118863 | 121288 |
| Thereafter | 122404 | 124901 |
| Deputy Region Controller - Clerk Grade 7/8 | | |
| 1st year of service | 97443 | 99431 |
| 2nd year of service | 10086 | 10292 |
| 3rd year of service | 104539 | 106672 |
| Thereafter | 107864 | 110064 |
| Business Manager - Clerk Grade 5/6 | | |
| 1st year of service | 85744 | 87493 |
| 2nd year of service | 88449 | 90253 |

| | | |
|-----------------------------------------------------------|-------|-------|
| 3rd year of service | 91916 | 93791 |
| Thereafter | 94610 | 96540 |
| Community Engagement Officer - Clerk Grade 5/6 | | |
| 1st year of service | 85744 | 87493 |
| 2nd year of service | 88449 | 90253 |
| 3rd year of service | 91916 | 93791 |
| Thereafter | 94610 | 96540 |
| Volunteer Support Officer - Clerk Grade 3/4 | | |
| 1st year of service | 72635 | 74117 |
| 2nd year of service | 74827 | 76353 |
| 3rd year of service | 77162 | 78736 |
| Thereafter | 79535 | 81158 |
| Region Learning and Development Officer - Clerk Grade 5/6 | | |
| 1st year of service | 85744 | 87493 |
| 2nd year of service | 88449 | 90253 |
| 3rd year of service | 91916 | 93791 |
| Thereafter | 94610 | 96540 |

Crown Employees (State Emergency Service) State Operations Centre – Continuous Shift Workers Award 2017

| Classifications and Grades | Common Salary Point | 1.7.20 Per annum +0.3% \$ | 1.7.21 Per annum +2.04% \$ |
|---------------------------------------------------------------------|---------------------|---------------------------|----------------------------|
| Duty Operations Officers Clerk Grade 7/8 | | | |
| 1st year of service | 88 | 97443 | 99431 |
| 2nd year of service | 91 | 100356 | 102403 |
| 3rd year of service | 95 | 104539 | 106672 |
| Thereafter | 98 | 107864 | 110064 |
| State Operations Centre Team Leader, Clerk Grade 3/4 | | | |
| 1st year of service | 58 | 72635 | 74117 |
| 2nd year of service | 61 | 74827 | 76353 |
| 3rd year of service | 64 | 77162 | 78736 |
| Thereafter | 67 | 79535 | 81158 |
| State Operations Centre Communications Officers, Clerk Grade 1/2 | | | |
| 1st year of service | 46 | 64973 | 66298 |
| 2nd year of service | 49 | 66882 | 68246 |
| 3rd year of service | 52 | 68749 | 70151 |
| Thereafter | 55 | 70636 | 72077 |

Crown Employees (Tipstaves to Justices) Award 2007

| Tipstaff - Attorney General's Department | | | |
|------------------------------------------|---------------------|-----------------------------------|------------------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| 1st year of service | 40 | 61583 | 62839 |
| 2nd year of service | 42 | 62764 | 64044 |
| 3rd year of service | 44 | 63857 | 65160 |
| Tipstaff to the Chief Justice | 46 | 64973 | 66298 |

Crown Employees (Trades Assistants) Award

| Trades Assistants | | |
|---------------------------------------------------------|----------------------------------|-----------------------------------|
| Classification and Grades | 1.7.20 Per week 0.3% \$ | 1.7.21 Per week 2.04% \$ |
| Blacksmith's striker | 966.1 | 985.80 |
| Cold saw operator | 973.6 | 993.50 |
| Driller (stationary machines) | 966.1 | 985.80 |
| Dresser and grinder (portable machines) | 983 | 1003.10 |
| Dresser, shot blast or sand blast- | | |
| (a) who operates from outside a properly enclosed cabin | 973.6 | 993.50 |
| (b) other | 1015.5 | 1036.20 |
| Dogman and/or crane chaser | 983 | 1003.10 |
| Forger's assistant | 966.1 | 985.80 |
| Assistant Furnace person | 973.6 | 993.50 |
| Hammer driver | 973.6 | 993.50 |
| Heat treater operative | 983 | 1003.10 |
| Machinist second class (Metal Trades) | 1025.4 | 1046.30 |
| Operator of straight line oxy-acetylene Cutting machine | 983 | 1003.10 |
| Pipe fitter | 1025.4 | 1046.30 |
| Rigger and/or splicer (other than construction work) | 1059 | 1080.60 |
| Rigger and/or splicer (construction work) | 1078.7 | 1100.70 |
| Spray painter (ironwork) and/or brush hand | 983 | 1003.10 |
| Tool and/or material storeman | 1015.5 | 1036.20 |
| Trades assistant (Metal Trades) | 966.1 | 985.80 |
| Trades assistant (Electrical Trades) | 992.3 | 1012.50 |
| Trades assistant | 973.6 | 993.50 |
| Cupola furnace person (foundries) | 1025.4 | 1046.30 |
| Allowances: | | |
| Cold Places per hour | 0.84 | 0.85 |
| Confined Spaces per hour | 1.05 | 1.06 |
| Dirty Work per hour | 0.84 | 0.85 |
| Height Money per hour: | | |
| - At a height of 7.5 m | 0.84 | 0.85 |
| - For every additional 3m | 0.27 | 0.27 |
| Hot Places per hour: | | |
| - 46C-54C | 0.84 | 0.85 |
| - Above 54C | 1.05 | 1.06 |
| Insulation Material per hour: | | |
| - Pumice or other recognised insulator | 0.83 | 0.85 |
| - Silicate | 1.04 | 1.06 |

| | | |
|----------------------------------------------------|------|-------|
| Smoke Boxes etc. per hour: | | |
| - Working on repairs to smoke boxes, furnaces etc. | 0.53 | 0.54 |
| - Working on repairs inside oil-fired boilers | 2.08 | 2.12 |
| Wet Places per hour | 0.84 | 0.85 |
| Working on a boat or punt per day | 3.23 | 3.30 |
| Working knee deep in mud or water per day | 6.61 | 6.74 |
| Acid, furnaces, stills, etc per hour | 4.25 | 4.34 |
| Towers per hour | 0.84 | 0.85 |
| Depth money per hour | 0.84 | 0.85 |
| Swing Scaffolds: | | |
| - First four hours (fixed rate) | 6.17 | 6.30 |
| - Each hour thereafter | 1.26 | 1.28 |
| - Solid plasterers per hour | 0.27 | 0.27 |
| Septic Tanks per day | 9.93 | 10.13 |
| Distant Places per day: | | |
| - Area re paragraph 4.17.1 | 1.64 | 1.66 |
| - Area re paragraph 4.17.2 | 2.64 | 2.69 |
| - Area re paragraph 4.17.3 | 2.64 | 2.69 |
| Epoxy Materials per hour | 1.05 | 1.06 |
| - Applying to air-conditioned buildings per hour | 0.74 | 0.74 |
| - Employees in close proximity per hour | 0.84 | 0.85 |
| Foundry per hour | 0.61 | 0.61 |
| Asbestos Eradication per hour | 2.79 | 2.85 |
| First Aid per day | 3.65 | 3.72 |

Taronga Conservation Society Australia Salaried Employees Award

| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|---------------------------|---------------------|--------------------------|---------------------------|
| Clerks - | | | |
| General Scale - | | | |
| 1st year (up to 18 years) | 7 | 37949 | 38723 |
| 2nd year (or 20 years) | 11 | 45899 | 46835 |
| 3rd year | 17 | 49470 | 50479 |
| 4th year | 20 | 50819 | 51856 |
| 5th year | 23 | 52968 | 54049 |
| 6th year | 25 | 53928 | 55028 |
| 7th year | 28 | 55267 | 56394 |
| 8th year | 32 | 57312 | 58481 |
| 9th year | 36 | 59389 | 60601 |
| 10th year | 40 | 61583 | 62839 |
| At 19 years + (HSC) | 9 | 43000 | 43877 |
| Grade 1 - | | | |
| 1st year | 46 | 64973 | 66298 |
| 2nd year | 49 | 66882 | 68246 |
| Grade 2 - | | | |
| 1st year | 52 | 68749 | 70151 |
| 2nd year | 55 | 70636 | 72077 |
| Grade 3 - | | | |
| 1st year | 58 | 72635 | 74117 |
| 2nd year | 61 | 74827 | 76353 |
| Grade 4 - | | | |
| 1st year | 64 | 77162 | 78736 |
| 2nd year | 67 | 79535 | 81158 |
| Grade 5 - | | | |
| 1st year | 75 | 85744 | 87493 |

| | | | |
|---------------------------------------------------------------------------------|-----|--------|--------|
| 2nd year | 78 | 88449 | 90253 |
| Grade 6 - | | | |
| 1st year | 82 | 91916 | 93791 |
| 2nd year | 85 | 94610 | 96540 |
| Grade 7 - | | | |
| 1st year | 88 | 97443 | 99431 |
| 2nd year | 91 | 100356 | 102403 |
| Grade 8 - | | | |
| 1st year | 95 | 104539 | 106672 |
| 2nd year | 98 | 107864 | 110064 |
| Grade 9 - | | | |
| 1st year | 101 | 111077 | 113343 |
| 2nd year | 104 | 114201 | 116531 |
| Grade 10 - | | | |
| 1st year | 108 | 118863 | 121288 |
| 2nd year | 111 | 122404 | 124901 |
| Grade 11 - | | | |
| 1st year | 116 | 128473 | 131094 |
| 2nd year | 120 | 133920 | 136652 |
| Grade 12 - | | | |
| 1st year | 126 | 142308 | 145211 |
| 2nd year | 130 | 148578 | 151609 |
| Clerical Assistants - | | | |
| 1st year (or under 17 years) | 1 | 26416 | 26955 |
| 2nd year (or 17 years) | 3 | 29674 | 30279 |
| 3rd year (or 18 years) | 6 | 35702 | 36430 |
| 4th year (or 19 years) | 8 | 40550 | 41377 |
| 5th year (or 20 years) | 9 | 43000 | 43877 |
| 6th year (or 21 years) | 15 | 47704 | 48677 |
| 7th year | 17 | 49470 | 50479 |
| 8th year | 20 | 50819 | 51856 |
| 9th year | 22 | 51781 | 52837 |
| Class 1 - | | | |
| 1st year | 25 | 53928 | 55028 |
| 2nd year | 28 | 55267 | 56394 |
| Class 2 - | | | |
| 1st year | 32 | 57312 | 58481 |
| 2nd year | 35 | 58791 | 59990 |
| Class 3 - | | | |
| 1st year | 37 | 59956 | 61179 |
| 2nd year | 40 | 61583 | 62839 |
| Class 4 - | | | |
| 1st year | 42 | 62764 | 64044 |
| 2nd year | 44 | 63857 | 65160 |
| Horticulturalist Labourer - (Applies to employees engaged prior 1 July 2010) | | | |
| Grade 1 | 25 | 53928 | 55028 |
| Grade 2 | 30 | 56312 | 57461 |
| Grade 3 | 35 | 58791 | 59990 |
| Horticulturalist Level 1 - (Applies to employees engaged prior 1 July 2010) | | | |
| Grade 1 | 42 | 62764 | 64044 |
| Grade 2 | 45 | 64478 | 65793 |
| Horticulturalist Level 2 (Applies to employees engaged prior 1 July 2010) | | | |
| Grade 1 | 48 | 66201 | 67552 |
| Grade 2 | 50 | 67532 | 68910 |

| | | | |
|--------------------------------------------------------------------------------------------------------------------------|----|-------|-------|
| Horticultural Technician (Applies to employees engaged prior 1 July 2010) | | | |
| Grade 1 | 55 | 70636 | 72077 |
| Grade 2 | 57 | 71926 | 73393 |
| Senior Horticultural Technician (Applies to employees engaged prior 1 July 2010) | | | |
| Grade 1 | 63 | 76420 | 77979 |
| Grade 2 | 67 | 79535 | 81158 |
| Horticultural Apprentice (Applies to employees engaged post 1 July 2010) | | | |
| 1st Year | | 26236 | 26771 |
| 2nd Year | | 31010 | 31643 |
| 3rd Year | | 35778 | 36508 |
| 4th Year | | 42936 | 43812 |
| Gardener (Applies to employees engaged post 1 July 2010) | | | |
| Grade 1 | 15 | 47704 | 48677 |
| Grade 2 | 18 | 49956 | 50975 |
| Grade 3 | 21 | 51302 | 52349 |
| Horticulturalist (Applies to employees engaged post 1 July 2010) | | | |
| Grade 1 | | 60715 | 61954 |
| Grade 2 | | 62536 | 63812 |
| Grade 3 | | 64413 | 65727 |
| Grade 4 | | 67531 | 68909 |
| Horticultural Supervisor (Applies to employees engaged post 1 July 2010) | | | |
| Grade 1 | | 71702 | 73165 |
| Grade 2 | | 73854 | 75361 |
| Grade 3 | | 76070 | 77622 |
| Keeper Grade 4 (Specialist) Level 2 (only available to employees employed permanently as a Keeper on 8 December 2005) | 75 | 85744 | 87493 |
| Trainee Keeper - | | | |
| Level 1 | - | 45538 | 46467 |
| Level 2 | - | 48572 | 49563 |
| Level 3 | - | 51609 | 52662 |
| Level 4 | - | 54644 | 55759 |
| Keeper - | | | |
| Level 1 | - | 60716 | 61955 |
| Level 2 | - | 63751 | 65052 |
| Level 3 | - | 66786 | 68148 |
| Level 4 | - | 69825 | 71249 |
| Senior Keeper - | | | |
| Level 1 | - | 72859 | 74345 |
| Level 2 | - | 78930 | 80540 |
| Keeping Unit Supervisor - | | | |
| Year 1 | - | 88039 | 89835 |
| Year 2 | - | 89861 | 91694 |
| Year 3 | - | 91679 | 93549 |
| Keeper before Jan 06 | | | |
| Grade 1 | | | |
| Level 01 | | 56761 | 57919 |
| Level 02 | | 57311 | 58480 |
| Level 03 | | 58258 | 59446 |
| Level 04 | | 59388 | 60600 |
| Grade 2 | | | |
| Level 01 | | 75912 | 77461 |
| Level 02 | | 83651 | 85357 |
| Gate Receptionists | 38 | 60454 | 61687 |

| | | | |
|----------------------------------------------------------------------|--|-------|-------|
| Junior Designer | | | |
| Grade 1 | | 51751 | 52807 |
| Grade 2 | | 53821 | 54919 |
| Grade 3 | | 55972 | 57114 |
| Grade 4 | | 58209 | 59396 |
| Designer | | | |
| Grade 1 | | 59956 | 61179 |
| Grade 2 | | 62650 | 63928 |
| Grade 3 | | 65471 | 66807 |
| Grade 4 | | 68420 | 69816 |
| Grade 5 | | 71496 | 72955 |
| Senior Designer | | | |
| Grade 1 | | 75077 | 76609 |
| Grade 2 | | 78828 | 80436 |
| Grade 3 | | 82768 | 84456 |
| Allowances: | | | |
| Casual first aid allowance (per shift) | | 17.95 | 18.30 |
| Laundry Allowance for staff other than Gate Receptionists (per week) | | 7.50 | 7.60 |
| Laundry Allowance for Gate Receptionists (per week) | | 13.55 | 13.85 |

Agreements and Determinations

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

| | | |
|-----------------------|-----------------------------------|------------------------------------|
| Adventure Facilitator | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Year 1 | 97443 | 99431 |
| Year 2 | 100356 | 102403 |
| Year 3 | 104539 | 106672 |
| Year 4 | 107864 | 110064 |

Architects etc. Agreement No. 1733 of 1971

| Architects | | | |
|------------------------------------|---------------------|-----------------------------------|------------------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Grade I | | | |
| 1st year of service | 46 | 64973 | 66298 |
| 2nd year of service | 50 | 67532 | 68910 |
| 3rd year of service | 56 | 71297 | 72751 |
| 4th year of service | 63 | 76420 | 77979 |
| 5th year of service | 70 | 81837 | 83506 |
| 6th year of service and thereafter | 76 | 86689 | 88457 |
| Grade II | | | |
| 1st year of service | 82 | 91916 | 93791 |
| 2nd year of service | 86 | 95457 | 97404 |
| 3rd year of service | 89 | 98423 | 100431 |
| 4th year of service and thereafter | 92 | 101285 | 103351 |
| Grade III | | | |
| 1st year of service | 97 | 106697 | 108874 |
| 2nd year of service | 100 | 110011 | 112255 |
| 3rd year of service | 104 | 114201 | 116531 |

| | | | |
|------------------------------------|-----|--------|--------|
| 4th year of service and thereafter | 107 | 117695 | 120096 |
| Grade IV | | | |
| 1st year of service | 112 | 123599 | 126120 |
| 2nd year of service | 115 | 127224 | 129819 |
| 3rd year of service and thereafter | 117 | 129748 | 132395 |
| Grade V | | | |
| 1st year of service | 121 | 135071 | 137826 |
| 2nd year of service and thereafter | 123 | 137731 | 140541 |
| Grade VI | | | |
| 1st year of service | 125 | 140779 | 143651 |
| 2nd year of service | 127 | 143800 | 146734 |

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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Artists Australian Museum and Museum of Applied Arts and Sciences | | | |
| Grade I | | | |
| 1st year of service | 28 | 55267 | 56394 |
| 2nd year of service | 31 | 56762 | 57920 |
| 3rd year of service | 34 | 58318 | 59508 |
| 4th year of service | 37 | 59956 | 61179 |
| 5th year of service | 39 | 61079 | 62325 |
| 6th year of service | 43 | 63386 | 64679 |
| 7th year of service and thereafter | 46 | 64973 | 66298 |
| Grade II | | | |
| 1st year of service | 49 | 66882 | 68246 |
| 2nd year of service | 51 | 68057 | 69445 |
| 3rd year of service and thereafter | 53 | 69337 | 70751 |
| Grade III | | | |
| 1st year of service | 58 | 72635 | 74117 |
| 2nd year of service and thereafter | 61 | 74827 | 76353 |
| Keeper of Exhibits (Non Graduate) | | | |
| Museum of Applied Arts & Sciences | | | |
| 1st year of service | 44 | 63857 | 65160 |
| 2nd year of Service | 47 | 65656 | 66995 |
| 3rd year of service | 51 | 68057 | 69445 |
| 4th year of service | 53 | 69337 | 70751 |
| 5th year of service | 58 | 72635 | 74117 |
| 6th year of service and thereafter | 58 | 72635 | 74117 |
| Designers (Exhibitions and Publications) | | | |
| 1st year of service | 37 | 59956 | 61179 |
| 2nd year of service | 39 | 61079 | 62325 |
| 3rd year of service | 42 | 62764 | 64044 |
| 4th year of service | 46 | 64973 | 66298 |
| 5th year of service | 49 | 66882 | 68246 |
| 6th year of service | 51 | 68057 | 69445 |
| 7th year of service | 53 | 69337 | 70751 |
| 8th year of service | 56 | 71297 | 72751 |
| 9th year of service | 60 | 74077 | 75588 |
| 10th year of service | 64 | 77162 | 78736 |
| 11th year of service | 67 | 79535 | 81158 |

| | | | |
|------------------------------------------------------------------------------------|----|--------|--------|
| 12th year of service | 71 | 82653 | 84339 |
| Senior Designer (Exhibitions and Publications) National Parks and Wildlife Service | | | |
| On Appointment | 77 | 87431 | 89215 |
| Exhibitions Officer, Australian Museum | | | |
| Grade I | | | |
| 1st year of service | 56 | 71297 | 72751 |
| 2nd year of service | 60 | 74077 | 75588 |
| 3rd year of service | 64 | 77162 | 78736 |
| 4th year of service | 67 | 79535 | 81158 |
| 5th year of service and thereafter | 71 | 82653 | 84339 |
| Grade II | | | |
| 1st year of service | 75 | 85744 | 87493 |
| 2nd year of service | 77 | 87431 | 89215 |
| Chief, Exhibitions Department Museum of Applied Arts and Sciences | | | |
| 1st year of service | 92 | 101285 | 103351 |

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 2017.

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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Level 1 At 18 years of age | 7 | 37949 | 38723 |
| Level 1 At 19 years of age with HSC | 9 | 43000 | 43877 |
| Level 2 Or minimum at 20 years | 11 | 45899 | 46835 |
| Level 3 Or minimum at 21 years | 17 | 49470 | 50479 |
| Level 4 | 20 | 50819 | 51856 |
| Level 5 | 23 | 52968 | 54049 |
| Level 6 | 25 | 53928 | 55028 |
| Level 7 | 28 | 55267 | 56394 |
| Level 8 | 32 | 57312 | 58481 |
| Level 9 | 36 | 59389 | 60601 |
| Level 10 | 40 | 61583 | 62839 |

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

| Cartographers, Engineering Survey Drafting Officers, | | | |
|------------------------------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| General Scale | | | |
| 1st year | 7 | 37949 | 38723 |
| 2nd year | 11 | 45899 | 46835 |
| 3rd year | 17 | 49470 | 50479 |

| | | | |
|------------------------------------------------------|-----|--------|--------|
| 4th year | 20 | 50819 | 51856 |
| 5th year | 23 | 52968 | 54049 |
| 6th year | 25 | 53928 | 55028 |
| 7th year | 28 | 55267 | 56394 |
| 8th year | 32 | 57312 | 58481 |
| 9th year | 36 | 59389 | 60601 |
| 10th year | 40 | 61583 | 62839 |
| 11th year | 46 | 64973 | 66298 |
| 12th year | 49 | 66882 | 68246 |
| 13th year | 52 | 68749 | 70151 |
| 14th year | 55 | 70636 | 72077 |
| Officer with HSC aged 19 and over paid not less than | 9 | 43000 | 43877 |
| Class 1 | | | |
| 1st year | 58 | 72635 | 74117 |
| 2nd year | 61 | 74827 | 76353 |
| 3rd year | 64 | 77162 | 78736 |
| 4th year | 67 | 79535 | 81158 |
| Class 2 | | | |
| 1st year | 75 | 85744 | 87493 |
| 2nd year | 78 | 88449 | 90253 |
| Class 3 | | | |
| 1st year | 82 | 91916 | 93791 |
| 2nd year | 85 | 94610 | 96540 |
| Class 4 | | | |
| 1st year | 88 | 97443 | 99431 |
| 2nd year | 91 | 100356 | 102403 |
| Class 5 | | | |
| 1st year | 95 | 104539 | 106672 |
| 2nd year | 98 | 107864 | 110064 |
| Class 6 | | | |
| 1st year | 101 | 111077 | 113343 |
| 2nd year | 104 | 114201 | 116531 |
| Class 7 | | | |
| 1st year | 108 | 118863 | 121288 |
| 2nd year | 111 | 122404 | 124901 |

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

| Department of Corrective Services | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|-----------------------------------|
| Classification and Grades | 1.7.20 Per hour 0.3% \$ | 1.7.21 Per hour 2.04% \$ |
| Sessional Specialist HIV/Health Promotion (The rates are inclusive of a 15% casual loading for Monday to Friday work, plus 1/12th in lieu of recreation leave. | 83.33 | 85.03 |
| Environmental Allowance for working within a correctional centre | 1.93 | 1.97 |

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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Throughcare and Placement Officer: 1st year | 88 | 97443 | 99431 |

| | | | |
|-------------------------------|----|--------|--------|
| 2nd year | 91 | 100356 | 102403 |
| 3rd year | 95 | 104539 | 106672 |
| Thereafter | 98 | 107864 | 110064 |
| Accommodation Support Worker: | | | |
| 1st year | 75 | 85744 | 87493 |
| 2nd year | 78 | 88449 | 90253 |
| 3rd year | 82 | 91916 | 93791 |
| Thereafter | 85 | 94610 | 96540 |
| Assistant Support Worker: | | | |
| 1st year | 46 | 64973 | 66298 |
| 2nd year | 49 | 66882 | 68246 |
| 3rd year | 52 | 68749 | 70151 |
| Thereafter | 55 | 70636 | 72077 |

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

| Computer Operators, All Departments | | | |
|-------------------------------------|---------------------|--------------------------------|---------------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Trainee Computer Operator | | | |
| At 18 and under | 7 | 37949 | 38723 |
| At 19 | 9 | 43000 | 43877 |
| At 20 | 11 | 45899 | 46835 |
| At 21 | 17 | 49470 | 50479 |
| Computer Operator - Grade 1 | | | |
| 1st year of service | 20 | 50819 | 51856 |
| 2nd year of service | 23 | 52968 | 54049 |
| 3rd year of service | 25 | 53928 | 55028 |
| 4th year of service and thereafter | 28 | 55267 | 56394 |
| Computer Operator - Grade 2 | | | |
| 1st year of service | 32 | 57312 | 58481 |
| 2nd year of service | 36 | 59389 | 60601 |
| 3rd year of service and thereafter | 40 | 61583 | 62839 |
| Senior Computer Operator - Grade 1 | | | |
| 1st year of service | 46 | 64973 | 66298 |
| 2nd year of service | 49 | 66882 | 68246 |
| 3rd year of service | 52 | 68749 | 70151 |
| 4th year of service | 55 | 70636 | 72077 |
| Senior Computer Operator - Grade 2 | | | |
| 1st year of service | 58 | 72635 | 74117 |
| 2nd year of service | 61 | 74827 | 76353 |
| 3rd year of service | 64 | 77162 | 78736 |
| 4th year of Service | 67 | 79535 | 81158 |

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

| Classification and Grades | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|----------------------------------|--------------------------------|---------------------------------|
| Operations Manager - Clerk 11/12 | | |
| 1st year of service | 128473 | 131094 |
| 2nd year of service | 133920 | 136652 |

| | | |
|-------------------------------------------|--------|--------|
| 3rd year of service | 142308 | 145211 |
| Thereafter | 148578 | 151609 |
| Assistant Operations Manager - Clerk 9/10 | | |
| 1st year of service | 111077 | 113343 |
| 2nd year of service | 114201 | 116531 |
| 3rd year of service | 118863 | 121288 |
| Thereafter | 122404 | 124901 |
| Senior Case Worker - Clerk 5/6 | | |
| 1st year of service | 85744 | 87493 |
| 2nd year of service | 88449 | 90253 |
| 3rd year of service | 91916 | 93791 |
| Thereafter | 94610 | 96540 |

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

| Classification and Grades | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|-----------------------------------------|-----------------------------------|------------------------------------|
| Assistant Manager | | |
| 1st year of service | 102696 | 104791 |
| 2nd year of service | 105585 | 107739 |
| 3rd year of service | 109895 | 112137 |
| Thereafter | 113169 | 115478 |
| Co-ordinator Program Support & Security | | |
| 1st year of service | 90090 | 91928 |
| 2nd year of service | 92787 | 94680 |
| 3rd year of service | 96651 | 98623 |
| Thereafter | 99724 | 101758 |
| Senior Program Support Officer | | |
| 1st year of service | 79275 | 80892 |
| 2nd year of service | 81776 | 83444 |
| 3rd year of service | 84979 | 86713 |
| Thereafter | 87473 | 89257 |
| Program Support Officer | | |
| 1st year of service | 67155 | 68525 |
| 2nd year of service | 69180 | 70591 |
| 3rd year of service | 71339 | 72794 |
| Thereafter | 73533 | 75033 |

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

| Classification and Grades | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
|-----------------------------------------|-----------------------------------|------------------------------------|
| Co-ordinator Program Support & Security | | |
| 1st year of service | 97443 | 99431 |
| 2nd year of service | 100356 | 102403 |
| 3rd year of service | 104539 | 106672 |
| Thereafter | 107864 | 110064 |
| Senior Program Support Officer | | |
| 1st year of service | 85744 | 87493 |
| 2nd year of service | 88449 | 90253 |
| 3rd year of service | 91916 | 93791 |
| Thereafter | 94610 | 96540 |

| | | |
|---------------------------------------|-------|--------|
| Program Support Officer | | |
| 1st year of service | 72635 | 74117 |
| 2nd year of service | 74827 | 76353 |
| 3rd year of service | 77162 | 78736 |
| Thereafter | 79535 | 81158 |
| Mobile Work Camps Allowance (per day) | 154.5 | 157.65 |

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

| | | |
|--------------------------------|-----------------------------------|------------------------------------|
| Classification and Grades | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Senior Program Support Officer | | |
| 1st year of service | 85744 | 87493 |
| 2nd year of service | 88449 | 90253 |
| 3rd year of service | 91916 | 93791 |
| Thereafter | 94610 | 96540 |
| Program Support Officer | | |
| 1st year of service | 72635 | 74117 |
| 2nd year of service | 74827 | 76353 |
| 3rd year of service | 77162 | 78736 |
| Thereafter | 79535 | 81158 |

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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Team Leader (Administrative and Clerical Officer Grade 7/8) | | |
| 1st year of service | 97443 | 99431 |
| Thereafter | 100356 | 102403 |
| Grade 8 | | |
| 1st year of service | 104539 | 106672 |
| Thereafter | 107864 | 110064 |
| Allowance | 27234 | 27790 |
| Bail Coordinator (Administrative and Clerical Officer Grade 5/6) | | |
| Grade 5 | | |
| 1st year of service | 85744 | 87493 |
| Thereafter | 88449 | 90253 |
| Grade 6 | | |
| 1st year of service | 91916 | 93791 |
| Thereafter | 94610 | 96540 |
| Allowance | 24640 | 25143 |

Conservators, Cultural Institutions Agreement No.2504 of 1987

| | | | |
|-------------------------------------|---------------------------|-----------------------------------|------------------------------------|
| Conservators, Cultural Institutions | | | |
| Classifications and Grade | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Assistant Conservator - Class 1 | | | |
| 1st year of service | 40 | 61583 | 62839 |
| 2nd year of service | 42 | 62764 | 64044 |

| | | | |
|-----------------------|-----|--------|--------|
| 3rd year of service | 44 | 63857 | 65160 |
| 4th year of service | 47 | 65656 | 66995 |
| 5th year of service | 49 | 66882 | 68246 |
| 6th year of service | 52 | 68749 | 70151 |
| Class 2 | | | |
| 1st year of service | 55 | 70636 | 72077 |
| 2nd year of service | 56 | 71297 | 72751 |
| 3rd year of service | 58 | 72635 | 74117 |
| Conservator - Grade 1 | | | |
| 1st year of service | 62 | 75532 | 77073 |
| 2nd year of service | 64 | 77162 | 78736 |
| 3rd year of service | 66 | 78730 | 80336 |
| 4th year of service | 68 | 80117 | 81751 |
| 5th year of service | 70 | 81837 | 83506 |
| Grade 2 | | | |
| 1st year of service | 74 | 84889 | 86621 |
| 2nd year of service | 79 | 89156 | 90975 |
| 3rd year of service | 83 | 92813 | 94706 |
| 4th year of service | 87 | 96483 | 98451 |
| 5th year of service | 91 | 100356 | 102403 |
| Grade 3 | | | |
| 1st year of service | 94 | 103449 | 105559 |
| 2nd year of service | 97 | 106697 | 108874 |
| 3rd year of service | 99 | 108899 | 111121 |
| Head Conservator | | | |
| 1st year of service | 105 | 115362 | 117715 |
| 2nd year of service | 108 | 118863 | 121288 |
| 3rd year of service | 110 | 121220 | 123693 |

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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Co-ordinator | 61 | 74827 | 76353 |
| Director | 104 | 114201 | 116531 |

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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Co-ordinator, Visual Arts | 102 | 112140 | 114428 |
| Environmental Allowance | - | 3126 | 3190 |
| All Incidents Allowance | - | 10753 | 10972 |

Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987

| Curatorial Staff | | | |
|--------------------------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Assistant Curator/Assistant Registrar - Grade I | | | |
| 1st year of service | 40 | 61583 | 62839 |
| 2nd year of service | 46 | 64973 | 66298 |
| 3rd year of service | 51 | 68057 | 69445 |
| 4th year of service | 57 | 71926 | 73393 |
| 5th year of service and thereafter | 62 | 75532 | 77073 |
| Assistant Curator/Assistant Registrar - Grade II | | | |
| 1st year of service | 64 | 77162 | 78736 |
| 2nd year of service | 67 | 79535 | 81158 |
| 3rd year of service | 70 | 81837 | 83506 |
| 4th year of service | 73 | 84220 | 85938 |
| 5th year of service and thereafter | 75 | 85744 | 87493 |
| Curator/Registrar - Grade I | | | |
| 1st year of service | 77 | 87431 | 89215 |
| 2nd year of service | 82 | 91916 | 93791 |
| 3rd year of service | 86 | 95457 | 97404 |
| 4th year of service | 91 | 100356 | 102403 |
| 5th year of service and thereafter | 95 | 104539 | 106672 |
| Curator/Registrar - Grade II | | | |
| 1st year of service | 99 | 108899 | 111121 |
| 2nd year of service | 102 | 112140 | 114428 |
| 3rd year of service | 105 | 115362 | 117715 |
| 4th year of service | 108 | 118863 | 121288 |
| 5th year of service | 110 | 121220 | 123693 |
| Senior Curator Senior Registrar | 114 | 125977 | 128547 |

Departmental Professional Officers Determination No.866 of 1987

| Departmental Professional Officers - All Departments | | | |
|------------------------------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Grade I - | | | |
| 1st year of service | 46 | 64973 | 66298 |
| 2nd year of service | 50 | 67532 | 68910 |
| 3rd year of service | 56 | 71297 | 72751 |
| 4th year of service | 63 | 76420 | 77979 |
| 5th year of service | 70 | 81837 | 83506 |
| 6th year of service and thereafter | 76 | 86689 | 88457 |
| Grade II - | | | |
| 1st year of service | 81 | 90933 | 92788 |
| 2nd year of service | 84 | 93629 | 95539 |
| 3rd year of service | 87 | 96483 | 98451 |
| 4th year of service and thereafter | 91 | 100356 | 102403 |
| Grade III - | | | |
| 1st year of service | 95 | 104539 | 106672 |
| 2nd year of service | 98 | 107864 | 110064 |
| 3rd year of service | 100 | 110011 | 112255 |
| 4th year of service and thereafter | 104 | 114201 | 116531 |

| | | | |
|-------------------------------------|-----|--------|--------|
| Grade IV - 1st year of service | 108 | 118863 | 121288 |
| 2nd year of service and thereafter | 110 | 121220 | 123693 |
| Grade V - 1st year of service | 114 | 125977 | 128547 |
| 2nd year of service and thereafter | 116 | 128473 | 131094 |
| Grade VI - 1st year of service | 119 | 132474 | 135176 |
| 2nd year of service and thereafter | 121 | 135071 | 137826 |
| Grade VII - 1st year of service | 124 | 139246 | 142087 |
| 2nd year of service and thereafter | 126 | 142308 | 145211 |
| Grade VIII - 1st year of service | 129 | 146938 | 149936 |
| 2nd year of service and thereafter | 130 | 148578 | 151609 |

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

| Transport Officers | | | | |
|---------------------------|-------------------------|--------|--------------------------|--------|
| Classification and Grades | 1.7.20 | | 1.7.21 | |
| | Per annum 0.3% \$ | | Per annum 2.04% \$ | |
| Grade 1 - | | | | |
| One | | 49399 | | 50407 |
| Two | | 51124 | | 52167 |
| Three | | 52912 | | 53991 |
| Four | | 54764 | | 55881 |
| Five | | 56682 | | 57838 |
| Grade 2 | | | | |
| One | | 56682 | | 57838 |
| Two | | 58671 | | 59868 |
| Three | | 60718 | | 61957 |
| Four | | 62851 | | 64133 |
| Five | | 65047 | | 66374 |
| Grade 3 | | | | |
| One | | 65047 | | 66374 |
| Two | | 67322 | | 68695 |
| Three | | 69675 | | 71096 |
| Four | | 72116 | | 73587 |
| Five | | 74646 | | 76169 |
| Grade 4 | | | | |
| One | | 74646 | | 76169 |
| Two | | 77253 | | 78829 |
| Three | | 79957 | | 81588 |
| Four | | 82759 | | 84447 |
| Five | | 85761 | | 87511 |
| Grade 5 | | | | |
| One | | 85761 | | 87511 |
| Two | | 88650 | | 90458 |
| Three | | 91938 | | 93814 |
| Four | | 94967 | | 96904 |
| Five | | 98292 | | 100297 |
| Grade 6 | | | | |
| One | | 98292 | | 100297 |
| Two | | 101734 | | 103809 |
| Three | | 105290 | | 107438 |
| Four | | 108973 | | 111196 |

| | | |
|---------|--------|--------|
| Five | 112790 | 115091 |
| Grade 7 | | |
| One | 112790 | 115091 |
| Two | 116739 | 119120 |
| Three | 120823 | 123288 |
| Four | 125050 | 127601 |
| Five | 129429 | 132069 |
| Grade 8 | | |
| One | 129429 | 132069 |
| Two | 133960 | 136693 |
| Three | 142336 | 145240 |
| Four | 148605 | 151637 |
| Five | 153805 | 156943 |
| Grade 9 | | |
| One | 153805 | 156943 |
| Two | 162068 | 165374 |
| Three | 170443 | 173920 |
| Four | 176711 | 180316 |
| Five | 181914 | 185625 |

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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Education Officer - | | | |
| 1st year of service | 43 | 63386 | 64679 |
| 2nd year of service | 48 | 66201 | 67552 |
| 3rd year of service | 54 | 69942 | 71369 |
| 4th year of service | 60 | 74077 | 75588 |
| 5th year of service | 66 | 78730 | 80336 |
| 6th year of service | 71 | 82653 | 84339 |
| 7th year of service | 75 | 85744 | 87493 |
| 8th year of service | 79 | 89156 | 90975 |
| 9th year of service and thereafter | 84 | 93629 | 95539 |
| Senior Education Officer - | | | |
| 1st year of service | 98 | 107864 | 110064 |
| 2nd year of service and thereafter | 101 | 111077 | 113343 |
| Allowance after 12 months on the 9th year of service: \$ per annum | - | 2935 | 2995 |
| After a further 12 months: \$ per annum | - | 2935 | 2995 |

Engineers Agreement No. 1734 of 1971

| Engineers | | | |
|-----------------------------------------------|---------------------------|-----------------------------------|------------------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Grade I Diplomate Experience Since Qualifying | | | |
| In first year | 46 | 64973 | 66298 |
| After one year | 50 | 67532 | 68910 |
| After two years | 56 | 71297 | 72751 |
| After three years | 63 | 76420 | 77979 |
| After four years | 70 | 81837 | 83506 |

| | | | |
|----------------------------------------------|-----|--------|--------|
| After five years | 76 | 86689 | 88457 |
| Grade I Graduate Experience Since Qualifying | | | |
| In first year | 50 | 67532 | 68910 |
| After one year | 56 | 71297 | 72751 |
| After two years | 63 | 76420 | 77979 |
| After three years | 70 | 81837 | 83506 |
| After four years | 76 | 86689 | 88457 |
| Grade II | | | |
| 1st year of service | 82 | 91916 | 93791 |
| 2nd year of service | 86 | 95457 | 97404 |
| 3rd year of service | 89 | 98423 | 100431 |
| 4th year of service and thereafter | 92 | 101285 | 103351 |
| Grade III | | | |
| 1st year of service | 97 | 106697 | 108874 |
| 2nd year of service | 100 | 110011 | 112255 |
| 3rd year of service | 104 | 114201 | 116531 |
| 4th year of service and thereafter | 107 | 117695 | 120096 |
| Grade IV | | | |
| 1st year of service | 112 | 123599 | 126120 |
| 2nd year of service | 115 | 127224 | 129819 |
| 3rd year of service and thereafter | 117 | 129748 | 132395 |
| Grade V | | | |
| 1st year of service | 121 | 135071 | 137826 |
| 2nd year of service and thereafter | 123 | 137731 | 140541 |
| Grade VI | | | |
| 1st year of service | 125 | 140779 | 143651 |
| 2nd year of service and thereafter | 127 | 143800 | 146734 |

Escorts and Travelling Attendants Agreement No.2270 of 1980

| Escorts and Travelling Attendants | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|------------------------------------|
| Classification and Grades | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Travelling Attendant | | |
| 1st Year | 50218 | 51242 |
| 2nd Year | 50218 | 51242 |
| 3rd Year | 50699 | 51733 |
| 4th Year | 52366 | 53434 |
| Travelling Attendant (Hourly Rate) | | |
| 1st Year | 25.34 | 25.86 |
| 2nd Year | 25.34 | 25.86 |
| 3rd Year | 25.58 | 26.10 |
| 4th Year | 26.4 | 26.94 |
| Escorts | | |
| 1st Year | 59845 | 61066 |
| 2nd Year | 59845 | 61066 |
| 3rd Year | 60388 | 61620 |
| 4th Year | 62427 | 63701 |
| Rate A Applicable Mon-Fri and all overtime/travelling time/weekdays and public holidays = Hourly rate of Travelling Attendant + 10% +4/48ths | | |
| 1st Year | 30.2 | 30.82 |
| 2nd Year | 30.2 | 30.82 |
| 3rd Year | 30.47 | 31.09 |
| 4th Year | 31.47 | 32.11 |

| | | |
|-------------------------------------------------------------------------------------------------------------|-------|-------|
| Rate B Applicable first 8 hours on Saturday = Hourly rate of Travelling Attendant + 50% +4/48ths | | |
| 1st Year | 41.17 | 42.01 |
| 2nd Year | 41.17 | 42.01 |
| 3rd Year | 41.54 | 42.39 |
| 4th Year | 42.92 | 43.80 |
| Rate C Applicable first 8 hours on Sunday = Hourly rate of Travelling Attendant + 75% +4/48ths | | |
| 1st Year | 48.01 | 48.99 |
| 2nd Year | 48.01 | 48.99 |
| 3rd Year | 48.47 | 49.46 |
| 4th Year | 50.07 | 51.09 |
| Rate D Applicable first 8 hours on a Public Holiday = Hourly Rate of Travelling Attendant + 150%+4/48ths | | |
| 1st Year | 68.6 | 70.00 |
| 2nd Year | 68.6 | 70.00 |
| 3rd Year | 69.23 | 70.64 |
| 4th Year | 71.54 | 73.00 |

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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Gardener Tradesman | 37 | 59956 | 61179 |
| Gardener Experienced | 30 | 56312 | 57461 |
| Garden Labourer | 20 | 50819 | 51856 |
| Garden Labourer, 1st class | 23 | 52968 | 54049 |
| Chief Propagator (Royal Botanical Gardens) | 43 | 63386 | 64679 |
| Groundsman | 33 | 57776 | 58955 |
| Horticultural and Landscape Officers: Horticultural Assistants - | | | |
| 1st year of service | 33 | 57776 | 58955 |
| 2nd year of service | 36 | 59389 | 60601 |
| 3rd year of service | 38 | 60454 | 61687 |
| 4th year of service | 40 | 61583 | 62839 |
| 5th year of service | 42 | 62764 | 64044 |
| 6th year of service | 44 | 63857 | 65160 |
| 7th year of service | 46 | 64973 | 66298 |
| Promotion beyond 3rd year rate dependent upon possession of the Certificate of Horticulture | | | |
| Ranger | 30 | 56312 | 57461 |
| Senior Ranger (plus appropriate Leading Hand Allowance) | 30 | 56312 | 57461 |
| Foreman | 61 | 74827 | 76353 |
| Foreman Special Grade | 65 | 77811 | 79398 |
| Superintendent, Centennial Park Supervisor | 77 | 87431 | 89215 |
| Royal Botanic Gardens and Mount Tomah | | | |
| 1st year of service | 68 | 80117 | 81751 |
| 2nd year of service | 71 | 82653 | 84339 |
| 3rd year of service | 73 | 84220 | 85938 |
| Development Officer (Horticulture) | 81 | 90933 | 92788 |
| | 82 | 91916 | 93791 |
| | 84 | 93629 | 95539 |

| | | | |
|------------------------------|----|-------|-------|
| Living Collections Registrar | 46 | 64973 | 66298 |
| Mount Tomah | 50 | 67532 | 68910 |
| | 53 | 69337 | 70751 |
| | 56 | 71297 | 72751 |

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

| Car Drivers/Assistants | | | |
|-------------------------------------------------------------------------|---------------------|--------------------------------|---------------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Car Drivers - Driver/General Assistant | 33 | 57776 | 58955 |
| Departmental - Driver/Assistant | 39 | 61079 | 62325 |
| Departmental - Driver/Assistant (in Charge), Public Works Department | 43 | 63386 | 64679 |
| Ministerial Driver/Assistant | 39 | 61079 | 62325 |
| * Salary Class 52 with allowance to Salary Class 122 | 80 | 90125 | 91964 |

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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Artificer, Australian Museum and Art Gallery of NSW | | | |
| 1st year of service | 43 | 63386 | 64679 |
| 2nd year of service and thereafter | 45 | 64478 | 65793 |
| Clerk of Works - Various Departments | | | |
| 1st year of service | 68 | 80117 | 81751 |
| 2nd year of service | 70 | 81837 | 83506 |
| 3rd year of service | 73 | 84220 | 85938 |
| 4th year of service | 75 | 85744 | 87493 |
| 5th year of service and thereafter | 77 | 87431 | 89215 |
| (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) | | | |
| Deputy Senior Electrical Inspector, All Departments | | | |
| 1st year of service | 78 | 88449 | 90253 |
| 2nd year of service | 80 | 90125 | 91964 |
| Electrical Foreman, Various | | | |
| Grade 2 | 64 | 77162 | 78736 |
| Grade 3 | 68 | 80117 | 81751 |
| Grade 5 | 77 | 87431 | 89215 |
| Electrical Inspectors, Various | | | |
| 1st year of service | 75 | 85744 | 87493 |
| 2nd year of service | 77 | 87431 | 89215 |
| Estimator, Various Departments | | | |
| 1st year of service | 68 | 80117 | 81751 |
| 2nd year of service | 70 | 81837 | 83506 |

| | | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|-------|-------|
| Fitter Operators, Various | | | |
| On appointment | 51 | 68057 | 69445 |
| (i) NSW Electrician's Licence | | 55.83 | 56.97 |
| (ii) Department of Industrial Relations First Class Refrigeration Certificate | | 17.66 | 18.02 |
| (iii) Department of Industrial Relations Electrically Fired Boiler Attendant's Certificate | | 9.4 | 9.59 |
| (iv) Department of Industrial Relations Open All Class Boiler Attendant's Certificate | | 17.67 | 18.03 |
| (v) Refrigeration Mechanic's Certificate Course of the Sydney Technical College | | 17.67 | 18.03 |
| 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. | | | |
| Food and Beverage Controller | | | |
| (S.C. 53) 1st year | | 61079 | 62325 |
| (S.C. 57) 2nd year | | 62764 | 64044 |
| Food School Assistant | | | |
| (S.C. 23) 1st year | | 49956 | 50975 |
| (S.C. 24) 4th year | | 50391 | 51419 |
| (S.C. 26) 7th year | | 50819 | 51856 |
| Foreman Electrical | | | |
| Grade 2 (T83) | 64 | 77162 | 78736 |
| Grade 3 (T96) | 68 | 80117 | 81751 |
| Grade 5 (T126) | 77 | 87431 | 89215 |
| Other than Electrical - | | | |
| Grade 1 (T59) | 57 | 71926 | 73393 |
| Grade 2 (T72) | 61 | 74827 | 76353 |
| Grade 3 (T85) | 65 | 77811 | 79398 |
| Grade 4 (T111) | 73 | 84220 | 85938 |
| Grade 5 (T125) | 77 | 87431 | 89215 |
| Assistant Mechanical Foreman - (T72) | 61 | 74827 | 76353 |
| Property and Maintenance Officer, Youth and Community Services | | | |
| 1st year of service | 77 | 87431 | 89215 |
| 2nd year of service and thereafter | 80 | 90125 | 91964 |
| Property Inspector, Public Trust Office | | | |
| 1st year of service | 64 | 77162 | 78736 |
| 2nd year of service | 67 | 79535 | 81158 |
| 3rd year of service | 69 | 81037 | 82690 |
| 4th year of service and thereafter | 73 | 84220 | 85938 |
| Radio Technician, Police | | | |
| 1st year of service | 47 | 65656 | 66995 |
| 2nd year of service | 48 | 66201 | 67552 |
| 3rd year of service and thereafter | 50 | 67532 | 68910 |
| Scientific Instrument Maker, Various Departments | | | |
| 1st year of service and thereafter | 51 | 68057 | 69445 |
| Senior Apprenticeship Supervisor, Department of Industrial Relations on appointment | 78 | 88449 | 90253 |
| Senior Electrical Inspector, Various Departments | | | |
| 1st year of service | 83 | 92813 | 94706 |
| 2nd year of service | 85 | 94610 | 96540 |
| Senior Estimator, Various Departments | 71 | 82653 | 84339 |
| Senior Mechanical Inspector | | | |
| 1st year of service | 83 | 92813 | 94706 |
| 2nd year of service and thereafter | 85 | 94610 | 96540 |

| | | | |
|---------------------------------------------------------|----|-------|-------|
| Senior Radio Technician, Police and Forestry Commission | | | |
| 1st year of service | 57 | 71926 | 73393 |
| 2nd year of service and thereafter | 58 | 72635 | 74117 |
| Senior Works Supervisors, Various Departments | | | |
| 1st year of service | 83 | 92813 | 94706 |
| 2nd year of service and thereafter | 85 | 94610 | 96540 |
| Textile Maintenance Officer | | | |
| 1st year | 44 | 63857 | 65160 |
| 2nd year | 46 | 64973 | 66298 |
| 3rd year | 47 | 65656 | 66995 |
| 4th year | 49 | 66882 | 68246 |
| Works Supervisors, Various Departments | | | |
| 1st year of service | 78 | 88449 | 90253 |
| 2nd year of service and thereafter | 80 | 90125 | 91964 |

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

| Department of Education | | | |
|-----------------------------|---------------------|--------------------------------|---------------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Gardener Glenfield Park SSP | 27 | 54804 | 55922 |

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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| (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 | 63386 | 64679 |
| 2nd year of service | 48 | 66201 | 67552 |
| 3rd year of service | 54 | 69942 | 71369 |
| 4th year of service | 60 | 74077 | 75588 |
| 5th year of service | 66 | 78730 | 80336 |
| 6th year of service | 71 | 82653 | 84339 |
| 7th year of service | 75 | 85744 | 87493 |
| 8th year of service | 79 | 89156 | 90975 |
| 9th year of service and thereafter | 84 | 93629 | 95539 |

| | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|--------|--------|
| Clinical Psychologist Department of Health, Family and Community Services, Department of Attorney General | | | |
| 1st year of service | 79 | 89156 | 90975 |
| 2nd year of service | 86 | 95457 | 97404 |
| 3rd year of service | 91 | 100356 | 102403 |
| 4th year of service | 96 | 105634 | 107789 |
| 5th year of service and thereafter | 101 | 111077 | 113343 |
| A Clinical Psychologist appointed to one of the following positions shall be paid as follows: | | | |
| Program Co-ordinator | | | |
| 1st year of service | 101 | 111077 | 113343 |
| 2nd year of service and thereafter | 105 | 115362 | 117715 |
| Senior Program Co-ordinator | | | |
| 1st year of service | 105 | 115362 | 117715 |
| 2nd year of service and thereafter | 108 | 118863 | 121288 |
| Program Director | | | |
| 1st year of service | 108 | 118863 | 121288 |
| 2nd year of service and thereafter | 110 | 121220 | 123693 |
| Project Director Department of Health NSW | | | |
| 1st year of service | 91 | 100356 | 102403 |
| 2nd year of service and thereafter | 96 | 105634 | 107789 |
| Rehabilitation Counsellor Workers Compensation Commission | | | |
| 1st year of service | 66 | 78730 | 80336 |
| 2nd year of service | 71 | 82653 | 84339 |
| 3rd year of service and thereafter | 75 | 85744 | 87493 |
| Senior Rehabilitation Counsellor Workers Compensation Commission | | | |
| 1st year of service | 79 | 89156 | 90975 |
| 2nd year of service and thereafter | 84 | 93629 | 95539 |
| (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 | 111077 | 113343 |
| 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 | 115362 | 117715 |
| 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 | 115362 | 117715 |
| Group (d) | | | |
| Chief Guidance Officer Department of Industrial Relations On Appointment | 110 | 121220 | 123693 |
| Chief Psychologist Corrective Services On Appointment | 114 | 125977 | 128547 |
| Assistant Director Division of Vocational Guidance Services Department of Industrial Relations On Appointment | 115 | 127224 | 129819 |
| 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 | 133920 | 136652 |
| Deputy Director, Division of Vocational Guidance Services Department of Industrial Relations On Appointment | 125 | 140779 | 143651 |

Note: For Psychologist classifications refer to the Crown Employees (Psychologists) Award 2017 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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Interpretive Assistants | | | |
| Year 1 | 43 | 63386 | 64679 |
| Year 2 | 47 | 65656 | 66995 |

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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Laboratory Attendant (Junior) | | | |
| At 16 and under | 4 | 31460 | 32102 |
| At 17 | 6 | 35702 | 36430 |
| At 18 | 8 | 40550 | 41377 |
| At 19 | 11 | 45899 | 46835 |
| At 20 | 18 | 49956 | 50975 |
| Laboratory Attendant General Scale (Adult) | | | |
| 1st year of service | 24 | 53489 | 54580 |
| 2nd year of service | 26 | 54367 | 55476 |
| 3rd year of service and thereafter | 28 | 55267 | 56394 |
| Laboratory Attendant Grade 1 (Adult) | | | |
| 1st year of service | 28 | 55267 | 56394 |
| 2nd year of service | 31 | 56762 | 57920 |
| 3rd year of service and thereafter | 33 | 57776 | 58955 |
| Technical Officer (Scientific) Grade 1 | | | |
| 1st year of service | 36 | 59389 | 60601 |
| 2nd year of service | 38 | 60454 | 61687 |
| 3rd year of service | 41 | 62274 | 63544 |
| 4th year of service | 43 | 63386 | 64679 |
| 5th year of service | 46 | 64973 | 66298 |
| 6th year of service and thereafter | 50 | 67532 | 68910 |
| 7th year of service | 53 | 69337 | 70751 |
| 8th year of service and thereafter | 56 | 71297 | 72751 |
| Technical Officer (Scientific) Grade II | | | |
| 1st year of service | 63 | 76420 | 77979 |
| 2nd year of service | 66 | 78730 | 80336 |
| 3rd year of service | 70 | 81837 | 83506 |
| 4th year of service | 76 | 86689 | 88457 |

| | | | |
|------------------------------------------------|----|--------|--------|
| Senior Technical Officer (Scientific) Grade I | | | |
| 1st year of service | 81 | 90933 | 92788 |
| 2nd year of service | 83 | 92813 | 94706 |
| 3rd year of service and thereafter | 84 | 93629 | 95539 |
| Senior Technical Officer (Scientific) Grade II | | | |
| 1st year of service | 84 | 93629 | 95539 |
| 2nd year of service | 87 | 96483 | 98451 |
| 3rd year of service | 89 | 98423 | 100431 |
| 4th year of service | 92 | 101285 | 103351 |
| 5th year of service and thereafter | 95 | 104539 | 106672 |
| Trainee Technical Officer (Scientific) | | | |
| 1st year | 5 | 33458 | 34141 |
| 2nd year | 7 | 37949 | 38723 |
| 3rd year | 9 | 43000 | 43877 |
| 4th year | 13 | 46773 | 47727 |

Legal Officers, Various Departments Agreement No.2375 of 1982

| Legal Officers, Various Departments | | | |
|-------------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Legal Officers | | | |
| Grade I | | | |
| 1st year of service | 51 | 68057 | 69445 |
| 2nd year of service | 55 | 70636 | 72077 |
| 3rd year of service | 58 | 72635 | 74117 |
| 4th year of service | 61 | 74827 | 76353 |
| 5th year of service | 65 | 77811 | 79398 |
| Grade II | | | |
| 1st year of service | 73 | 84220 | 85938 |
| 2nd year of service | 78 | 88449 | 90253 |
| 3rd year of service | 84 | 93629 | 95539 |
| 4th year of service | 89 | 98423 | 100431 |
| 5th year of service | 93 | 102349 | 104437 |
| Grade III | | | |
| 1st year of service | 98 | 107864 | 110064 |
| 2nd year of service | 101 | 111077 | 113343 |
| 3rd year of service | 105 | 115362 | 117715 |
| Grade IV | | | |
| 1st year of service | 112 | 123599 | 126120 |
| 2nd year of service | 114 | 125977 | 128547 |
| Grade V | | | |
| 1st year of service | 119 | 132474 | 135176 |
| 2nd year of service | 121 | 135071 | 137826 |
| Grade VI | | | |
| 1st year of service | 126 | 142308 | 145211 |
| 2nd year of service | 128 | 145306 | 148270 |

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

| Maintenance Officer State Library of NSW | | |
|------------------------------------------|--------------------------|---------------------------|
| Classification | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| | | |

| | | |
|---------------------|-------|-------|
| Maintenance Officer | | |
| 1st year of service | 64817 | 66139 |
| 2nd year of service | 68268 | 69661 |

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

| Media Monitors | | | |
|--------------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Media Monitor, Level 1 | | | |
| 1st year of service | 61 | 74827 | 76353 |
| 2nd year of service | 65 | 77811 | 79398 |
| 3rd year of service | 69 | 81037 | 82690 |
| 4th year of service | 74 | 84889 | 86621 |
| Senior Media Monitor, Level 2 | | | |
| 1st year of service | 78 | 88449 | 90253 |
| 2nd year of service | 82 | 91916 | 93791 |
| 3rd year of service | 86 | 95457 | 97404 |
| 4th year of service | 89 | 98423 | 100431 |

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

| Ministerial Drivers | | | |
|--------------------------------------------------------------------------------------|---------------------|--------------------------|---------------------------|
| | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Ministerial Driver | 39 | 61079 | 62325 |
| Out of Hours Work Allowance (calculated as 34 hours at ordinary time of base salary) | - | 54648 | 55763 |

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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Cadets/Trainees | | | |
| 1st year of service | 8 | 40550 | 41377 |
| 2nd year of service | 11 | 45899 | 46835 |
| 3rd year of service | 17 | 49470 | 50479 |
| 4th year of service | 25 | 53928 | 55028 |
| 5th year of service | 32 | 57312 | 58481 |
| 6th year of service | 37 | 59956 | 61179 |
| General Scale | | | |
| 1st year of service | 37 | 59956 | 61179 |
| 2nd year of service | 44 | 63857 | 65160 |
| 3rd year of service | 51 | 68057 | 69445 |
| 4th year of service | 58 | 72635 | 74117 |
| 5th year of service | 64 | 77162 | 78736 |
| 6th year of service | 71 | 82653 | 84339 |
| Grade 1 | | | |
| 1st year of service | 72 | 83357 | 85057 |
| 2nd year of service | 75 | 85744 | 87493 |

| | | | |
|---------------------|-----|--------|--------|
| 3rd year of service | 78 | 88449 | 90253 |
| Thereafter | 81 | 90933 | 92788 |
| Grade 2 | | | |
| 1st year of service | 85 | 94610 | 96540 |
| Thereafter | 87 | 96483 | 98451 |
| Grade 3 | | | |
| 1st year of service | 90 | 99399 | 101427 |
| Thereafter | 95 | 104539 | 106672 |
| Grade 4 | | | |
| 1st year of service | 99 | 108899 | 111121 |
| Thereafter | 102 | 112140 | 114428 |
| Grade 5 | | | |
| 1st year of service | 108 | 118863 | 121288 |
| Thereafter | 111 | 122404 | 124901 |
| Grade 6 | | | |
| 1st year of service | 116 | 128473 | 131094 |
| Thereafter | 121 | 135071 | 137826 |

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

| Administrative and Clerical Officers, Parliament House | | | |
|--------------------------------------------------------|----------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Points | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Clerks General Scale | | | |
| 1st year of service or 18 | 7 | 37949 | 38723 |
| 2nd year of service min. at 20 | 11 | 45899 | 46835 |
| 3rd year of service min. at 21 | 17 | 49470 | 50479 |
| 4th year of service | 20 | 50819 | 51856 |
| 5th year of service | 23 | 52968 | 54049 |
| 6th year of service | 25 | 53928 | 55028 |
| 7th year of service | 28 | 55267 | 56394 |
| 8th year of service | 32 | 57312 | 58481 |
| 9th year of service | 36 | 59389 | 60601 |
| 10th year of service | 40 | 61583 | 62839 |
| Officer with HSC at 19 paid not less than | 9 | 43000 | 43877 |
| Grade 1 - | | | |
| 1st year of service | 46 | 64973 | 66298 |
| Thereafter | 49 | 66882 | 68246 |
| Grade 2 - | | | |
| 1st year of service | 52 | 68749 | 70151 |
| Thereafter | 55 | 70636 | 72077 |
| Grade 3 - | | | |
| 1st year of service | 58 | 72635 | 74117 |
| Thereafter | 61 | 74827 | 76353 |
| Grade 4 - | | | |
| 1st year of service | 64 | 77162 | 78736 |
| Thereafter | 67 | 79535 | 81158 |
| Grade 5 - | | | |
| 1st year of service | 75 | 85744 | 87493 |
| Thereafter | 78 | 88449 | 90253 |
| Grade 6 - | | | |
| 1st year of service | 82 | 91916 | 93791 |
| Thereafter | 85 | 94610 | 96540 |
| Grade 7 - | | | |
| 1st year of service | 88 | 97443 | 99431 |
| Thereafter | 91 | 100356 | 102403 |

| | | | |
|-----------------------------------|-----|--------|--------|
| Grade 8 - 1st year of service | 95 | 104539 | 106672 |
| Thereafter | 98 | 107864 | 110064 |
| Grade 9 - 1st year of service | 101 | 111077 | 113343 |
| Thereafter | 104 | 114201 | 116531 |
| Grade 10 - 1st year of service | 108 | 118863 | 121288 |
| Thereafter | 111 | 122404 | 124901 |
| Grade 11 - 1st year of service | 116 | 128473 | 131094 |
| Thereafter | 120 | 133920 | 136652 |
| Grade 12 - 1st year of service | 126 | 142308 | 145211 |
| Thereafter | 130 | 148578 | 151609 |

Parliament House, Other Clerical Officers Determinations of the Presiding Officers

| Other Clerical Officers, Parliament House | | | |
|-------------------------------------------------------------|---------------------------|-----------------------------------|------------------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Grade 1 - Group A - 1st year of service or under 17 | 1 | 26416 | 26955 |
| 2nd year of service or 17 | 4 | 31460 | 32102 |
| 3rd year of service or 18 | 6 | 35702 | 36430 |
| Group B - 1st year of service or under 17 | 2 | 28185 | 28760 |
| 2nd year of service or 17 | 4 | 31460 | 32102 |
| 3rd year of service | 6 | 35702 | 36430 |
| Grade 1 - 4th year of service 19 | 9 | 43000 | 43877 |
| 5th year of service 20 | 11 | 45899 | 46835 |
| 6th year of service | 17 | 49470 | 50479 |
| 7th year of service | 20 | 50819 | 51856 |
| 8th year of service | 23 | 52968 | 54049 |
| 9th year of service | 25 | 53928 | 55028 |
| 10th year of service | 28 | 55267 | 56394 |
| Grade 1/2 - Group C - 1st year of service or under 17 | 3 | 29674 | 30279 |
| 2nd year of service or 17 | 6 | 35702 | 36430 |
| 3rd year of service or 18 | 9 | 43000 | 43877 |
| Group D only - Officer with HSC at 19 paid not less than | 9 | 43000 | 43877 |
| 4th year of service or 19 | 11 | 45899 | 46835 |
| 5th year of service or 20 | 17 | 49470 | 50479 |
| 6th year of service | 20 | 50819 | 51856 |
| 7th year of service | 23 | 52968 | 54049 |
| 8th year of service | 25 | 53928 | 55028 |
| 9th year of service | 28 | 55267 | 56394 |
| 10th year of service | 32 | 57312 | 58481 |
| 11th year of service | 36 | 59389 | 60601 |
| 12th year of service | 40 | 61583 | 62839 |

| | | | |
|------------------------------------|----|-------|-------|
| Grade 3 - 1st year of service | 46 | 64973 | 66298 |
| 2nd year of service | 49 | 66882 | 68246 |
| Grade 3/4 - 1st year of service | 46 | 64973 | 66298 |
| 2nd year of service | 49 | 66882 | 68246 |
| 3rd year of service | 52 | 68749 | 70151 |
| 4th year of service | 55 | 70636 | 72077 |
| Grade 4 - 1st year of service | 52 | 68749 | 70151 |
| 2nd year of service | 55 | 70636 | 72077 |
| Grade 5 - 1st year of service | 58 | 72635 | 74117 |
| 2nd year of service | 61 | 74827 | 76353 |
| Grade 6 - 1st year of service | 64 | 77162 | 78736 |
| 2nd year of service | 67 | 79535 | 81158 |
| Grade 7 - 1st year of service | 75 | 85744 | 87493 |
| 2nd year of service | 78 | 88449 | 90253 |
| Grade 8 - 1st year of service | 82 | 91916 | 93791 |
| 2nd year of service | 85 | 94610 | 96540 |

Parliamentary Attendant Staff, Determinations of the Presiding Officers

| Parliamentary Attendant Staff | | | |
|-----------------------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Parliamentary Officer - Attendant, Grade 1 | | | |
| 1st year of service | 32 | 57312 | 58481 |
| 2nd year of service | 36 | 59389 | 60601 |
| Thereafter | 40 | 61583 | 62839 |
| Grade 2 | | | |
| 1st year of service | 41 | 62274 | 63544 |
| Thereafter | 43 | 63386 | 64679 |
| Grade 3 | | | |
| 1st year of service (Level 1) | 46 | 64973 | 66298 |
| Thereafter (Level 2) | 49 | 66882 | 68246 |
| Grade 4 | 55 | 70636 | 72077 |
| Grade 5 | 61 | 74827 | 76353 |

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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| **Parliamentary Officers Chef - Grade 4 (Head Chef) | | | |
| 1st year | 82 | 91916 | 93791 |
| 2nd year and thereafter | 85 | 94610 | 96540 |

| | | | |
|--------------------------------------------------------------|----|-------|-------|
| **Parliamentary Officer Chef - Grade 3 (Chef) | 47 | 65656 | 66995 |
| **Parliamentary Officer Chef - Grade 2 - (Assistant Chef) | 37 | 59956 | 61179 |
| Parliamentary Steward | | | |
| 1st year | 48 | 66201 | 67552 |
| 2nd year and thereafter | 50 | 67532 | 68910 |
| Dining Room Supervisor | 40 | 61583 | 62839 |
| Assistant Dining Room Supervisor | 32 | 57312 | 58481 |
| **Catering Supervisor (Cafeteria Supervisor) | 34 | 58318 | 59508 |
| **Catering Supervisor (Room Service Supervisor) | 32 | 57312 | 58481 |
| Senior Dining Room Attendant/Cleaner | 29 | 55836 | 56975 |
| Dining Room Attendant/Cleaner | 27 | 54804 | 55922 |
| Senior Bartender | 30 | 56312 | 57461 |
| Bartender | - | 53465 | 54556 |
| Kitchen Attendant | 27 | 54804 | 55922 |
| Kitchen Assistant | - | 51707 | 52762 |
| Stock Clerk - | | | |
| 1st year | 38 | 60454 | 61687 |
| 2nd year | 40 | 61583 | 62839 |
| 3rd year and thereafter | 43 | 63386 | 64679 |
| Pantry Supervisor | 34 | 58318 | 59508 |
| Assistant Pantry Supervisor | 30 | 56312 | 57461 |
| **Cleaning Supervisor (Foreman Cleaner) | 30 | 56312 | 57461 |
| **Assistant Cleaning Supervisor | | | |
| (Assistant Foreman Cleaner) | - | 53465 | 54556 |
| General Useful | - | 51707 | 52762 |
| Stores Officer | | | |
| 1st year | - | 61079 | 62325 |
| 2nd year and thereafter | - | 62274 | 63544 |
| Housekeeper | - | 50285 | 51311 |
| *Senior Laundry Assistant | - | 49831 | 50848 |
| Laundry Assistant | - | 49337 | 50343 |
| Cleaner | - | 49337 | 50343 |
| **Horticulturalist Grade 2 | 32 | 57312 | 58481 |
| (Gardener - experienced) | | | |
| *Attendant/Gatekeeper | - | 51707 | 52762 |
| *Parliament House Security Officer | 41 | 62274 | 63544 |
| *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 Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Parole Officer | | | |
| Min 3 | 58 | 72635 | 74117 |
| Max 3 | 61 | 74827 | 76353 |
| Min 4 | 64 | 77162 | 78736 |
| Max 4 | 67 | 79535 | 81158 |
| Min 5 | 75 | 85744 | 87493 |
| Max 5 | 78 | 88449 | 90253 |
| Min 6 | 82 | 91916 | 93791 |
| Max 6 | 85 | 94610 | 96540 |

| | | | |
|--------------------|-----|--------|--------|
| Unit Leader | | | |
| Min 7 | 88 | 97443 | 99431 |
| Max 7 | 91 | 100356 | 102403 |
| Min 8 | 95 | 104539 | 106672 |
| Max 8 | 98 | 107864 | 110064 |
| District Manager 4 | | | |
| Min 7 | 88 | 97443 | 99431 |
| Max 7 | 91 | 100356 | 102403 |
| Min 8 | 95 | 104539 | 106672 |
| District Manager 3 | | | |
| Min 8 | 95 | 104539 | 106672 |
| Max 8 | 98 | 107864 | 110064 |
| Min 9 | 101 | 111077 | 113343 |
| Max 9 | 104 | 114201 | 116531 |
| District Manager 2 | | | |
| Min 9 | 101 | 111077 | 113343 |
| Max 9 | 104 | 114201 | 116531 |
| Min 10 | 108 | 118863 | 121288 |
| Max 10 | 111 | 122404 | 124901 |
| District Manager 1 | | | |
| Min 10 | 108 | 118863 | 121288 |
| Max 10 | 111 | 122404 | 124901 |
| Min 11 | 116 | 128473 | 131094 |
| Max 11 | 120 | 133920 | 136652 |

Petty Sessions Officers - Local Courts Administration Determination 741 of 1982

| Petty Sessions Officers - Local Courts Administration | | | |
|-------------------------------------------------------|---------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Grade 1/2 | | | |
| 1st year of service | 7 | 37949 | 38723 |
| 2nd year of service | 11 | 45899 | 46835 |
| 3rd year of service | 17 | 49470 | 50479 |
| 4th year of service | 20 | 50819 | 51856 |
| 5th year of service | 23 | 52968 | 54049 |
| 6th year of service | 25 | 53928 | 55028 |
| 7th year of service | 28 | 55267 | 56394 |
| 8th year of service | 32 | 57312 | 58481 |
| 9th year of service | 36 | 59389 | 60601 |
| 10th year of service | 40 | 61583 | 62839 |
| Officer with HSC at 19 paid not less than | 9 | 43000 | 43877 |
| General Scale | | | |
| Grade 3 | | | |
| 1st year of service Max 1 | 49 | 66882 | 68246 |
| 2nd year of service Min 2 | 52 | 68749 | 70151 |
| Thereafter Max 2 | 55 | 70636 | 72077 |
| Grade 4 | | | |
| 1st year of service Max 3 | 61 | 74827 | 76353 |
| 2nd year of service Min 4 | 64 | 77162 | 78736 |
| Thereafter Max 4 | 67 | 79535 | 81158 |
| Grade 5 | | | |
| 1st year of service Max 5 | 78 | 88449 | 90253 |
| 2nd year of service Min 6 | 82 | 91916 | 93791 |
| Thereafter Max 6 | 85 | 94610 | 96540 |

| | | | |
|------------------------------------------------------------|------------|------------------|------------------|
| Grade 6 1st year of service Min 8 Thereafter Max 9 | 95 104 | 104539 114201 | 106672 116531 |
| Grade 7 1st year of service Min 11 Thereafter Min 12 | 116 126 | 128473 142308 | 131094 145211 |

Pharmacists Agreement 2441 of 1982

| Pharmacists | | | | |
|------------------------------------------------------------------------|-----------|------|-----------|-------|
| Classification and Grade | 1.7.20 | | 1.7.21 | |
| | Per annum | 0.3% | Per annum | 2.04% |
| | | \$ | | \$ |
| Pharmacist - Grade 1 | | | | |
| 1st year | 62176 | | 63444 | |
| 2nd year | 64499 | | 65815 | |
| 3rd year | 68448 | | 69844 | |
| 4th year | 73163 | | 74656 | |
| 5th year | 78238 | | 79834 | |
| 6th year | 83207 | | 84904 | |
| 7th year | 87239 | | 89019 | |
| 8th year | 90048 | | 91885 | |
| Pharmacist - Grade 2 After 2 yrs on maximum | 92736 | | 94628 | |
| Part-time Pharmacist (per hour) | 49.56 | | 50.57 | |
| Pharmaceutical Advisor, Pharmaceutical Services Branch | | | | |
| 1st year | 100746 | | 102801 | |
| 2nd year | 104125 | | 106249 | |
| 3rd year | 107035 | | 109219 | |
| 4th year | 109950 | | 112193 | |
| Principal Pharmaceutical Advisor Pharmaceutical Services Branch | | | | |
| 1st year | 120387 | | 122843 | |
| 2nd year | 123424 | | 125942 | |
| Deputy Chief Pharmacist Pharmaceutical Services Branch | | | | |
| 1st year | 127513 | | 130114 | |
| 2nd year | 130687 | | 133353 | |
| Chief Pharmacist Pharmaceutical Services Branch | | | | |
| 1st year | 140746 | | 143617 | |
| 2nd year | 144050 | | 146989 | |
| Chief Pharmacist Group 1 & 3, Grade 5 Corrections Health Service | | | | |
| 1st year | 120381 | | 122837 | |
| 2nd year | 123425 | | 125943 | |

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 | 1.7.20 | | 1.7.21 | |
| | | Per annum | 0.3% | Per annum | 2.04% |
| | | \$ | | \$ | |
| Senior Psychologist Year 1 | - | 123403 | | 125920 | |
| Senior Psychologist Year 2 | - | 128594 | | 131217 | |

| | | | |
|------------------------------------------------------|---|--------|--------|
| Senior Psychologist Year 3 and thereafter | - | 133783 | 136512 |
| Senior Specialist Psychologist Year 1 | - | 144166 | 147107 |
| Senior Specialist Psychologist Year 2 | - | 148309 | 151335 |
| Senior Specialist Psychologist Year 3 and thereafter | - | 152490 | 155601 |
| Community Based Incidental Allowance | - | 3126 | 3190 |

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

| Publicity Officers and Public Relations Officers | | | |
|---------------------------------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Assistant Publicity Officers | | | |
| 1st year of service | 59 | 73396 | 74893 |
| 2nd year of service | 62 | 75532 | 77073 |
| Publicity Officers | | | |
| 1st year of service | 69 | 81037 | 82690 |
| 2nd year of service | 72 | 83357 | 85057 |
| 3rd year of service and thereafter | 74 | 84889 | 86621 |
| Senior Publicity Officers, Dept of Education & Training | | | |
| 1st year of service and thereafter | 100 | 110011 | 112255 |
| Public Relations Officer | | | |
| Grade II | | | |
| 1st year of service | 87 | 96483 | 98451 |
| 2nd year of service | 89 | 98423 | 100431 |
| 3rd year of service and thereafter | 91 | 100356 | 102403 |
| Grade I | | | |
| 1st year of service | 103 | 113174 | 115483 |
| 2nd year of service | 105 | 115362 | 117715 |
| 3rd year of service and thereafter | 107 | 117695 | 120096 |
| Allowance in lieu of overtime (per annum) | - | 12698 | 12957 |

Scientific Officers Various Departments Agreement No. 2433 of 1982

| Scientific Officers, Various Departments | | | |
|------------------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Grade I | | | |
| 1st year of service | 46 | 64973 | 66298 |
| 2nd year of service | 50 | 67532 | 68910 |
| 3rd year of service | 56 | 71297 | 72751 |
| 4th year of service | 63 | 76420 | 77979 |
| 5th year of service | 70 | 81837 | 83506 |
| 6th year of service and thereafter | 76 | 86689 | 88457 |
| Grade II | | | |
| 1st year of service | 81 | 90933 | 92788 |
| 2nd year of service | 84 | 93629 | 95539 |
| 3rd year of service | 87 | 96483 | 98451 |
| 4th year of service and thereafter | 91 | 100356 | 102403 |
| Grade III | | | |
| 1st year of service | 95 | 104539 | 106672 |
| 2nd year of service | 98 | 107864 | 110064 |
| 3rd year of service and thereafter | 100 | 110011 | 112255 |

| | | | |
|------------------------------------|-----|--------|--------|
| Grade IV | | | |
| 1st year of service | 105 | 115362 | 117715 |
| 2nd year of service | 108 | 118863 | 121288 |
| 3rd year of service and thereafter | 110 | 121220 | 123693 |
| Grade V | | | |
| 1st year of service | 114 | 125977 | 128547 |
| 2nd year of service and thereafter | 117 | 129748 | 132395 |
| Grade VI | | | |
| 1st year of service | 120 | 133920 | 136652 |
| 2nd year of service | 123 | 137731 | 140541 |

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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Security Officer | 25 | 53928 | 55028 |
| Senior Security Officer | 30 | 56312 | 57461 |
| Chief Security Controller - Sydney | | | |
| 1st year | 75 | 85744 | 87493 |
| 2nd year | 78 | 88449 | 90253 |
| Chief Security Officer - Sydney | | | |
| (S.C. 85) 1st year | 60 | 74077 | 75588 |
| (S.C. 92) 2nd year | 64 | 77162 | 78736 |
| Newcastle - (S.C. 80) | 57 | 71926 | 73393 |

Social Workers, Various Departments Agreement No.2374 of 1982

| Social Workers, Various Departments | | | |
|----------------------------------------------------------------------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Social Worker, Community Services Consultant | | | |
| 1st year of service | 44 | 63857 | 65160 |
| 2nd year of service | 49 | 66882 | 68246 |
| 3rd year of service | 55 | 70636 | 72077 |
| 4th year of service | 61 | 74827 | 76353 |
| 5th year of service | 67 | 79535 | 81158 |
| 6th year of service | 71 | 82653 | 84339 |
| 7th year of service | 75 | 85744 | 87493 |
| 8th year of service | 79 | 89156 | 90975 |
| 9th year of service and thereafter | 84 | 93629 | 95539 |
| Senior Allotment Officer | 89 | 98423 | 100431 |
| Community Services Officer | 96 | 105634 | 107789 |
| Social Worker Grade I | 89 | 98423 | 100431 |
| Senior Social Worker | 96 | 105634 | 107789 |
| Regional Social Work Adviser | | | |
| South Eastern, Orana and Far West and South Western Health Regions | 89 | 98423 | 100431 |
| Central Western, North Coast, Illawarra and New England Health Regions | 96 | 105634 | 107789 |
| Southern Metropolitan, Northern Metropolitan, Western Metropolitan and Hunter Health Regions | 107 | 117695 | 120096 |

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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Stores Officers | | | |
| Grade 1 | | | |
| 1st year of service | 31 | 56762 | 57920 |
| 2nd year of service and thereafter | 33 | 57776 | 58955 |
| Grade 2 | | | |
| 1st year of service | 34 | 58318 | 59508 |
| 2nd year of service and thereafter | 35 | 58791 | 59990 |
| Grade 3 | | | |
| 1st year of service | 36 | 59389 | 60601 |
| 2nd year of service and thereafter | 37 | 59956 | 61179 |
| Grade 4 | | | |
| 1st year of service | 39 | 61079 | 62325 |
| 2nd year of service | 41 | 62274 | 63544 |
| 3rd year of service and thereafter | 41 | 62274 | 63544 |
| Stores and Despatch Officer Art Gallery of N.S.W. | | | |
| 1st year of service | 39 | 61079 | 62325 |
| 2nd year of service | 40 | 61583 | 62839 |
| 3rd year of service and thereafter | 41 | 62274 | 63544 |
| Drug Checker and Counter Hand Commercial Services Group | | | |
| 1st year of service | 37 | 59956 | 61179 |
| 2nd year of service and thereafter | 38 | 60454 | 61687 |
| Area Supervisors Commercial Services Group | | | |
| 1st year of service | 46 | 64973 | 66298 |
| 2nd year of service and thereafter | 48 | 66201 | 67552 |
| Second O.I.C. (Other Areas) Commercial Services Group | | | |
| 1st year of service | 37 | 59956 | 61179 |
| 2nd year of service and thereafter | 38 | 60454 | 61687 |
| Area Supervisors (Shea's Creek Stores) Despatch Section, Government Supply Department | | | |
| 1st year of service | 52 | 68749 | 70151 |
| 2nd year of service and thereafter | 55 | 70636 | 72077 |
| Packing Section and Sheds 68-72 Commercial Services Group | | | |
| 1st year of service | 49 | 66882 | 68246 |
| 2nd year of service and thereafter | 51 | 68057 | 69445 |
| Section O.I.C. (Areas) Commercial Services Group | | | |
| 1st year of service | 41 | 62274 | 63544 |
| 2nd year of service and thereafter | 43 | 63386 | 64679 |
| Packing Section and Sheds 68-72 Commercial Services Group | | | |
| 1st year of service | 39 | 61079 | 62325 |
| 2nd year of service and thereafter | 40 | 61583 | 62839 |
| Assistant Inspector of Packing and Quality Control, Commercial Services Group | 56 | 71297 | 72751 |
| Inspector of Packing and Quality Control, Commercial Services Group | 59 | 73396 | 74893 |
| Controller of Order Processing, Commercial Services Group | 59 | 73396 | 74893 |
| Stores Controller, CMA | 46 | 64973 | 66298 |
| Assistant Stores Controller, CMA | 40 | 61583 | 62839 |
| Chief Stores Officer, Government Motor Garage | | | |
| 1st year of service | 46 | 64973 | 66298 |
| 2nd year of service | 48 | 66201 | 67552 |

| | | | |
|------------------------------------|----|-------|-------|
| 3rd year of service and thereafter | 49 | 66882 | 68246 |
|------------------------------------|----|-------|-------|

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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Grade I | | | |
| 1st year of service | 50 | 67532 | 68910 |
| 2nd year of service | 56 | 71297 | 72751 |
| 3rd year of service | 63 | 76420 | 77979 |
| 4th year of service | 70 | 81837 | 83506 |
| 5th year of service and thereafter | 76 | 86689 | 88457 |
| Grade II | | | |
| 1st year of service | 82 | 91916 | 93791 |
| 2nd year of service | 86 | 95457 | 97404 |
| 3rd year of service | 89 | 98423 | 100431 |
| 4th year of service and thereafter | 92 | 101285 | 103351 |
| Grade III | | | |
| 1st year of service | 97 | 106697 | 108874 |
| 2nd year of service | 100 | 110011 | 112255 |
| 3rd year of service | 104 | 114201 | 116531 |
| 4th year of service and thereafter | 107 | 117695 | 120096 |
| Grade IV | | | |
| 1st year of service | 112 | 123599 | 126120 |
| 2nd year of service | 115 | 127224 | 129819 |
| 3rd year of service and thereafter | 117 | 129748 | 132395 |
| Grade V | | | |
| 1st year of service | 121 | 135071 | 137826 |
| 2nd year of service and thereafter | 123 | 137731 | 140541 |

Technical Officers (Engineering) Determination No.803 of 1983

| Technical Officers (Engineering) | | | |
|------------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Grade 1 | | | |
| 1st year of service | 48 | 66201 | 67552 |
| 2nd year of service | 51 | 68057 | 69445 |
| 3rd year of service | 54 | 69942 | 71369 |
| 4th year of service | 56 | 71297 | 72751 |
| 5th year of service | 59 | 73396 | 74893 |
| Grade 2 | | | |
| 1st year of service | 64 | 77162 | 78736 |
| 2nd year of service | 66 | 78730 | 80336 |
| 3rd year of service | 68 | 80117 | 81751 |
| 4th year of service | 70 | 81837 | 83506 |
| Grade 3 | | | |
| 1st year of service and thereafter | 77 | 87431 | 89215 |
| Senior Technical Officer | | | |
| Grade 1 | | | |
| 1st year of service | 75 | 85744 | 87493 |

| | | | |
|---------------------|----|-------|--------|
| 2nd year of service | 77 | 87431 | 89215 |
| 3rd year of service | 80 | 90125 | 91964 |
| Grade 2 | | | |
| 1st year of service | 83 | 92813 | 94706 |
| 2nd year of service | 86 | 95457 | 97404 |
| Grade 3 | 90 | 99399 | 101427 |

Technical Surveyors, All Departments Agreement No. 2494 of 1986

| Technical Surveyors, All Departments | | | |
|-------------------------------------------|---------------------|--------------------------|---------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Assistant Technical Surveyors | | | |
| 1st year of service | 2 | 28185 | 28760 |
| 2nd year of service | 5 | 33458 | 34141 |
| 3rd year of service | 7 | 37949 | 38723 |
| 4th year of service | 11 | 45899 | 46835 |
| 5th year of service | 17 | 49470 | 50479 |
| 6th year of service | 20 | 50819 | 51856 |
| 7th year of service | 23 | 52968 | 54049 |
| 8th year of service | 25 | 53928 | 55028 |
| 9th year of service | 28 | 55267 | 56394 |
| 10th year of service | 32 | 57312 | 58481 |
| 11th year of service | 36 | 59389 | 60601 |
| 12th year of service | 40 | 61583 | 62839 |
| 13th year of service | 46 | 64973 | 66298 |
| 14th year of service | 49 | 66882 | 68246 |
| 15th year of service | 52 | 68749 | 70151 |
| 16th year of service | 55 | 70636 | 72077 |
| Officer with HSC at 19 paid not less than | 9 | 43000 | 43877 |
| Technical Surveyor | | | |
| Grade 1 | | | |
| 1st year of service | 58 | 72635 | 74117 |
| 2nd year of service | 61 | 74827 | 76353 |
| 3rd year of service | 64 | 77162 | 78736 |
| 4th year of service | 67 | 79535 | 81158 |
| Grade 2 | | | |
| 1st year of service | 73 | 84220 | 85938 |
| 2nd year of service | 76 | 86689 | 88457 |
| 3rd year of service | 80 | 90125 | 91964 |
| 4th year of service | 83 | 92813 | 94706 |
| Grade 3 | | | |
| 1st year of service | 88 | 97443 | 99431 |
| 2nd year of service | 91 | 100356 | 102403 |

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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Grade 1 | | | |
| Year 1 | 59 | 73396 | 74893 |
| Thereafter | 60 | 74077 | 75588 |
| Grade 2 | | | |
| Year 1 | 62 | 75532 | 77073 |
| Thereafter | 63 | 76420 | 77979 |
| On call allowance (per week) | - | 277.4 | 283.05 |

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 | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| Timekeeper and/or Storekeeper | | | |
| Grade I | | | |
| 1st year of service | 34 | 58318 | 59508 |
| 2nd year of service | 37 | 59956 | 61179 |
| Grade II | | | |
| 1st year of service | 39 | 61079 | 62325 |
| 2nd year of service | 42 | 62764 | 64044 |
| Assistant to Supervisory Timekeeper | | | |
| On Appointment | 43 | 63386 | 64679 |
| Special Grade | | | |
| 1st year of service | 45 | 64478 | 65793 |
| 2nd year of service | 46 | 64973 | 66298 |

Tracers, Various Departments Agreement No.2192 of 1975

| Tracers, Various Departments | | | |
|---------------------------------|---------------------|--------------------------------|---------------------------------|
| Classification and Grades | Common Salary Point | 1.7.20 Per annum 0.3% \$ | 1.7.21 Per annum 2.04% \$ |
| General Scale | | | |
| 1st year of service or under 17 | 2 | 28185 | 28760 |
| 2nd year of service or 17 | 4 | 31460 | 32102 |
| 3rd year of service or 18 | 6 | 35702 | 36430 |
| 4th year of service or 19 | 8 | 40550 | 41377 |
| 5th year of service or 20 | 10 | 45483 | 46411 |
| 6th year of service or 21 | 17 | 49470 | 50479 |
| 7th year of service | 19 | 50391 | 51419 |
| 8th year of service | 23 | 52968 | 54049 |
| 9th year of service | 25 | 53928 | 55028 |
| Grade 1 | | | |
| 1st year of service | 26 | 54367 | 55476 |
| 2nd year of service | 28 | 55267 | 56394 |

| | | | |
|---------------------|----|-------|-------|
| Grade 2 | | | |
| 1st year of service | 31 | 56762 | 57920 |
| 2nd year of service | 33 | 57776 | 58955 |
| Grade 3 | | | |
| 1st year of service | 35 | 58791 | 59990 |
| 2nd year of service | 37 | 59956 | 61179 |
| Grade 4 | | | |
| 1st year of service | 39 | 61079 | 62325 |
| 2nd year of service | 40 | 61583 | 62839 |

J. WEBSTER, *Commissioner*

Printed by the authority of the Industrial Registrar.

(009)

SERIAL C9297

OPERATIONAL AMBULANCE MANAGERS (STATE) AWARD 2021

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Ministry of Health.

(Case No. 191866 of 2021)

Before Commissioner Sloan

23 July 2021

AWARD**1. Title**

This Award shall be known as the Operational Ambulance Managers (State) Award 2021 ("the Award").

2. Arrangement

| Clause No. | Subject Matter |
|------------|----------------|
|------------|----------------|

- | | |
|----|-------------|
| 1. | Title |
| 2. | Arrangement |

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SECTION 1. GENERAL

3. Object

The parties seek to achieve excellence in the provision of ambulance services for New South Wales through an efficient and effective pre-hospital emergency care and health related transport system.

4. Definitions

"The Department" means the New South Wales Department of Health.

"Employee" means an Officer/Superintendent/Operational Manager of the Service who is employed in The Service in a classification contained in this Award.

"Employer" means the Secretary of the Ministry of Health exercising employer functions on behalf of the Government of New South Wales.

"Officer/Superintendent/Operational Manager" means an employee of the Service who is employed pursuant to this Award.

"Service" means continuous service with one or more District Committees prior to 13 April 1973, and continuous service as a servant of the New South Wales Ambulance Board on and from 13 April 1973, and continuous service as a servant of the Commission on and from 1 January 1977 and continuous service as a servant of the Corporation on and from 17 August 1982 and continuous service with the NSW Department of Health on and from 17 March 2006, and continuous service with the Ministry of Health on and from 5 October 2011.

"The Service" means the Ambulance Service of New South Wales.

"Union" means the Health Services Union NSW.

The "Working Week" for the purpose of this Award shall commence on Saturday and finish on Friday.

5. Classification Descriptions

"Ambulance Manager Level 1" means an employee who has the following responsibilities, skills and attributes:

Accountability for ensuring funds are expended according to approved budgets and for ensuring targets are met.

Responsibility to provide regular feedback and appraisal regarding the performance of staff

Responsibility for maintaining effective relationships with a range of stakeholders within the Service to ensure the Service's priorities are met

Assist with the development and implementation of policies, procedures, standards and practices for the Service

Responsibility and accountability for providing a professional level of services to the Service or oversee the management of aspects of services and the staff

Understanding and commitment to the Service's priorities

Capacity to direct all operational facets based on strategic and business plans

Ability to ensure budget targets are met

Capacity to undertake performance appraisal of staff and ability to develop performance measures

Effective communication and interpersonal skills

Assist with the development and implementation of policies, procedures, standards and practices

Able to meet pre-determined targets and deadlines

Ability to be flexible and adapt work practices to suit circumstances

"Ambulance Manager Level 2" means an employee who is required to demonstrate the following responsibilities, skills and attributes to a level greater than that required for a Level 1 Ambulance Manager:

Accountability for allocation and/or expenditure of resources and ensuring targets are met

Responsibility for ensuring optimal budget outcomes for their customers and communities

Responsibility for providing regular feedback and appraisals for senior staff to improve health outcomes for customers and for maintaining a performance management system

Responsibility for providing support for the efficient, cost effective and timely delivery of services

High level of leadership, communication and interpersonal skills

Capacity to exercise creative and entrepreneurial solutions to improve productivity and effectiveness for customers

Proven negotiation and delegation skills

Ability to motivate and co-ordinate staff

Ability to provide input, interpret, monitor and evaluate policies, procedures and standards for customers

Capacity to design strategic and business objectives

Ability to develop performance measures

"Ambulance Manager Level 3" means an employee who is required to demonstrate the following responsibilities, skills and attributes to a level greater than that required for a Level 2 Ambulance Manager:

Responsibility for reviewing senior staff performances through regular appraisal to improve health outcomes for patients and for maintaining a performance management system

Responsibility to maintain effective relationships and communication to ensure that corporate goals and priorities of the Health System are met

Responsibility for providing timely delivery of services and accountable to the appropriate Executive

Responsibility for contributing to the development and implementation of business plans

Requirement to make judgements and may in some cases, be delegated responsibility to approve changes in standard practice and procedures

Excellent leadership, communication and interpersonal skills

Highly developed and effective management skills

Ability to develop, monitor and reach predicted outcomes to strategic and business plans

Highly developed and effective negotiation and delegation skills

Proven capacity to manage multi-disciplinary groups

Ability to make judgements and have sole delegated responsibility to approve changes in standards, practices, policies and procedures

"Ambulance Manager Level 4" means an employee who is required to demonstrate the following responsibilities, skills and attributes to a level greater than that required for a Level 3 Ambulance Manager:

Responsibility for ensuring optimal health outcomes within budget for their customers and communities

Accountability for allocating resources and ensuring budgets are effectively met

Responsibility for developing appropriate strategies to manage budget changes in a timely manner

Requirement to make complex judgements and make appropriate changes in standard practices, policies and procedures

Staff at this level are expected to develop/implement strategic business plans and ensure budgets are allocated and targets met

System-wide view of health care provision and management to improve health outcomes for customers

Excellent strategic planning and policy development skills

Proven management expertise at a senior level

Competent to make complex judgements and take initiatives through delegated responsibilities

"Ambulance Manager Level 5" means an employee who is required to demonstrate the following responsibilities, skills and attributes to a level greater than that required for a Level 4 Ambulance Manager.

(a) Authority & Accountability

Freedom to operate within delegated authority, performance agreement, and Service or Health policy

Recommend service priorities

Exercise judgement within delegations

Formulate policy and deliver programs in line with performance agreement

Involvement in the development of long-term strategies

Report directly to a member of the Service's executive

Budget management and responsibility for significant budget amount, or

Management of complex area service or unit, requiring specialist advice and input

Adherence to the Accounts and Audit and Determination for Area Health Services and all Statutory Requirements

(b) Judgement & Problem-Solving

Exercise judgement and problem solving in service policy areas

Frequent resolution of unusual and complex problems

Develop business strategies and business plans

Develop ideas, optional action plans, courses of action

Anticipate and resolve problems in a challenging and dynamic environment

Seek advice when there is no existing policy or precedent

Use of evidence-based decision-making to back up decisions

Sound ability to solve problems using innovative, creative solutions

High level of technical expertise

Provision of high level of expert advice and sound judgement

Independent decision-making; exercising independent judgement

Has a sound understanding of political and cross-Area Health Service issues and how they impact on the organisation

Actively develop strategic partnerships

(c) Leadership & Management Skills

Provide leadership, management and direction

Actively contributes to shaping the organisation's strategic plan

Ensures that the strategic plan is outcome-focussed, takes into account the short and long-term priorities, and is achievable

- Actively monitors progress towards the achievement of the strategic vision
- Achieve set objectives
- Resolve conflict
- Address and prioritise competing demands
- Lead and manage organisation change on an area-wide basis
- Build appropriate organisation values and culture
- Anticipate problems and develop contingency strategies to meet complex situations
- Applies intellectual rigour to all aspects of their work
- (d) Personal & Interpersonal Skills
 - Provide specialist advice
 - Lead, persuade, motivate and negotiate at senior levels
 - Ability to deal with people at all levels
 - Communicate and liaise effectively at all levels within the organisation
 - Spokesperson for area of responsibility (media, public)
 - Effective community liaison and communication
 - Effectively self-manages
 - Innovative & lateral thinker
 - Flexible & responsive
 - Supports a reflective learning/quality culture that enables both individuals and the organisation to develop
 - Articulates and promotes the organisation's vision and goals
 - Promotes an environment in which traditional ways of thinking are challenged and debate is encouraged
 - Provides effective role-modelling
 - Celebrates achievements and encourages innovation
- (e) Outcomes & Performance
 - Formal personal agreement with CEO or the relevant General Manager.
 - Significant impact on service achievements and targets
 - Formal performance agreements with direct reports
 - Achievement of best practice
 - Monitoring and compliance with all professional standards

Responsible for Service-wide service delivery

6. Work Arrangements

- (a) Work will be performed by the most efficient means.
- (b) The parties agree that there will be no forced transfers as a result of the implementation of subclause (a) of this clause.
- (c) Any proposal that will significantly affect employees covered by the Union will be the subject of genuine consultation between the parties.
- (d) Any dispute arising from the operation of this clause will be dealt with in accordance with clause 32, Issues Resolution, of this Award.

SECTION 2. EMPLOYMENT CONDITIONS

7. Employees' Duties

- (a) The Service may direct an employee to carry out such duties as are reasonable, and within the limits of the employee's skills, competence and training consistent with the employee's classification provided that such duties are not designed to promote de-skilling.
- (b) The Service may direct an employee to carry out such duties and use such tools and equipment as may be required provided that the employee has been properly trained and is currently certified in the use of such tools and equipment.
- (c) Any direction issued by the Service pursuant to subclause (a) and (b) shall be consistent with the Service's responsibilities to provide a safe and healthy working environment.
- (d) The application of subclause (a) of this clause shall be undertaken in a fair, reasonable and sensible manner.

8. Vacancies & Promotion

- (a) Advertisements of vacant positions shall be notified throughout the Service by regular Vacancy Circulars clearly displayed on Notice Boards at all Ambulance Stations and Ambulance Workplaces.
- (b) Appointments shall be made on the basis of merit.
- (c) The vacancy shall be filled from applications received provided that the Service can re-advertise the position if necessary.

9. Appointment of Officers

- (a) An employee employed under this Award shall be engaged as a full-time employee, a permanent part-time employee or a temporary employee.
- (b) Every employee will be provided with a Position Description commensurate with his or her position which he or she will be required to sign. The position description will outline the duties to be performed in addition to the key competencies and accountabilities required for the position.
- (c) All employees will be required to enter into a Performance Agreement.
- (d) Every employee who is appointed to a Superintendent/Operational Manager position advertised/created after the date of the making of this Award will be required to continue to meet the minimum requirements for that position.

- (e) Permanent Part-Time Employee
- (i) A permanent part-time employee is one who is permanently appointed by the Service to work a specified number of days each week which are less than those prescribed for a full-time employee, except in emergent or urgent circumstances.
 - (ii) Permanent part-time employees shall be paid an hourly rate calculated on the basis of 1/38th of the weekly rate (annual rate/52.17857) prescribed in Table 1, Salaries, of Section 7 of this Award.
 - (iii) Permanent part-time employees shall not be entitled to additional rostered leave days off duty as prescribed in subclause (a) of clause 10, Roster Leave, of this Award.
 - (iv) Permanent part-time employees shall be entitled to all other benefits not otherwise expressly provided for herein in the same proportion as the average days per week bear to fulltime employment.
 - (v) Permanent part-time employees shall be entitled to payment of the allowances prescribed by clause 16, Climatic and Isolation Allowance, of this Award in the same proportion as the average hours worked per week bear to full-time hours.
 - (vi) The parties recognise that permanent part-time employment will provide flexible working arrangements for employees to cater for personal requirements such as family responsibilities.
- (f) Temporary Employee
- (i) A temporary employee is engaged for a continuous fixed period of time to carry out a specific task. Such task may include the provision of relief for permanent employees, conduct of specific projects or the provision of services which are not recurrent in nature.
 - (ii) A temporary employee may be fulltime or part-time.
 - (iii) Time worked up to the rostered daily ordinary hours of work prescribed for a majority of the full-time employees employed on that shift in the station, unit or section concerned shall not be regarded as overtime but an extension of the contract hours for that day and shall be paid at the ordinary rate of pay.
 - (iv) Temporary employees will be required to undertake and successfully complete all the requirements applicable to permanent fulltime employees.

10. Roster Leave

- (a) Each employee shall be granted nine (9) days of absence in each period of 28 days with the ninth day of absence being designated the Additional Rostered Leave day off duty.
- (b) Such time off duty may be granted weekly or allowed to accumulate for 28 days, provided that when it is not convenient for the Service to grant the full amount of leave due under this clause in each period of 28 consecutive days, the employee shall not be called upon to forfeit such leave.
- (c) Leave under this clause shall not be allowed to accumulate to more than twelve (12) days.
- (e) Subject to clause 13, Termination of Employment, subclause (c), of this Award, payment in lieu of roster leave shall not be made.

11. Reasonable Hours

- (a) An employee may refuse to work overtime in circumstances where the working of such overtime would result in the employee working hours which are unreasonable.

- (b) For the purposes of subclause (b) what is reasonable or otherwise will be subject to subclause (b) an employer may require an employee to work reasonable overtime at overtime rates.
- (c) Determined having regard to:
 - (i) Any risk to employee health and safety.
 - (ii) The employee's personal circumstances including any family and carer responsibilities.
 - (iii) The needs of the workplace or enterprise.
 - (iv) The notice (if any) given by the employer of the overtime and by the employee of his or her intention to refuse it; and
 - (v) Any other relevant matter.

12. Public Holidays

- (a) For the purpose of this clause, the following shall be public holidays, viz: New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Local Labour Day, Christmas Day and Boxing Day.
- (b)
 - (i) An employee to whom paragraph (a)(i) of clause 21, Annual Leave, of this Award, applies, and who is required to and does work on a public holiday or a special public holiday proclaimed for the State of New South Wales shall be paid for the time actually worked at the rate of double time and one half.
 - (ii) An employee to whom paragraph (a)(ii) of clause 21, Annual Leave, of this Award, applies, and who is required to and does work on a public holiday or a special public holiday proclaimed for the State of New South Wales shall be paid for the time actually worked at the rate of time and one half.
 - (iii) For the purpose of paragraph (b)(i) and (b)(ii) of this clause, the hourly rate of pay shall be one-thirty eighth of the appropriate ordinary weekly rate of pay prescribed in Table 1, Classification Structure of this Award.
- (c) Special Public Holidays proclaimed for the State of New South Wales are to be granted or payment made as prescribed in subclause (b)(i) and (b)(ii) of this clause, if not granted. Where an employee works on a seven day per week basis as set out in paragraph (a)(ii) of clause 21, Annual Leave, of this Award, and the employees rostered day off or annual leave falls due on such day, the employee shall be paid, in addition to the employees appropriate weekly rate of pay, an extra day's pay at ordinary rates.
- (d) In addition to those public holidays specified in subclause (a) of this clause, employees shall be entitled to an extra public holiday each year. Such public holiday will occur on a date determined by the Service and shall be regarded, for all purposes of this clause, as any other public holiday.

13. Termination of Employment

- (a) Employment shall be terminated by four (4) weeks' notice in writing by either party or by the giving or forfeiting, as the case may be, of four weeks wages in lieu of notice. Notwithstanding this the Service shall have the right to terminate an employee's employment without notice for serious or wilful misconduct in which case wages shall be paid up to the time of dismissal only.
- (b) The Service shall, upon request by the employee, give the employee a signed statement outlining the period of employment.

- (c) Employees with a credit of any additional rostered leave day off duty shall be paid for such accrual upon termination.

SECTION 3. SALARIES AND MONETARY ENTITLEMENTS

14. Salaries

- (a) Employees who are appointed to an Operational Management position shall be allocated to one of the classification levels as set out in Table 1, Classification Structure, of this Award, and shall not be paid less than the minimum level for that position.
- (b) An employee who successfully applies for a position covered by this Award where the salary band encompasses his or her current salary will be appointed at no less than his or her current salary.
- (c) An employee who successfully applies for a position which carries a higher minimum salary level than his or her current salary will be appointed at no less than the minimum of the applicable salary band.
- (d) Once the appointed employee's salary has been determined in accordance with subclause (a), (b) or (c) of this clause, the employee's salary will move in accordance with the percentage increases applicable under this Award.
- (e) Further increases over and above the percentage increases applicable under subclause (d) of this clause will occur based on the employee's work performance that will be measured against their Performance Agreement.
- (f) Any dispute arising from the operation of this clause shall be dealt with in accordance with clause 32, Issues Resolution, of this Award.

15. Payment and Particulars of Salaries

- (a) Wages shall be paid fortnightly by electronic transfer.
- (b) For each pay-day, employees shall be furnished with a statement showing the gross amount of ordinary wages and penalties together with separate details of all deductions.
- (c) Employees shall have their salary paid into one account with a bank or other financial institution in New South Wales as nominated by the employee except where agreement as to another method of payment has been reached between the Service and the Union due to isolation.
- (d) Salaries shall be deposited by the Service in sufficient time to ensure that wages are available for withdrawal by employees no later than pay day.

This requirement shall not apply where employees nominate accounts with non-bank financial institutions which lack the technological or other facilities to process salary deposits within 24 hours of the Service making their deposits. In such cases the Service shall take all reasonable steps to ensure that wages are available for withdrawal by no later than pay-day.

16. Climatic and Isolation Allowance

- (a) Subject to subclause (b) of this clause, employees attached to Ambulance Stations situated upon or to the West of a line drawn as herein specified, shall be paid the allowance specified in Table 2, Allowances of Section 7 of this Award, in addition to the salary to which they are otherwise entitled. The line shall be drawn as follows, viz:

Commencing at Tocumwal and thence to the following towns in the order stated, namely - Lockhart, Narrandera, Leeton, Peak Hill, Gilgandra, Dunedoo, Coolah, Boggabri, Inverell and Bonshaw.

- (b) Employees attached to Ambulance Stations situated upon or to the West of a line drawn as herein specified shall be paid the allowance specified in Table 2, Allowances of Section 7 of this Award, in addition to the salary to which they are otherwise entitled. The line shall be drawn as follows, viz:

Commencing at a point on the right bank of the Murray River opposite Swan Hill (Victoria) and thence to the following towns in the order stated namely - Hay, Hillston, Nyngan, Walgett, Collarenebri and Mungindi.

- (c) The allowances prescribed by this clause are not cumulative.
- (d) The allowances prescribed by this clause shall be regarded as part of the salary for the purposes of this Award.

17. Travel Allowances

Employees shall be granted travelling allowances on such terms and conditions prescribed by the NSW Policy Directive PD2016_010, Official Travel, as amended or replaced from time to time.

18. Relieving Other Members of Staff

- (a) An employee who is required by the Service to relieve another employee paid on a higher scale for a period of not less than one working week shall be entitled to receive the minimum rate of the higher scale of pay.
- (b) This provision shall not apply when an employee on a higher scale is absent from duty by reason of his or her additional roster leave day off duty.
- (c) No reduction shall be made in the scale of pay of an employee called upon to relieve another employee paid on a lower scale.

19. Salary Sacrifice to Superannuation

- (a) Notwithstanding the salaries prescribed in clause 14 Salaries, as varied from time to time, an employee may elect, subject to the agreement of the employee's employer, to sacrifice a part or all of the salary payable under the salaries clause to additional employer superannuation contributions. Such election must be made prior to the commencement of the period of service to which the earnings relate. The amount sacrificed together with any salary packaging arrangements under clause 20 Salary Packaging, of this Award may be made up to one hundred (100) per cent of the salary payable under the salaries clause, or up to one hundred (100) per cent of the currently applicable superannuable salary, whichever is the lesser.

In this clause, 'superannuable salary' means the employee's salary as notified from time to time to the New South Wales public sector superannuation trustee corporations.

- (b) Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of available salary to be packaged. Such payroll deductions may include but are not limited to superannuation payments, HECS payments, child support payments, judgment debtor/garnishee orders, union fees and private health fund membership fees.
- (c) Where the employee has elected to sacrifice a part or all of the available payable salary to additional employer superannuation contributions:
- (i) The employee shall be provided with a copy of the signed agreement. The salary sacrifice agreement shall be terminated at any time at the employee's election and shall cease upon termination of the employee's services with the employer.
- (ii) Subject to Australian taxation law, the amount of salary sacrificed will reduce the salary subject to appropriate PAYE taxation deductions by the amount sacrificed; and

- (iii) Any allowance, penalty rate, overtime, payment for unused leave entitlements, weekly workers' compensation, or other payment, other than any payment for leave taken in service, to which an employee is entitled under the relevant Award or any applicable Award, Act, or statute which is expressed to be determined by reference to an employee's salary, shall be calculated by reference to the salary which would have applied to the employee under the salaries clause in the absence of any salary sacrifice to superannuation made under this Award.
- (d) The employee may elect to have the specified amount of payable salary which is sacrificed to additional employer superannuation contributions:
 - (i) paid into the superannuation scheme established under the *First State Superannuation Act 1992* as optional employer contributions; or
 - (ii) subject to the employer's agreement, paid into a private sector complying superannuation scheme as employer superannuation contributions.
- (e) Where an employee elects to salary sacrifice in terms of subclause (d) above, the employer will pay the sacrificed amount into the relevant superannuation fund.
- (f) Where the employee is a member of a superannuation scheme established under:
 - (i) the *Police Regulation (Superannuation) Act 1906*;
 - (ii) the *Superannuation Act 1916*;
 - (iii) the *State Authorities Superannuation Act 1987*;
 - (iv) the *State Authorities Non-contributory Superannuation Act 1987*; or
 - (v) the *First State Superannuation Act 1992*.

The employee's employer must ensure that the amount of any additional employer superannuation contributions specified in paragraph (i) above is included in the employee's superannuable salary which is notified to the New South Wales public sector superannuation trustee corporations.

- (g) Where, prior to electing to sacrifice a part or all of their salary to superannuation, an employee had entered into an agreement with their employer to have superannuation contributions made to a superannuation fund other than a fund established under legislation listed in subclause (f) above, the employer will continue to base contributions to that fund on the salary payable under clause 14, Salaries, of the Award to the same extent as applied before the employee sacrificed that amount of salary to superannuation. This clause applies even though the superannuation contributions made by the employer may be in excess of the superannuation guarantee requirements after the salary sacrifice is implemented.

20. Salary Packaging

- (a) By agreement with their employer, employees may elect to package part or all of their salary in accordance with this clause, to obtain a range of benefits as set out in the NSW Health Services Salary Packaging Policy and Procedure Manual PD2018_044, as amended from time to time. Such election must be made prior to the commencement of the period of service to which the earnings relate. Where an employee also elects to salary sacrifice to superannuation under this Award, the combined amount of salary packaging/sacrificing may be up to 100 per cent of salary.

Any salary packaging above the fringe benefit exemption cap will attract fringe benefits tax as described in paragraph (d) below.

- (b) Where an employee elects to package an amount of salary:
- (i) Subject to Australian taxation law, the packaged amount of salary will reduce the salary subject to PAYE taxation deductions by that packaged amount.
 - (ii) Any allowance, penalty rate, overtime payment, payment for unused leave entitlements, weekly workers' compensation, or other payment other than any payment for leave taken in service, to which an employee is entitled under this Award or statute which is expressed to be determined by reference to an employee's salary, shall be calculated by reference to the salary which would have applied to the employee under this Award in the absence of any salary packaging or salary sacrificing made under this Award.
 - (iii) 'Salary' for the purpose of this clause, for superannuation purposes, and for the calculation of Award entitlements, shall mean the Award salary as specified in clause 14 Salaries, and which shall include 'approved employment benefits' which refer to fringe benefit savings, administration costs, and the value of packaged benefits.
- (c) Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of available salary to be packaged. Such payroll deductions may include but are not limited to superannuation payments, HECS payments, child support payments, judgement debtor/garnishee orders, union fees, and private health fund membership fees.
- (d) The salary packaging scheme utilises a fringe benefit taxation exemption status conferred on public hospitals and area health services, which provides for a fringe benefit tax exemption cap of \$17,000 per annum. The maximum amount of fringe benefits-free tax savings that can be achieved under the scheme is where the value of benefits when grossed-up, equal the fringe benefits exemption cap of \$17,000. Where the grossed-up value exceeds the cap, the employer is liable to pay fringe benefits tax on the amount in excess of \$17,000 but, will pass this cost on to the employee. The employer's share of savings, the combined administration cost and the value of the package benefits, are deducted from pre-tax dollars.
- (e) The parties agree that the application of the fringe benefits tax exemption status conferred on public hospitals and area health services is subject to prevailing Australian taxation laws.
- (f) If an employee wishes to withdraw from the salary packaging scheme, the employee may only do so in accordance with the required period of notice as set out in the Salary Packaging Policy PD2018_044, as amended from time to time.
- (g) Where an employee ceases to salary package, arrangements will be made to convert the agreed package amount to salary. Any costs associated with the conversion will be borne by the employee, and the employer shall not be liable to make up any salary lost as a consequence of the employee's decision to convert to salary.
- (h) Employees accepting the offer to salary package do so voluntarily. Employees are advised to seek independent financial advice and counselling to apprise them of the implications of salary packaging on their individual personal financial situations.
- (i) The employer and the employee shall comply with the procedures set out in the NSW Health Services Salary Packaging Policy PD2018_044 as amended from time to time.

SECTION 4. LEAVE ENTITLEMENTS

21. Annual Leave

- (a) Annual Leave shall be granted on completion of each 12 months service as follows:
- (i) An employee employed on a Monday to Friday basis - four weeks leave on full pay.

- (ii) An employee employed on duties which require him or her to work irregular hours on a seven day per week basis, including work on Saturdays, Sundays and public holidays - five weeks leave with seven week's pay.
- (b) In the event that an employee's employment has changed from a seven day per week basis to a Monday to Friday basis or vice versa, then annual leave shall be calculated on a pro rata basis.
- (c) It is admitted by the parties that the additional two weeks' pay payable to an employee employed on duties in accordance with paragraph (a)(ii) of this clause has been provided in lieu of and in consideration of public holidays being worked by employees or which have occurred on an employee's rostered day off.
- (d) To the leave prescribed paragraph (a)(i) of this clause, there shall be added one working day for each public holiday or special public holiday proclaimed for the State of New South Wales which occurs during a period of annual leave.
- (e)
 - (i) Annual Leave shall be given and shall be taken within a period of six months after the date when the right to annual leave accrued, provided that the giving and taking of such leave may be postponed by mutual agreement between the parties for a further period not exceeding six months.
 - (ii) Annual leave shall be granted on a rotating roster basis provided that such rotation complies with paragraph (e)(i) of this clause.
 - (ii) An employee shall be eligible for annual leave when twelve months have elapsed since the date on which the last annual leave would have begun if taken immediately it had become due, or if the employee has not previously had Annual Leave since the commencement of the employment.
 - (iii) Nothing in this subclause shall prevent the Service, by agreement with the employee, from allowing annual leave to an employee before a right to it has accrued but where leave is taken in such a case, a further period of annual leave shall not commence to accrue until the expiration of the twelve months in respect of which annual leave was taken before it accrued. Provided that any leave taken by an employee under this paragraph shall not exceed the amount of proportionate annual leave standing to the credit of the employee at the time of entering upon such leave.
 - (iv) At least six months' notice shall be given to employees of the date on which they shall take their annual leave. Where an employee has been notified that he or she is to take annual leave at a specified time and that time is then altered by the Service the employee shall be reimbursed any actual losses which result to him or her to the extent to which deposits paid for travel and/or accommodation are not refunded.
 - (v) Employees may exchange annual leave by mutual arrangement with the approval of the Service provided that such exchange complies with paragraph (e)(i) of this clause.
- (f) Each employee before going on annual leave shall be paid for the period of the leave at the ordinary rate of wage to which he or she is entitled under this Award and such payment shall be made before the employee commences annual leave.
- (g) Notwithstanding the provisions of subclause (f) of this clause, the Service agrees, subject to at least 28 days prior written authorisation by the employee, to pay employees Annual Leave entitlements on a fortnightly basis which coincides with the normal fortnightly pay period.
- (h) Where the employment of an employee is terminated the employee shall be entitled to receive a proportionate payment in respect of service of less than one year, at the weekly wage to which such employee is entitled under this Award.

- (i) Credit of time towards an additional rostered leave day off duty shall not accrue when an employee is absent during his or her four weeks annual leave as provided for under the *Annual Holidays Act 1944*. However, officers entitled to additional rostered leave days off duty in accordance with clause 10, Roster Leave, of this Award, shall accrue credit towards an additional rostered leave day off to employees in excess of the above mentioned four weeks.

22. Annual Leave Loading

- (a) Employees who, under the *Annual Holidays Act 1944*, become entitled to annual leave under clause 21, Annual Leave, of this Award, shall be paid in respect of such leave an annual leave loading of 17.5 per cent of the appropriate ordinary weekly rate of pay prescribed in Table 1, Classification Structure, of this Award for the classification in which the employee was employed immediately before commencing his/her annual leave. The 17.5 per cent annual leave loading will apply to the following periods of annual leave, i.e.; in the case of an employee employed on a Monday to Friday basis - four weeks, and for seven day per week basis employees - five weeks, provided further that in no instance is the calculated amount to exceed one thousand four hundred and twenty-one dollars and zero cents (\$1421.00) with effect from the first pay period to commence on or after 1 July 2007.
- (b) Such loading is payable in addition to the pay for the period of leave given and taken and due to the employee under this Award.
- (c) No loading is payable where the annual leave is taken wholly or partly in advance provided, however, that if the employment of such an employee continues until the day upon which he or she would have become entitled under this to such annual leave, the loading then becomes payable in respect of the period of such leave and is to be calculated in accordance with the rate of wages applicable on such day.
- (d) Where the employment of an employee is terminated by the Service for a cause other than misconduct and at the time of termination the employee has not been given and has not taken the whole of the annual leave to which he or she became entitled after 10 May 1974, he or she shall be paid the loading provided for in subclause (a) of this clause for the period not taken.
- (e) Except as provided by subclause (d) of this clause, no loading is payable on the termination of an employee's employment.
- (f) The annual leave loading shall be paid before the employee commences annual leave.
- (g) Notwithstanding the provisions of subclause (f) of this clause, the Service agrees, subject to at least 28 days prior written authorisation by the employee, to pay employees Annual Leave loading on a fortnightly basis which coincides with the normal fortnightly pay period.

23. Family and Community Services Leave and Personal/Carer's Leave

Employees shall be granted family and community services leave and personal/carer's leave in accordance with the provisions of Section 4 of the NSW Health Policy Directive 2019_010 Leave Matters for the NSW Health Service, as amended or replaced from time to time.

23a. Family Violence Leave

- (i) For the purpose of this clause, family violence means domestic violence as defined in the *Crimes (Domestic and Personal Violence) Act 2007*. The violence may have been reported to the police and/or may be the subject of an Apprehended Violence Order.
- (ii) An employee experiencing family and domestic violence can utilise Award leave entitlements provided for in Sick Leave and Family and Community Services Leave provisions of the Award.
- (iii) Where leave entitlements to Sick Leave and Family and Community Services Leave are exhausted, the employer will grant up to five days per year of paid special leave to attend legal proceedings, counselling, appointments with a medical or legal practitioner and relocation and safety activities

directly associated with alleviating the effects of family and domestic violence. This leave entitlement does not accumulate from year to year.

- (iv) Upon exhaustion of the paid leave entitlement, an employee may request further periods of unpaid leave, for the same activities for which paid leave would be available.
- (v) To access paid and unpaid leave, the employee must provide the employer with evidence, to the employer's satisfaction, substantiating the purpose of the leave and that the leave is related to alleviating the effects of family violence. The employer may accept a variety of agreed documentation in support of an application for leave. Supporting documentation may be presented in the form of an agreed document issued by the Police Force, a Court, a doctor, a Family Violence Support Service or a lawyer.
- (vi) Matters related to family violence can be sensitive. Information collected by the employer will be kept confidential. No information relating to the details of the family violence will be kept on an employee's personnel file without their express permission. However, records about the use of family violence leave will need to be kept.
- (vii) The employer, where appropriate, may facilitate flexible working arrangements subject to operational requirements. This may include changes to working times and locations, telephone numbers and email addresses.
- (viii) The employer will co-operate with all legal orders protecting an employee experiencing domestic violence.

24. Maternity, Adoption and Parental Leave

This clause is to be read in conjunction with the provisions of Section 5 of the NSW Health Policy Directive PD2019_010 Leave Matters for the NSW Health Service and the Service's Maternity Leave Operating Procedure PRO2018-002 or subsequent replacements as amended or replaced from time to time.

A. Maternity Leave

(a) Eligibility for Paid Maternity Leave

(i) Full-time employees

Female employees who prior to the expected date of birth, have completed at least forty (40) weeks continuous service (of not less than 31.25 hours per week) are eligible for paid maternity leave.

(ii) Permanent part-time employees

Permanent part-time employees are employees engaged on a permanent part-time basis as defined by their Award. Female employees employed on this basis are entitled to pro-rata paid maternity leave after forty (40) weeks continuous service.

(iii) An employee who has once met conditions for paid maternity leave will not be required to again work the forty (40) weeks continuous service in order to qualify for a further period of paid maternity leave, unless:

- (1) there has been a break in service where the employee has been re-employed or re-appointed after resignation, medical retirement, or after her services have been otherwise dispensed with; or
- (2) the employee has completed a period of leave without pay of more than forty (40) weeks. In this context, leave without pay does not include sick leave without pay, maternity leave without pay, or leave without pay associated with an illness or injury compensable under the *Workers Compensation Act (NSW) 1987*.

(b) Entitlements to Paid Maternity Leave

(i) Eligible employees are entitled to fourteen (14) weeks at the ordinary rate of pay from the date maternity leave commences. This leave may commence up to fourteen (14) weeks prior to the expected date of birth.

(ii) Paid maternity leave may be paid:

on a normal fortnightly basis; or

in advance in a lump sum; or

at the rate of half pay over a period of twenty-eight (28) weeks on a regular fortnightly basis.

Annual and/or long service leave credits can be combined with periods of maternity leave on half pay to enable an employee to remain on full pay for that period.

(iii) Should an employee return to duty during the period of paid maternity leave, such paid leave ceases from the date duties are resumed.

(c) Entitlements to Unpaid Maternity Leave

(i) An employee entitled to paid maternity leave is entitled to a further period of unpaid maternity leave of not more than twelve (12) months from the actual date of birth. The leave therefore does not extend beyond the child's first birthday.

(ii) Fulltime or permanent part-time female employees who are not eligible for paid maternity leave are entitled to unpaid maternity leave of not more than 12 months.

(d) Applications for Maternity Leave

(i) An employee who intends to proceed on maternity leave should formally notify their Divisional Manager (in writing) of such intention as early as possible however, not less than eight (8) weeks prior to the commencement of leave. This notice must include a statement of:

(1) The intention to proceed on maternity leave;

(2) The expected date of birth certified by a medical practitioner;

(3) The period of leave to be taken;

(4) The date on which maternity leave is to commence;

(5) A Statutory Declaration stating any period of parental leave sought or taken by the employee's spouse. This declaration must also state that the applicant is the child's primary caregiver for the period of leave sought.

(6) The entitlement to maternity leave is reduced by any period of parental leave taken by the employee's spouse. Apart from parental leave of one (1) week at the time of birth, maternity leave is not to be taken concurrently with parental leave except as otherwise provided at paragraph (a)(i) of Part D, Right to Request, of this clause.

(e) Applications for Further Maternity Leave

(i) Where an employee becomes pregnant whilst on maternity leave a further period of maternity leave shall be granted. If an employee enters on the second period of maternity leave during the currency of the initial period of maternity leave, then any residual maternity leave from the initial entitlement ceases.

- (ii) An employee who commences a subsequent period of maternity leave while on unpaid maternity leave under paragraph (c)(i) of Part A, Maternity Leave, of this clause or paragraph (a)(ii) of Part D, Right to Request, of this clause is entitled to be paid at their normal rate (i.e. the rate at which they were paid before proceeding on maternity leave).
- (iii) An employee who commences a subsequent period of maternity leave during the first 12 months of a return to duty on a part-time basis as provided under paragraph (a)(iii) of Part D of this clause is entitled to be paid at their substantive fulltime rate for the subsequent period of maternity leave.
- (iv) An employee who commences a subsequent period of maternity leave more than 12 months after returning to duty on a part-time basis under paragraph (a)(iii) of Part D of this clause, will be entitled to paid maternity leave for the subsequent period of maternity leave at their part-time rate.

(f) Variations of Maternity Leave

After commencing maternity leave, an employee may vary the period of her maternity leave -

- (i) once without the consent of the Service, but with a minimum of fourteen (14) days' notice in writing; and
- (ii) otherwise with the consent of the Service, with a minimum of fourteen (14) days' notice in writing.

However, more advanced notice is encouraged, especially for uniformed staff because of roster arrangements.

(g) Staffing Provisions

In accordance with obligations established by the *Industrial Relations Act 1996* (Section 69) any person who occupies the position of an employee on maternity leave must be informed that the employee has the right to return to her former position. Additionally, since an employee has the right to vary the period of her maternity leave; offers of temporary employment should be in writing, stating clearly the temporary nature of the contract of employment. The duration of employment should be also set down clearly; to a fixed date or until the employee elects to return to duty, whichever occurs first.

(h) Effect of Maternity Leave on Accrual of Leave, Increments, etc.

- (i) Unpaid maternity leave does not count as service for the purposes of accruing sick leave (unless the period of unpaid leave is less than one month, although it is unlikely that unpaid maternity leave would be for such a lesser period), annual leave (unless the period of unpaid maternity leave is less than 28 calendar days) or long service leave (unless the employee has completed ten years' service and the period of unpaid maternity leave is less than six months).
- (ii) Unpaid maternity leave is not to be counted as service for determining incremental progression. Periods of maternity leave at full pay and at half pay are to be regarded as service for incremental progression on a pro-rata basis. Notwithstanding the foregoing, increments based on age must be paid on attainment of the appropriate age.
- (iii) During a period of unpaid maternity leave the employee will not be required to meet the employer's superannuation liability. The employee will, however, be required to make any necessary arrangements for their own contributions.
- (iv) When the employee has resumed duties, any period of full pay leave is counted in full for the accrual of annual leave and any period of maternity leave on half pay is taken into account to the extent of one half thereof when determining the accrual of annual leave.

- (v) Except in the case of employees who have completed ten (10) years' service the period of maternity leave without pay does not count as service for long service leave purposes. Where the employee has completed ten (10) years' service, the period of maternity leave without pay shall count as service provided such leave does not exceed six (6) months.
 - (vi) Where public holidays occur during the period of paid maternity leave, payment is at the rate of maternity leave received, i.e. public holidays occurring in a period of full pay maternity leave are paid at full rate and those occurring during a period of half pay leave are paid at half rate.
- (i) **Illness Associated with Pregnancy**
- (i) If, because of an illness associated with her pregnancy, an employee is unable to continue to work, then she can elect to use any available paid leave (sick, annual and/or long service leave) or to take any sick leave without pay.
 - (ii) Where an employee is entitled to paid maternity leave but, because of illness or injury, is on workers' compensation, sick, annual, long service leave, or sick leave without pay prior to the birth, such leave will cease nine (9) weeks prior to the expected date of birth. The employee will then commence on maternity leave with the normal provisions applying.
- (j) **Effect of Premature Birth on Payment of Maternity Leave**
- An employee who gives birth prematurely prior to proceeding on maternity leave, shall be treated as being on maternity leave from the date she enters on leave to give birth to the child.
- (k) **Stillbirth**
- In the case of a stillbirth, (as classified by the Registry of Births, Deaths and Marriages) an employee may elect to take sick leave or maternity leave, subject to production of a medical certificate. She may resume duty at any time provided she produces a doctor's certificate as to her fitness.
- (l) **Miscarriage**
- In the event of a miscarriage, any absence from work is to be covered by the current sick leave provisions.
- (m) **Fitness to Continue Working During Pregnancy and Alternative Work**
- (i) Whilst an employee may commence maternity leave up to fourteen (14) weeks, prior to the expected date of birth, this is not compulsory. However, if an employee decides to continue working prior to taking maternity leave, she must be able to satisfactorily perform her normal duties.
 - (ii) Where, because of an illness or risk associated with her pregnancy, an employee cannot carry out the duties of her position, an employer is obligated, as far as practicable, to provide alternative employment in some other position that she is able to satisfactorily to perform, until maternity leave commences. A position to which an employee is transferred under these circumstances must be as close as possible in status and salary to her substantive position.
- (n) **Right to Return to Previous Position**
- (i) An employee who returns to work after maternity leave has a right to return to her former position.
 - (ii) Where this position no longer exists, the employee is entitled to be placed in a position nearest in status and salary to that of her former position and to which the employee is capable and/or qualified.

(o) Portability of Service for Paid Maternity Leave

When determining an employee's eligibility for paid maternity leave, continuous service with an organisation that is part of the government sector as defined in the Government Sector Employment Act 2013, as amended from time to time, will be recognised, provided that:

service was on a fulltime or permanent part-time (as specified) basis;

cessation of service with the former employer was not by reason of dismissal on any ground, except retrenchment or reduction of work;

the employee commences duty with the new employer on the next working day after ceasing employment with the former employer. (There may be a break in service of up to 2 months before commencing duty with the new employer, provided that the new position was secured before ceasing duty with the former employer. However, such a break in service will not be counted as service for the purpose of calculating any prior service prerequisite for paid maternity leave.)

Portability of service for paid maternity leave involves the recognition of service in government sector agencies for the purpose of determining an employee's eligibility to receive paid maternity leave. For example, where an employee moves between a Public Service Department and a public hospital, previous continuous service will be counted towards the service prerequisite for paid maternity leave.

B. Adoption Leave

(a) Eligibility for Adoption Leave

- (i) All fulltime and permanent part-time employees who are adopting a child and are to be the primary care giver of the child are entitled to unpaid adoption leave.
- (ii) Employees who are adopting a child and are to be the primary care giver of the child are entitled to paid adoption leave as follows:

Full-time employees

Employees who, prior to the date of taking custody of the child, have completed 40 weeks continuous service (of not less than 31.25 hours per week) are eligible for paid adoption leave.

Permanent part-time employees

Permanent part-time employees are employees engaged in a permanent part-time basis as defined by their Award. These employees are entitled to pro-rata paid adoption leave after forty (40) weeks continuous service.

- (iii) An employee who has once met conditions for paid adoption leave will not be required to again work the forty (40) weeks continuous service in order to qualify for a further period of paid adoption leave, unless:
 - (1) there has been a break in service where the employee has been re-employed or re-appointed after resignation, medical retirement, or after her services have been otherwise dispensed with; or
 - (2) the employee has completed a period of leave without pay of more than forty (40) weeks. In this context, leave without pay does not include sick leave without pay, maternity leave without pay, or leave without pay associated with an illness or injury compensable under the *Workers Compensation Act* (NSW) 1987.

(b) Entitlements

(i) Paid Adoption Leave

Eligible employees are entitled to fourteen (14) weeks at the ordinary rate of pay. This leave may commence from the date of taking custody of the child.

Paid adoption leave may be paid:

on a normal fortnightly basis; or

in advance in a lump sum; or

at the rate of half pay over a period of twenty-eight (28) weeks on a regular fortnightly basis.

Annual and/or long service leave credits can be combined with periods of adoption leave at half pay to enable an employee to remain on full pay for that period.

(ii) Unpaid Adoption Leave

Eligible employees are entitled to unpaid adoption leave as follows:

where the child is under the age of 12 months - a period of not more than 12 months from the date of taking custody;

where the child is over the age of 12 months and under 18 years old - a period of up to 12 months, such period to be agreed upon by both the employee and the employer.

(c) Applications for Adoption Leave

(i) Due to the fact that an employee may be given little notice of the date of taking custody of a child, employees who believe that, in the reasonably near future, they will take custody of a child, should formally notify the employer as early as practicable of the intention to take adoption leave, normally 8 weeks prior. This will allow arrangements associated with the adoption leave to be made.

(ii) A statement must also be provided from the adoption agency or appropriate body/government authority confirming that the applicant/employee is to have custody and the expected date of placement of the child.

(d) Applications for Further Adoption Leave

Same provisions as maternity leave.

(e) Variations of Adoption Leave

Same provisions as maternity leave.

(f) Staffing Provisions

Same provisions as maternity leave.

(g) Effect of Adoption Leave on Accrual of Leave, Increments, etc.

Same provisions as maternity leave.

(h) Right to Return to Previous Position

Same provisions as maternity leave.

(i) Portability of Service for Paid Adoption Leave

Same provisions as maternity leave.

C. Parental Leave

(a) Eligibility for Parental Leave

(i) Full-time employees

Employees who, prior to the expected date of birth or to the date of taking custody of the child, have completed 40 weeks continuous service (of not less than 31.25 hours per week) are eligible for parental leave.

(ii) Permanent part-time employees

Permanent part-time employees are employees engaged in a permanent part-time basis as defined by their Award. These employees are entitled to pro-rata paid parental leave after forty (40) weeks continuous service.

(iii) An employee who has once met conditions for parental leave will not be required to again work the forty (40) weeks continuous service in order to qualify for a further period of parental leave, unless:

- (1) there has been a break in service where the employee has been re-employed or re-appointed after resignation, medical retirement, or after her services have been otherwise dispensed with; or
- (2) the employee has completed a period of leave without pay of more than forty (40) weeks. In this context, leave without pay does not include sick leave without pay, maternity leave without pay, or leave without pay associated with an illness or injury compensable under the *Workers Compensation Act (NSW) 1987*.

(b) Entitlements

Eligible employees whose spouse or partner (including a same sex partner) is pregnant or is taking custody of a child, are entitled to a period of leave not exceeding 52 weeks, which includes one week of paid leave, and may be taken as follows:

- (i) an unbroken period of up to one week at the time of the birth of the child, taking custody of the child or other termination of the pregnancy (short parental leave).
- (ii) the entitlement of one week's paid leave may be taken at any time within the 52 week period and shall be paid:

at the employees ordinary rate of pay for a period not exceeding one week on full pay, or

two weeks at half pay or the period of parental leave taken, whichever is the lesser period.

- (iii) a further unbroken period of unpaid parental leave not exceeding 52 weeks when added to short parental leave in order to be the primary caregiver of the child (extended parental leave).
- (iv) extended parental leave cannot be taken at the same time as the employee's spouse or partner is on maternity or adoption leave, except as otherwise provided at subclause (a)(i) of Part D of this clause.

Annual and/or long service leave credits can be combined with periods of parental leave at half pay to enable an employee to remain on full pay for that period.

(c) Applications for Parental Leave

- (i) An employee who intends to proceed on parental leave should formally notify their employer of such intention as early as possible, so that arrangements associated with their absence can be made.
- (ii) The employee should give written notice of the intention to take the leave, at least four weeks before proceeding on leave, and should detail the dates on which they propose to start and end the period of leave. It is recognised in situations of taking custody of a child, little or no notice may be provided to the employee. In such an instance, the employee should notify the employer as early as practicable.
- (iii) The employee must, before the start of leave, provide a certificate from a medical practitioner confirming that their spouse or partner is pregnant and the expected date of birth, or in the case of an adoption, an official form or notification on taking custody of the child.
- (iv) In the case of extended parental leave, the employee must, before the start of leave, provide a statutory declaration by the employee stating:

if applicable, the period of any maternity leave sought or taken by his spouse, and

that they are seeking the period of extended parental leave to become the primary caregiver of the child.

(d) Variations of Parental Leave

Same provisions as maternity leave.

(e) Staffing Provisions

Same provisions as maternity leave.

(f) Effect of Parental Leave on Accrual of Leave, Increments, etc.

Same provisions as maternity leave.

(g) Right to Return to Previous Position

Same provisions as maternity leave.

(h) Portability of Service for Paid Parental Leave

Same provisions as maternity leave.

D. Right to Request

- (a) An employee entitled to maternity, adoption or parental leave may request the employer to allow the employee:
 - (i) to extend the period of simultaneous parental leave use up to a maximum of eight weeks;
 - (ii) to extend the period of unpaid maternity, adoption or extended parental leave for a further continuous period of leave not exceeding 12 months;
 - (iii) to return from a period of maternity, adoption or parental leave on a part-time basis until the child reaches school age;

to assist the employee in reconciling work and parental responsibilities.

- (b) The employer shall consider the request having regard to the employee's circumstances and, provided the request is genuinely based on the employee's parental responsibilities, may only refuse the request on reasonable grounds related to the effect on the workplace or the employer's business. Such grounds might include cost, lack of adequate replacement staff, loss of efficiency and the impact on customer service.
- (c) The employee's request and the employer's decision made under paragraphs (a)(ii) and (iii) of this Part must be recorded in writing.
- (d) Where an employee wishes to make a request under paragraph (a)(iii) of this Part:
 - (i) the employee is to make an application for leave without pay to reduce their full-time weekly hours of work;
 - (ii) such application must be made as early as possible to enable the employer to make suitable staffing arrangements. At least four weeks' notice must be given;
 - (iii) salary and other conditions of employment are to be adjusted on a basis proportionate to the employee's full-time hours, that is for long service leave the period of service is to be converted to the full-time equivalent and accredited accordingly.

E. Communication During Leave

- (a) Where an employee is on maternity, adoption or parental leave and a definite decision has been made to introduce significant change at the workplace, the employer shall take reasonable steps to:
 - (i) make information available in relation to any significant effect the change will have on the status or responsibility level of the position the employee held before commencing leave; and
 - (ii) provide an opportunity for the employee to discuss any significant effect the change will have on the status or responsibility level of the position the employee held before commencing leave.
- (b) The employee shall take reasonable steps to inform the employer about any significant matter that will affect the employee's decision regarding the duration of leave to be taken, whether the employee intends to request to return to work on a part-time basis.
- (c) The employee shall also notify the employer of changes of address or other contact details which might affect the employer's capacity to comply with subclause (a) of this Part.

24A. Lactation Breaks

- (i) This clause applies to employees who are lactating mothers. A lactation break is provided for breastfeeding, expressing milk or other activity necessary to the act of breastfeeding or expressing milk and is in addition to any other rest period and meal break as provided for in this Award.
- (ii) A fulltime employee or a part-time employee working more than four hours per day is entitled to a maximum of two paid lactation breaks of up to 30 minutes each per day or per shift.
- (iii) A part-time employee working four hours or less on any day or shift is entitled to only one paid lactation break of up to 30 minutes each per day or per shift worked.
- (iv) A flexible approach to lactation breaks can be taken by mutual agreement between an employee and their manager provided the total lactation break time entitlement is not exceeded. When giving consideration to any such requests for flexibility, a manager needs to balance the operational requirements of the organisation with the lactating needs of the employee.

- (v) The employer shall provide access to a suitable, private space with comfortable seating for the purpose of breastfeeding or expressing milk. Other suitable facilities, such as refrigeration and a sink, shall be provided where practicable. Where it is not practicable to provide these facilities, discussions between the manager and the employee will take place to attempt to identify reasonable alternative arrangements for the employee's lactation needs.
- (vi) Employees experiencing difficulties in effecting the transition from home based breastfeeding to the workplace will have telephone access in paid time to a free breastfeeding consultative service, such as that provided by the Australian Breastfeeding Association's Breastfeeding Helpline Service or the Public Health System.
- (vii) Employees needing to leave the workplace during time normally required for duty to seek support or treatment in relation to breastfeeding and the transition to the workplace may utilise sick leave or other leave in accordance with the Award.

25. Study Leave

Employees shall be granted Study Leave on such terms and conditions as prescribed by Section 6 of the NSW Health Policy Directive PD2019_010 Leave Matters for the NSW Health Service, as amended or replaced from time to time.

26. Trade Union Leave

Employees shall be granted Trade Union Leave on such terms and conditions prescribed by Section 14 of the NSW Health Policy Directive PD2019_010 Leave Matters for the NSW Health Service, as amended or replaced from time to time.

27. Long Service Leave

- (a) Employees shall be granted long service leave on such terms and conditions as may be applicable from time to time to officers employed under the provisions of the Government Sector Employment Act 2013, and the regulations made there under, as amended from time to time. This includes the taking of long service leave on half pay.
- (b) Where an employee has accrued a right to an additional rostered leave day off duty on pay prior to entering a period of long service leave such day shall be taken on the next working day immediately following the period of long service leave.
- (c) An employee returning to duty from long service leave shall be given the next additional rostered leave day off duty in sequence irrespective of whether sufficient credits have been accumulated or not.

28. Sick Leave

- (a) If the Service is satisfied that an employee is unable to perform his or her duties on account of illness, not attributable to the employee's misconduct, it shall grant to such employee leave of absence on full pay for a period or periods as follows:
 - (i) All employees shall be entitled to sick leave for a period or periods not exceeding in the aggregate of 114 hours in any period of twelve months.
 - (ii) In the event of an employee not taking the full period of 114 hours in any period of twelve (12) months, the untaken period of such leave shall accumulate. A maximum of 76 hours of the untaken hours in each period of twelve (12) months shall accumulate in respect of available sick leave which accumulated prior to 20 June 1980.
 - (iii) Periods of less than thirty-eight (38) hours shall not be re-credited to employees who are sick whilst on Annual or Long Service Leave.

- (b)
- (i) The Service shall not, with the sole object of avoiding obligations under this clause, terminate the services of an employee who is unable to perform his or her duties on account of illness and who is entitled to sick leave under this clause.
 - (ii) The employee shall notify the Service, where practicable, of his or her inability to attend for duty at least four (4) hours but in any case no less than one (1) hour before the commencement time of duty and inform the Service as far as possible the estimated duration of same.
- (c) All periods of sickness shall be certified by a legally qualified Medical Practitioner, provided however, that the Service may dispense with the requirements of a medical certificate where the absence does not exceed two (2) consecutive days or where, in the Service's opinion, circumstances are such as not to warrant such requirements.
- (d) An employee shall not be entitled to sick leave on full pay for any period in respect of which such employee is entitled to accident pay or workers' compensation, provided, however, that where an employee is not in receipt of accident pay, the Service shall pay to an employee, who has sick leave entitlements under this clause, the difference between the amount received, as workers' compensation and full pay. The employee's sick leave entitlement under this clause shall, for each week during which such difference is paid, be reduced by the proportion of hours which the difference bears to full-time hours. On the expiration of available sick leave, weekly workers compensation payments only shall be payable.
- (e) Any accumulation of sick leave standing to the credit of an employee at the date of commencement of this Award, shall be added to the leave which is accumulated pursuant to paragraph (a)(ii) of this clause.

SECTION 5. MISCELLANEOUS

29. Uniforms

- (a)
- (i) The Service shall provide each new employee with sufficient, suitable and serviceable uniforms as determined by the Service.
 - (ii) Uniforms provided shall be replaced by the Service upon condemnation in equivalent numbers.
 - (iii) The Service shall provide any other special clothing which the Service requires an employee to wear.
 - (iv) Articles of clothing issued under subclause (a)(i) and (a)(iii) of this clause remain the property of the Service and shall be returned by the employee upon request by the Service.
- (b) Any request for uniform replacement by the Service or an employee will not be unreasonably refused. In the event of refusal the provision of clause 32, Issues Resolution, of this Award, shall apply.
- (c) Employees required to wear a uniform shall be paid a laundry allowance as prescribed in Table 2, Allowances of Section 7, Monetary Rates.

30. Union Subscriptions

The Service agrees, subject to prior written authorisation by the employee, to deduct Union subscriptions from the pay of the authorising employee.

31. Accommodation

- (a) Officers, who at 9 December 2010 receive accommodation quarters rent free or payment for accommodation, will have the following entitlements whilst they remain in their current position and in their current location:
- (i) the entitlement to accommodation quarters rent free or payment for accommodation will cease 12 months after 23 December 2010;
 - (ii) after that time, any officer who elects to remain in an Ambulance Service residence will be required to pay half market rental for a period of 12 months and full market rental thereafter.
 - (iii) Managers' availability for operational responses is not altered by the agreed variation to this clause.

SECTION 6. AWARD PARAMETERS

32. Issues Resolution

- (a) The parties must:
- (i) Use their best endeavours to cooperate in order to avoid grievances and disputes arising between the parties or between the Service and individual employee(s);
 - (ii) Abide by the procedures set out in this clause to resolve any issue which might arise; and
 - (iii) Place emphasis on negotiating a settlement of any issue at the earliest possible stage in the process.
- (b) In this clause "issue" means any question, issue, grievance, dispute or difficulty which might arise between the parties about:
- (i) The interpretation, application or operation of this Award; or
 - (ii) Any allegation of discrimination in employment within the meaning of the Anti-Discrimination Act 1977 (NSW) which is not covered by established policies and procedures applicable to the Service, regardless of whether the issue relates to an individual employee or to a group of employees.
- (c) Any issue, and in the case of a grievance or dispute any remedy sought, must be discussed in the first instance by the employee(s) (or the Union on behalf of the employee(s) if the employee(s) so request) and the immediate supervisor of that employee(s).
- (d) If the issue is not resolved within a reasonable time it must be referred by the employee(s) immediate supervisor to his or her Supervisor (or his or her nominee) and may be referred by the employee(s) to the Union Organiser for the Service. Discussions at this level must take place and be concluded within two working days of referral or such extended period as may be agreed.
- (e) If the issue remains unresolved, it may be referred by any of the parties to more senior officials of the Union who must then confer with the General Manager Operations (and/or his or her nominee(s)) of the Service. The conclusions reached by those representatives must be reported to the parties within two working days of referral or such extended periods as may be agreed.
- (f) If these procedures are exhausted without the issue being resolved, or if any of the time limits set out in those procedures are not met, parties may seek to have the matter mediated by an agreed third party, or the matter may be referred, in accordance with the provisions of the *Industrial Relations Act 1996* (NSW), to the Industrial Relations Commission for its assistance in resolving the issue.

- (g) Unless agreed otherwise by the parties the status quo before the emergence of the issue must continue whilst these procedures are being followed. For this purpose, "status quo" means the work procedures and practices in place:
- (i) immediately before the issue arose; or
 - (ii) Immediately before any change to those procedures or practices, which caused the issue to arise, was made.
- The Service must ensure that all practices applied during the operation of these procedures are in accordance with safe working practices.
- (h) Throughout all the stages of these procedures adequate records must be kept by the parties of all discussions.
- (i) These procedures are to be facilitated by the earliest possible advice by one party to the other of any issue or problem which may give rise to a grievance or dispute.
- (j) All matters in dispute arising out of the application of this Award may be referred to a Disputes Committee consisting of not more than six (6) members with equal representation of the Corporation and the Union. Such Committee shall have the power to investigate all matters in dispute and report to the Corporation and the Union, respectively, with such recommendation as it may think right and in the event of no mutual decision being arrived at by the Committee, the matter in dispute may be referred to the Industrial Relations Commission of N.S.W.

33. Anti-Discrimination

- (a) It is 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.
- (b) 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.
- (c) 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.
- (d) Nothing in this clause is to be taken to affect:
- (i) Any conduct or act which is specifically exempted from anti-discrimination legislation;
 - (ii) Offering or providing junior rates of pay to persons under 21 years of age;
 - (iii) Any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
 - (iv) A party to this Award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.
- (e) 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 this 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."

34. Benefits Not to be Withdrawn

Except in so far as altered expressly or by necessary implication, nothing in his Award shall in itself, be deemed or be construed to reduce the wages of any employee at the date of the commencement of this Award.

35. No Extra Claims

Other than as provided for in the *Industrial Relations Act 1996* and the Industrial Relations (Public Sector Conditions of Employment) Regulation 2014, there shall be no further claims/demands or proceedings instituted before the Industrial Relations Commission of New South Wales for extra or reduced wages, salaries, rates of pay, allowances or conditions of employment with respect to the employees covered by the Award that take effect prior to 30 June 2022 by a party to this Award.

36. Area, Incidence and Duration

- (a) This Award rescinds and replaces the Operational Ambulance Managers (State) Award 2019 published 24 April 2020 (387 I.G. 770) and all variations thereof.
- (b) This Award shall apply to persons employed in classifications contained herein employed by the Ambulance Service of New South Wales.
- (c) This Award takes effect from 1 July 2021 and shall remain in force for a period of one year.

SECTION 7. MONETARY RATES

Note: All rates contained in the following tables have effect from the dates specified.

Table 1 - Salaries

| Classification | Rates from 05/07/2021 Per Annum Minimum \$ | Rates from 05/07/2021 Per Annum Maximum \$ |
|---------------------------|--------------------------------------------------|--------------------------------------------------|
| Operational Manager | | |
| Level 1 | 114,516 | 119,971 |
| Level 2 | 117,240 | 139,059 |
| Level 3 | 136,329 | 155,416 |
| Level 4 | 152,687 | 182,684 |
| Level 5 | 179,953 | 201,770 |
| Operations Centre Manager | | |
| Level 1 | 111,579 | 116,892 |
| Level 2 | 114,232 | 135,487 |
| Level 3 | 132,829 | 151,426 |
| Level 4 | 148,765 | 177,993 |
| Level 5 | 175,333 | 196,589 |

Table 2 - Allowances

| Item No. | Clause No. | Allowance Description | Rate from 05/07/2021 \$ |
|----------|------------|---------------------------------------------------------------------|-------------------------|
| 1 | 16 | Climatic and Isolation Allowance - Time and Half Zone - (per week)* | 4.90 |
| 2 | 16 | Climatic and Isolation Allowance - Double Zone (per week)* | 9.70 |
| 3 | 29 | Laundry (per week)* | 14.00 |

* Rate moves independently to Award wages increase.

D. SLOAN, *Commissioner*

Printed by the authority of the Industrial Registrar.

PARAMEDICS AND CONTROL CENTRE OFFICERS (STATE) AWARD 2021

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Ministry of Health.

(Case No. 188682 of 2021)

Before Commissioner Sloan

23 July 2021

AWARD

1. Title

This Award shall be known as the "Paramedics and Control Centre Officers (State) Award 2021".

2. Arrangement

| Clause No. | Subject Matter |
|------------|----------------|
|------------|----------------|

- | | |
|----|-------------|
| 1. | Title |
| 2. | Arrangement |

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SECTION 1 - GENERAL

3. Object

The parties seek to achieve excellence in the provision of ambulance services for New South Wales through an efficient and effective pre-hospital emergency care and health related transport system.

4. Definitions

"Day Worker" means an employee who works his or her ordinary hours from Monday to Friday inclusive and who commences work on such days between 6:00 a.m. and 10:00 a.m. inclusive.

"Employee" means an Officer and/or Control Centre Officer/Paramedic of the Service who is employed pursuant to this Award.

"Employer" means the Secretary of the Ministry of Health exercising employer functions on behalf of the Government of New South Wales (and includes a delegate of the Secretary).

"Modified Hours Roster" means any roster which arranges the hours of duty of full-time employees in a format other than on an eight (8) hours per shift basis.

"Officer and/or Control Centre Officer/Paramedic" means an employee of the Service who is employed pursuant to this Award.

"Service" means continuous service with one or more District Committees prior to 13 April 1973, and continuous service of the New South Wales Ambulance Board on and from 13 April 1973, and continuous service of the Health Commission on and from 1 January 1977 and continuous service of the Health Administration Corporation on and from 17 August 1982, and continuous service with the NSW Department of Health on and from 17 March 2006, and continuous service with the Ministry of Health on and from 5 October 2011.

"The Service" means the Ambulance Service of New South Wales.

"Shift Worker" means an employee who is not a day worker as defined. "The Ministry" means the Ministry of Health.

"Union" means the Health Services Union NSW and/or Australian Paramedics Association (NSW).

The "Working Week" for the purpose of this Award, shall commence on Saturday and finish on Friday.

5. Classifications

(a) Division 1

- (i) Trainee Patient Transport Officer means an employee who is undertaking the necessary and relevant training and work experience as determined by the Service to become a Patient Transport Officer and who is appointed to an approved Trainee Patient Transport Officer position.

This category of employee will be involved in routine and non-emergency patient transport utilising basic life support skills. Inter alia, this category of employee will receive training and certification in occupational health and safety, ambulance first aid, driver training, patient handling, oxygen administration, equal employment opportunity, anti-discrimination and anti-harassment.

- (ii) Patient Transport Officer means an employee who has successfully completed the necessary and relevant training and work experience as determined by the Service to become a Patient Transport Officer and who is appointed to an approved Patient Transport Officer position. Provided that such an employee shall be required to undertake and successfully complete further instruction/in-service courses necessary for Patient Transport Officers as determined by the Service.

This category of employee will be involved in routine and non-emergency patient transport utilising basic life support skills. This category of employee will not be utilised to crew ambulances engaged in emergency/casualty response.

Provided that such an officer shall be required to undertake and successfully complete further instruction/in service courses and certification examinations as required by the Service every three years.

The parties agree that this classification will remain a source of alternative duties for injured officers requiring rehabilitation as a result of workplace injury.

(b) Division 2

- (i) Trainee Paramedic means an employee who is undertaking the necessary and relevant training and work experience as determined by the Service to become a Paramedic Intern and who is appointed to an approved Trainee Paramedic position.

This category of employee will be involved in emergency and routine patient transport as a second officer utilising emergency and basic life support skills. Inter alia, this category of employee will receive training and certification in emergency ambulance care, protocols, procedures and pharmacology, anatomy and physiology, patient handling, occupational health and safety, equal employment opportunity, anti-discrimination, anti-harassment and driver training.

- (ii) Paramedic Intern means an employee who is undertaking the necessary and relevant training and work experience as determined by the Service to become a Paramedic and who is appointed to an approved Paramedic Intern position.
- (iii) Paramedic means an employee who has successfully completed the necessary and relevant training and work experience as determined by the Service to become a Paramedic and who is appointed to an approved Paramedic position. Provided that such an employee shall be required to undertake and successfully complete further instruction/in-service courses necessary for the maintenance of their clinical certificate to practice and the reissue of their clinical certificate to practice every three (3) years.
- (iv) Paramedic Specialist means an employee who has successfully completed the requirements to be a Paramedic and who has completed the necessary and relevant training and work experience as determined by the Service to become a Paramedic Specialist. Paramedic Specialist will include:
1. Intensive Care Paramedic means an employee who has completed the necessary and relevant training and work experience as determined by the Service to become a Paramedic Specialist - Intensive Care Paramedic and who is appointed to an approved Intensive Care Paramedic position.
 2. Extended Care Paramedic means an employee who has completed the necessary and relevant training and work experience as determined by the Service to become a Paramedic Specialist - Extended Care Paramedic and who is appointed to an approved Extended Care Paramedic position.
 3. Other such specialist categories as may be developed between the parties.

Provided that such an employee shall be required to undertake and successfully complete further instruction/in-service courses necessary for the maintenance of their clinical certificate to practice and the reissue of their clinical certificate to practice every three years.

- (v) Critical Care Paramedic (Aeromedical) means an employee who has completed the necessary and relevant training and work experience as a Paramedic Specialist as determined by the Service to be a Critical Care Paramedic (Aeromedical) and who is appointed to an approved Critical Care Paramedic (Aeromedical) position or is working as an independent Critical Care Paramedic (Aeromedical) on a Critical Care Paramedic (Aeromedical) roster.

Critical Care Paramedics (Aeromedical) are not entitled to the Specialist Allowance which is set out in Item 1 of Table 2A - Allowances of Section 8, Monetary Rates, of this Award.

- (vi) Critical Care Paramedic (Aeromedical) Team Leader means an employee who has completed the requirements for a Critical Care Paramedic (Aeromedical) and who has successfully completed the requirements for and is appointed to a Critical Care Paramedic (Aeromedical) Team Leader position identified as such by the Service.

Critical Care Paramedic (Aeromedical) Team Leaders are not entitled to the Specialist Allowance which is set out in Item 1 of Table 2A - Allowances of Section 8, Monetary Rates, of this Award.

- (vii) Team Leader (rank insignia will be in accordance with the Service's Uniform Policy, as amended or replaced from time to time) means an employee who has successfully completed the requirements as set out for Paramedic and who has successfully completed the requirements for and is appointed to a Team Leader position identified as such by the Service. Provided that such an employee shall be required to undertake and successfully complete further instruction/in-service courses necessary for the maintenance of their clinical certificate to practice and the reissue of their clinical certificate to practice every three years.
- (viii) Station Manager (rank insignia will be in accordance with the Service's Uniform Policy, as amended or replaced from time to time) means an employee who has successfully completed the requirements as set out for Paramedic and who has successfully completed the requirements for and is appointed to a Station Manager position identified as such by the Service. Provided that such an employee shall be required to undertake and successfully complete further instruction/in-service courses necessary for the maintenance of their clinical certificate to practice and the reissue of their clinical certificate to practice every three years.
- (ix) District Manager (rank insignia will be in accordance with the Service's Uniform Policy, as amended or replaced from time to time) means an employee who has successfully completed the requirements as set out for a Paramedic and who has successfully completed the requirements for and is appointed to a District Manager position identified as such by the Service. Provided that such an officer shall be required to undertake and successfully complete further instruction/in-service courses and certification examinations as required by the Service every three years.
- (x) Ambulance Clinical Educator (rank insignia will be in accordance with the Service's Uniform Policy, as amended or replaced from time to time) means an employee who has successfully completed the requirements for and is appointed to an Ambulance Clinical Educator position identified as such by the Service.

This category of employee will be principally involved in the Clinical Science theory and clinical education of employees utilising advanced educational and management skills.

This category of employee will be principally involved with Clinical Science theory and paramedical, competency based education and training programs, will be required to give advice about and be responsible for the development of clinical science based curricula, adult education and education modalities and will be required to give advice to employees regarding course content, course progression and learning techniques. The Clinical Educator is also required to manage clinical and paramedical education courses and programs.

Clinical Educators not holding a certificate to practice shall be required to undertake and successfully complete further instruction/in-service courses as required by the Service.

Clinical Educators who are eligible for and who wish to maintain a certificate to practice shall be required to undertake and successfully complete further instruction/in-service courses necessary for the maintenance of their certificate to practice and the reissue of their certificate to practice every three years.

- (xi) Ambulance Paramedic Educator means an employee who has successfully completed the requirements for and is appointed to an Ambulance Paramedic Educator position identified as such by the Service.

This category of employee will be principally involved theoretical and paramedical, competency based education and training programs, will be required to give advice about and be responsible for the development of paramedical based curricula, adult education and education modalities and will be required to give advice to employees regarding course content, course progression and learning techniques. The Paramedic Educator is also required to manage paramedical education courses and programs.

Provided that such an employee shall be required to undertake and successfully complete further instruction/in-service courses necessary for the maintenance of their certificate to practice and the reissue of their certificate to practice every three years.

- (xii) Ambulance Clinical Training Officer means an employee who has successfully completed the requirements for and is appointed to an Ambulance Clinical Training Officer position identified as such by the Service.

This category of employee will be principally involved in the provision of training on an individual or small group basis in the local area and primarily would rely on training material developed on a central basis with project input by some or all of the Clinical and Paramedic Training Officers.

The Clinical Training Officer is responsible for the planning, delivery and evaluation of education and training programs for operational staff, including Trainee Paramedics, Paramedics and Patient Transport Officers that are consistent with National Competency Standards and the Service's policies and procedures.

Provided that such an employee shall be required to undertake and successfully complete further instruction/in-service courses necessary for the maintenance of their certificate to practice and the reissue of their certificate to practice every three years.

- (xiii) Control Centre (Standby) Allowance means the allowance paid to Paramedic, Paramedic Specialist, Team Leader, Station Manager or District Manager who has completed the training required by the Service and may be reasonably required by the Service to undertake the duties of an Ambulance Control Centre Officer, Duty Control Centre Officer and/or a Senior Control Centre Officer.

The allowance as set out in Item 2 of Table 2B - Additional Allowances of Section 8, Monetary Rates, shall be regarded as part of the salary for all purposes of this Award.

- (xiv) Rescue (Standby) Allowance means the allowance paid to a Paramedic, Paramedic Specialist, Team Leader, Station Manager or District Manager who has completed the training required by the Service and may be reasonably required by the Service to be rostered to an accredited Ambulance Rescue Unit.

The allowance as set out in Item 2 of Table 2A - Allowances of Section 8, Monetary Rates, shall be regarded as part of the salary for all purposes of this Award.

- (xv) Specialist Allowance is paid to an employee who has successfully completed the requirements for and is appointed by the Service to an identified Specialist position of Special Casualty Access Team (SCAT), Special Operations Team (SOT), Rescue and/or other specialties as agreed to by the parties. Provided that such an employee shall be required to undertake and successfully complete further instruction/in service courses and certification examinations as required by the Service every three years.

The allowance as set out in Item 1 of Table 2A - Allowances of Section 8, Monetary Rates, shall be regarded as part of the salary for all purposes of this Award.

- (xvi) Trainee Ambulance Control Centre Officer means an employee who is required to undertake and successfully complete the requirements for appointment to an Ambulance Control Centre Officer position identified as such by the Service.

This category of employee will be involved in the dispatch and movement of emergency and non-emergency ambulances utilising the Service's Computer Aided Dispatch and Telecommunication systems. Inter alia this category of employee will receive training and certification by the Service in Occupational Health and Safety, Ambulance First Aid, Medical Terminology, Computer Aided Dispatch and Telecommunications Systems, Computer mapping, emergency vehicle movement coordination, Equal Employment Opportunity, Anti-Discrimination and Anti-Harassment.

Paramedic Interns, Paramedics, Paramedic Specialists, Team Leaders, Station Managers, and District Managers are to be paid in addition to their current wage, the Control Centre Allowance as set out in Item 2 of Table 2B - Additional Allowances of Section 8, Monetary Rates.

- (xvii) Ambulance Control Centre Officer means an employee who has successfully completed the requirements as set out for Trainee Ambulance Control Centre Officer and who is appointed to an Ambulance Control Centre Officer position identified as such by the Service.

This category of employee will be involved in the dispatch and movement of emergency and non-emergency ambulances utilising the Service's Computer Aided Dispatch and Telecommunication systems.

Provided that such an officer shall be required to undertake and successfully complete further instruction/in service courses and certification examinations as required by the Service every three years. The parties agree that this classification will remain a source of alternative duties for injured officers requiring short term rehabilitation as a result of a workplace injury in which case they will need to be provided with training and successfully complete the requirements set out for a Trainee Ambulance Control Centre Officer.

- (xviii) Ambulance Control Centre Officer - Paramedic and Paramedic Specialist

Paramedics, Paramedic Specialists, Team Leaders, Station Managers and District Managers who are permanently appointed to positions of Ambulance Control Centre Officer are to be paid up to the maximum rate applicable for a Paramedic Specialist and are to be paid, in addition to their wages and allowances, the Control Centre Allowance as set out in Item 2 of Table 2B - Additional Allowances of Section 8, Monetary Rates. This allowance is only applicable to Paramedics, Paramedic Specialists, Station Managers and District Managers for the time in which Control Centre activities are undertaken.)

- (xix) Ambulance Control Centre Officer - Non-Paramedic

Non paramedic officers are paid at the rates specified in Table 1B - Control Centre Staff - Wages of Section 8, Monetary Rates.

- (xx) Duty Control Centre Officer means an employee who has successfully completed the requirements as set out for an Ambulance Control Centre Officer and who has successfully completed the requirements for and is appointed to a Duty Control Centre Officer position identified as such by the Service.

This category of employee will be involved in the dispatch and movement of emergency and non-emergency ambulances utilising the Service's Computer Aided Dispatch and Telecommunication systems utilising management skills.

This category of employee will be required to give advice regarding emergency and non-emergency ambulance care and may be required to be involved in emergency and routine patient transport utilising management skills in addition to emergency and basic life support skills.

Provided that such an officer shall be required to undertake and successfully complete further instruction/in service courses and certification examinations as required by the Service every 3 years.

(xxi) Duty Control Centre Officer - Paramedic

Paramedic officers are paid at the rates specified in Table 1B - Control Centre Staff - Wages of Section 8, Monetary Rates.

(xxii) Duty Control Centre Officer - Non-Paramedic

Non paramedic officers are paid at the rates specified in Table 1B - Control Centre Staff - Wages of Section 8, Monetary Rates.

(xxiii) Senior Control Centre Officer means an employee who has successfully completed the requirements as set out for a Paramedic and who has successfully completed the requirements for and is appointed to a Senior Control Centre Officer position identified as such by the Service.

This category of employee will be involved in the dispatch and movement of emergency and non-emergency ambulances utilising the Service's Computer Aided Dispatch and Telecommunication systems utilising management skills.

This category of employee will be required to give advice regarding emergency and non-emergency ambulance care and may be required to be involved in emergency and routine patient transport utilising management skills in addition to emergency and basic life support skills.

Provided that such an officer shall be required to undertake and successfully complete further instruction/in service courses and certification examinations as required by the Service every 3 years.

(xxiv) Aeromedical Control Centre Officer means an employee who has successfully completed the requirements for and is appointed to an Aeromedical Control Centre Officer position identified as such by the Service. Provided that such an officer shall be required to undertake and successfully complete further instruction/in service courses and certification examinations as required by the Service every 3 years.

6. Introduction of Change

Any proposal that will significantly affect employees covered by the Award will be the subject of genuine consultation between the parties.

Should such a change lead to an expanded scope of practice for any classification or group of employees covered by this Award, the parties agree to discuss the impact of this on the classification structure.

SECTION 2 - EMPLOYMENT CONDITIONS

7. Employees' Duties

- (a) The Service may direct an employee to carry out such duties as are reasonable, and within the limits of the employee's skills, competence and training consistent with the employee's classification, provided that such duties are not designed to promote de-skilling.
- (b) The Service may direct an employee to carry out such duties and use such tools and equipment as may be required, provided that the employee has been properly trained and is currently certified in the use of such tools and equipment.
- (c) Any direction issued by the Service pursuant to subclause (a) and (b) of this clause shall be consistent with the Service's duties to provide a safe and healthy working environment.
- (d) The application of subclause (a) of this clause shall be undertaken in a fair, reasonable and sensible manner.

8. Vacancies and Promotion

- (a) Advertisement of vacant positions shall be notified throughout the Service by regular vacancy circulars distributed via the Service Intranet.
- (b) Appointments shall be made on the basis of merit.
- (c) The vacancy shall be filled from applications received, provided that the Service can re- advertise the position if necessary.
- (d) Subclauses (a), (b), and (c) are overruled to the extent necessary for the implementation of the Ambulance Service's lateral transfer policy. Any changes to this policy will be the subject of consultation.
- (e) Remote Incentive Initiative: Employees may be granted incentives pursuant to such terms and conditions prescribed in NSW Health's IB2017_038 'Rural and Remote Incentive Scheme' as amended or replaced from time to time. Any change or variation to the terms and conditions contained in this Information Bulletin will be the subject of consultation. Further, unless agreed between the parties to this award, termination of this incentive scheme will not occur prior to the expiration of this award.

9. Appointment of Officers

- (a) All employees appointed, excepting Trainee Patient Transport Officers, shall be appointed on probation for a period of twelve months from the date of their appointment or re-appointment to the Service. For Trainee Patient Transport Officers, the period of probation will be six months from the date of appointment or re-appointment to the Service.
- (b) An employee engaged under this Award shall be engaged as a permanent full-time, permanent part-time, temporary full-time, temporary part-time, or casual.
- (c) Every employee will be provided with a position description as developed between the parties commensurate with their position, which he or she will be required to sign.
- (d) Permanent Full-Time Employee
 - (i) A permanent full-time employee is a permanent employee who is required to work an average of 38 hours per week in accordance with clause 20, Hours of Duty.
- (e) Permanent Part-Time Employee
 - (i) A permanent part-time employee is permanently appointed by the Service to work a specified number of hours per week, which are less than the full-time hours prescribed in clause 20, Hours of Duty.
 - (ii) A permanent full-time employee may also work as a permanent part-time employee for an approved specified period of time e.g. 12 months. The parties recognise that permanent part-time employment will provide flexible working arrangements for employees to cater for personal requirements such as family responsibilities. At the conclusion of the approved specified period of time, the employee will revert to their permanent full-time status.
 - (iii) Permanent part-time employees shall work in accordance with rosters exhibited in each station at least 7 days in advance of the commencing date of the roster and shall show the hours of duty for the agreed roster period or 28 days, whichever is the greater.
 - (iv) Permanent part-time employees shall be paid an hourly rate calculated on the basis of one thirty-eighth of the rate prescribed in Table 1A - Wages or Table 1B - Control Centre Staff - Wages of Section 8, Monetary Rates, with a minimum payment of two hours for each start.

- (v) Permanent part-time employees shall be entitled to payment of the allowances prescribed by clause 13, Climatic and Isolation Allowance, in the same proportion as the actual hours worked per week bear to full-time hours.
 - (vi) Employees engaged under this clause shall not be entitled to allocated days off as prescribed in clause 21, Allocated Days Off.
 - (vii) Employees engaged under this clause shall be entitled to all other benefits not otherwise expressly provided for herein at the same proportion as their actual hours of work bear to full-time hours.
 - (viii) All time worked by permanent part-time employees in excess of the rostered daily ordinary hours of work prescribed for the majority of full-time employees on that shift in the unit or section concerned shall be paid for at the rate of time and one-half for the first two hours and double time thereafter.
 - (ix) Time worked up to the rostered daily ordinary hours of work prescribed for a majority of the full-time employees employed on that shift in the unit or section concerned shall not be regarded as overtime but an extension of the contract hours for that day and shall be paid at the ordinary rate of pay.
 - (x) Permanent part-time employees will be required to undertake and successfully complete all the requirements applicable to permanent full-time employees as defined in clause 5, Classifications.
- (f) Temporary Employee
- (i) A temporary employee is engaged for a continuous fixed period of time. The duties may include the provision of relief for permanent employees, conduct of specific projects or the provision of services which are not recurrent in nature.
 - (ii) A temporary employee may be full-time or part-time.
 - (iii) A temporary employee shall be paid for the number of hours worked each week on an hourly rate calculated at the same hourly rate as prescribed for a full-time employee in the same classification plus 10 per cent loading. The loading shall not apply if:
 - 1. The period of employment extends beyond 13 weeks
 - 2. The employer and the employee agree, during the 13 weeks, that the employee will be employed on a permanent basis.
 - (iv) A temporary employee shall be entitled to a minimum payment of 2 hours for each start.

Time worked up to the rostered daily ordinary hours of work prescribed for a majority of the full-time employees employed on that shift in the station, unit or section concerned shall not be regarded as overtime but an extension of the contract hours for that day and shall be paid at the ordinary rate of pay.
 - (v) Temporary employees will be required to undertake and successfully complete all the requirements applicable to permanent full-time employees as defined in clause 5, Classifications.
- (g) Casual Employee
- (i) A casual employee is engaged on an hourly basis for a short period of time. The nature of the work performed would be irregular, intermittent, urgent or short term. However, employees will be allocated sufficient hours of work required to maintain a certificate to practice.
 - (ii) Time worked up to the rostered daily ordinary hours of work prescribed for a majority of the full-time employees employed on that shift in the station, unit or section concerned shall not be

regarded as overtime but an extension of the contract hours for that day and shall be paid at the ordinary rate of pay.

- (iii) Casual employees will be paid an hourly rate calculated on the basis of one thirty-eighth of the appropriate rate prescribed for the appropriate classification in clause 5, Classifications, plus 10% loading with a minimum payment of two hours for each start. This loading is in recognition of the casual nature of the work and the leave entitlements forgone. Annual leave entitlements are in accordance with the *Annual Holidays Act 1944*, as amended or replaced from time to time.
- (iv) Casual employees will be required to undertake and successfully complete all the requirements applicable to permanent full-time employees as defined in clause 5, Classifications.

(h) Secure Employment

Objective of this Clause

The objective of this clause is for the Service to take all reasonable steps to provide its employees with secure employment by maximising the number of permanent positions in the workforce, in particular by ensuring that casual employees have an opportunity to elect to become fulltime or part-time employees.

Casual Conversion

- (i) A casual employee engaged by the Service on a regular and systematic basis for a sequence of periods of employment under this Award during a calendar period of six months shall thereafter have the right to elect to have his or her ongoing contract of employment converted to permanent full-time employment or part-time employment if the employment is to continue beyond the conversion process prescribed by this subclause.
- (ii) The Service shall give such a casual employee notice in writing of the provisions of this subclause within four weeks of the employee having attained such period of six months. However, the employee retains his or her right of election under this subclause if the Service fails to comply with this notice requirement.
- (iii) Any casual employee who has a right to elect under subclause (h)(i) of this clause, upon receiving notice of said subclause (h)(ii) or after the expiry of the time for giving such notice, may give four weeks' notice in writing to the Service that he or she seeks to elect to convert his or her ongoing contract of employment to full-time or part-time employment, and within four weeks of receiving such notice from the employee, the Service shall consent to or refuse the election, but shall not unreasonably so refuse. Where the Service refuses an election to convert, the reasons for doing so shall be fully stated and discussed with the employee concerned, and a genuine attempt shall be made to reach agreement. Any dispute about a refusal of an election to convert an ongoing contract of employment shall be dealt with as far as practicable and with expedition through the disputes settlement procedure.
- (iv) Any casual employee who does not, within four weeks of receiving written notice from the Service, elect to convert his or her ongoing contract of employment to full-time employment or part-time employment will be deemed to have elected against any such conversion.
- (v) Once a casual employee has elected to become and been converted to a full-time employee or a part-time employee, the employee may only revert to casual employment by written agreement with the Service.
- (vi) If a casual employee has elected to have his or her contract of employment converted to full-time or part-time employment in accordance with paragraph (h)(iii) of this clause, the Service and employee shall, in accordance with this subclause, and subject to said paragraph (h)(iii), discuss and agree upon:
 - a. whether the employee will convert to full-time or part-time employment; and

- b. if it is agreed that the employee will become a part-time employee, the number of hours and the pattern of hours that will be worked either consistent with any other part-time employment provisions of this Award or pursuant to a part-time work agreement made under Chapter 2, Part 5 of the *Industrial Relations Act 1996* (NSW);

Provided that an employee who has worked on a full-time basis throughout the period of casual employment has the right to elect to convert his or her contract of employment to full-time employment and an employee who has worked on a part-time basis during the period of casual employment has the right to elect to convert his or her contract of employment to part-time employment, on the basis of the same number of hours and times of work as previously worked, unless other arrangements are agreed between the Service and the employee.

- (vii) Following an agreement being reached pursuant to paragraph (vi) of this subclause, the employee shall convert to full-time or part-time employment. If there is any dispute about the arrangements to apply to an employee converting from casual employment to full-time or part-time employment, it shall be dealt with as far as practicable and with expedition through the disputes settlement procedure.
- (viii) An employee must not be engaged and re-engaged, dismissed or replaced in order to avoid any obligation under this subclause.

10. Termination of Employment

- (a) Employment shall be terminated by two weeks' notice in writing by either party or by the giving or forfeiting, as the case may be, of two weeks' wages in lieu of notice.
- (b)
- (i) Employees with a credit of hours accrued towards an allocated day(s) off duty as prescribed in clause 21, Allocated Days Off, shall be paid for such accrual upon termination.
- (ii) Employees with a credit of hours accrued as a result of working a roster in accordance with subclause (a) of clause 20, Hours of Duty, shall be paid for such accrual upon termination.
- (iii) Employees with a debit of hours accrued as a result of working a roster in accordance with subclause (a) of clause 20, Hours of Duty, shall reimburse the Service for such accrual upon termination.
- (iv) Employees with a credit of hours accrued as a result of opting for time off in lieu of overtime in accordance with subclause (a) of clause 26, Time Off in Lieu of Overtime, shall be paid for such accrual upon termination at the appropriate overtime rate based on the rate of pay applying at the time of termination.
- (c) The Service shall, upon request by the employee, give the employee a signed statement outlining the period of employment.

SECTION 3 - WAGES AND MONETARY ENTITLEMENTS

11. Wages

- (a) Employees shall not be paid less than the minimum wages for their classification as set out in Table 1A - Wages and Table 1B - Control Centre Staff - Wages Section 8, Monetary Rates.
- (b) Wages shall be paid fortnightly by electronic transfer.
- (c) For each pay day, employees shall be furnished with a statement showing the gross amount of ordinary wages and overtime, together with separate details of all deductions.

- (d) Overtime and penalty rates shall be paid within one week of the end of the pay period in which such overtime or penalty rates were worked.
- (e) Employees shall have their salary paid into one account with a bank or other financial institution in New South Wales, as nominated by the employee, except where agreement as to another method of payment has been reached between the Unions and the Service due to the isolation of an ambulance station. Salaries shall be deposited by the employer in sufficient time to ensure that wages are available for withdrawal by employees no later than pay day; provided that this requirement shall not apply where employees nominate accounts of non-bank financial institutions which lack the technological or other facilities to process salary deposits within 24 hours of the employer making their deposits with such financial institutions, but in such cases the employer shall take all reasonable steps to ensure that the wages of such employees are available for withdrawal by no later than pay day.

12. Allowance and Classification Arrangements

- (a) An employee who is paid an allowance or at a classification, for which there is a certification or qualification requirement, will cease to have an entitlement to such payment if the employee:
 - (i) Fails to successfully complete further instruction/in service courses and/or certification examinations as required by the Service every three years or;
 - (ii) Elects not to undertake further instruction/in service courses and/or certification examinations as required by the Service every three years.
 - (iii) Applies for and obtains a transfer to a position which is not a nominated position requiring such skills.
- (b) Payment of shift penalties and other work related allowances or payments to employees subject to misconduct/disciplinary inquiries will be made on the terms and conditions prescribed by the NSW Health Policy Directive PD2018_031, Managing Misconduct, as amended or replaced from time to time.

13. Climatic and Isolation Allowance

- (a) Subject to subclause (b) of this clause, employees attached to ambulance stations situated upon or to the west of a line drawn as herein specified, shall be paid the allowance specified in Item 6 of Table 2A - Allowances of Section 8, Monetary Rates, in addition to the salary to which they are otherwise entitled. The line shall be drawn as follows, viz:

Commencing at Tocumwal and thence to the following towns in the order stated, namely - Lockhart, Narrandera, Leeton, Peak Hill, Gilgandra, Dunedoo, Coolah, Boggabri, Inverell and Bonshaw.
- (b) Employees attached to ambulance stations situated upon or to the west of a line drawn as herein specified shall be paid the allowance asset out in Item 7 of the said Table 2A - Allowances of Section 8, Monetary Rates, in addition to the salary to which they are otherwise entitled. The line shall be drawn as follows, viz:

Commencing at a point on the right bank of the Murray River opposite Swan Hill (Victoria) and thence to the following towns in the order stated namely - Hay, Hillston, Nyngan, Walgett, Collarenebri and Mungindi.
- (c) The allowances prescribed by this clause are not cumulative.
- (d) Except for the computation of overtime the allowances prescribed by this clause shall be regarded as part of the salary for the purposes of this Award.

14. Travelling Time and Expenses

- (a) Except where subclause (c) of clause 16, Relieving Other Members of Staff, an employee who is directed to report for duty at a station other than that to which he or she is appointed shall travel to and

from such station in the Service's time and the employee's fares and incidental expenses shall be paid by the Service, unless otherwise agreed between the Service and the employee.

If such travel is undertaken outside rostered hours, the employee shall be reimbursed at ordinary rates for the time spent travelling in excess of the normal time taken to travel between his or her home and the station to which he or she is appointed.

- (b) If an employee is rostered to a shift requiring him or her to work at more than one station in a working week, the employee's fares in excess of the fares to the employee's appointed station shall be paid in full.
- (c) Where an employee, with the prior approval of the Service, travels by the employee's own motor vehicle, the employee shall be paid the same casual rate that applies to those covered by the Crown Employees Public Service Conditions of Employment Award, as amended or replaced from time to time (currently prescribed by the Department of Premier and Cabinet Circular C2021-03 Meal, Travelling and Other Allowances for 2020-21) for all kilometres travelled in excess of the kilometres that the employee would normally travel between the employee's usual place of residence and the ambulance station to which he or she is appointed and return to such residence.
- (d) Travel, either by public transport or own mode of conveyance, shall in all instances be by the most direct route.

15. Travelling on Cases

- (a) Where an employee is required to transport a case which involves eight hours or more travelling, the employee shall be paid all travelling expenses including meals and accommodation and, if not staying overnight at the point of turn around, shall be permitted a meal either before commencing or during the return journey.
- (b) An employee directed to have a meal away from his or her station will be paid a crib/ meal away from station allowance in accordance with existing provisions and practice. In determining existing practice, in regard to the following:
 - (i) That allowances do not apply to crib breaks taken by Trainee Patient Transport Officers and Patient Transport Officers.
 - (ii) The agreement between the parties in 1988 under the Commission's then Structural Efficiency Principle.
 - (iii) That this provision does not apply to employees in Control Centres.
- (c) Where an entitlement exists in (b), the quantum of the allowance is prescribed in Table 2A - Allowances of Section 8, Monetary Rates.
 - (i) Where an employee is entitled to one crib break per shift or an unpaid meal break (under the transitional arrangements in clause 20A, Evaluation and Transition To New Roster Arrangements and clause 20B, Evaluation and Transition To Crib Break Arrangements), the payment for any crib/meal directed to be taken away from station will be the rate prescribed at Item 9 of Table 2A - Allowances of Section 8, Monetary Rates.
 - (ii) Where an employee is entitled to two crib breaks per shift, the payment for any crib directed to be taken away from station will be the lower rate as prescribed at Item 10 of Table 2A - Allowances of Section 8, Monetary Rates. The number of crib breaks per shift is prescribed in clause 20, Hours of Duty.
- (d) This provisions of this clause will be reviewed by the Commission in conjunction with the review of rosters and crib breaks to be undertaken in accordance with clause 20A, Evaluation and Transition to New Roster Arrangements, and clause 20B, Evaluation and Transition to Crib Break Arrangements - Sydney and Central Coast.

- (e) Where an employee is required to transport a case which involves two or more hours travelling the employee shall be entitled to a paid break of ten minutes duration each two hours.
- (f) The ten-minute break prescribed by subclause (e) of this clause is not cumulative.
- (g) No single officer transports will be allocated where it is reasonably expected that the travelling time of the round trip will be in excess of eight hours.

16. Relieving Other Members of Staff

- (a) An employee called upon to relieve another employee paid on a higher scale shall be entitled to receive the minimum rate of the higher scale of pay. This provision shall not apply when an employee on a higher scale is absent from duty by reason of his or her allocated day off duty as a consequence of working a 38-hour week in accordance with paragraph (a)(i) of clause 21, Allocated Days Off. No reduction shall be made in the scale of pay of an employee called upon to relieve another paid on a lower scale. Where an employee is called upon to relieve a Superintendent/Operations Manager, he/she shall be paid the minimum rate of the position so relieved.
- (b) When an employee is required to relieve another employee posted at another station, and by so doing is required to live away from home, he or she shall be called a relieving employee.
- (c) A relieving employee will be entitled to a living away from home allowance as set out in Table 2C - Living Away From Home Allowance of Section 8, Monetary Rates. The living away from home allowance is determined as the sum of the meal expenses on one day journeys and the incidental allowance for the location the relieving employee is posted, as the same rate that is applicable for those covered by the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009, as amended from time to time (currently prescribed by the Department of Premier and Cabinet Circular C2021-03 Meal, Travelling and Other Allowances for 2020-21).

A relieving employee who is entitled to receive the living away from home allowance is not entitled to receive payment under subclause (a) of clause 15, Travelling on Cases. When travelling on cases in accordance with clause 15, Travelling on Cases, relieving employees shall be entitled to allowances under subclause (b) or (c) of that clause where applicable.

A relieving employee who is provided with board and lodgings at no charge will not be entitled to receive the living away from home allowance.

- (d) If accommodation at no charge is not available to the relieving employee, accommodation costs will be met by the Service directly with the provider. In the unusual circumstance that the employee pays the cost of the accommodation they will be entitled to the reimbursement of accommodation expenses as per the NSW Health Policy Directive PD2016_010, Official Travel, as amended or replaced from time to time.
- (e) If the relieving employee is required to be on call, he or she shall be paid, in addition to the aforementioned amount, the amount specified in clause 23, Employees On Call.
- (f) The Service shall decide whether an employee travels to or from their relief duties in rostered hours. If the travel is to be accomplished outside rostered hours, the employee shall be reimbursed at ordinary rates for the time spent travelling in excess of the normal time taken to travel between his or her home and the station to which he or she is appointed.

17A. Special Events Coverage

- (a) Employees will not be compelled to provide special events coverage.
- (b) Whilst there is no exhaustive list of all the requirements for which the Service may wish to utilise "special events coverage", the parties agree that such requirement would typically be for special events and sporting fixtures such as public holiday celebrations, athletic events, Mardi Gras, local shows, VIP

visits, sporting events, disaster exercises, public relations activities and local expositions. This clause will not be used for training, including SCAT, SOT and rescue training.

- (c) An employee who is scheduled to provide special events coverage will be compensated by payment at his or her ordinary hourly rate for the hours worked plus the appropriate penalty rates prescribed in clause 27, Penalty Rates for Shift Work and Weekend Work, in lieu of payment at overtime rates.
- (d) Special events coverage shifts shall be between four and 12 hours in duration with a minimum payment of two hours in the event of cancellation on the day.

For the purposes of assessing an employee's eligibility for payment, each day shall stand alone.

- (e) Time worked as special events coverage shall stand alone and shall not be regarded as time worked for the calculation of hours of duty, annual leave, long service leave or any other provision contained within this Award.
- (f) There shall be an equitable distribution (between employees) of special events coverage both in terms of the allocation of work amongst those employees offering their services and in terms of Saturday and Sunday work.

17B. Non-Operational Activity

- (a) Employees will not be compelled to provide non-operational activity coverage.
- (b) Whilst there is no exhaustive list of all activities that may be regarded as "non-operational activities", the parties agree that examples of such activities would be: attendance at Divisional Clinical Quality Committees; Work Health and Safety Committee; attendance for members of Service approved committees/workgroups and representing the Service at authorised community or local Government meetings where attendance of duty personnel is not possible.
- (c) Non-operational activity does not include attendance at training schools, compliance with Certificate to Practice (CTP) activities/requirements nor union activities.
- (d) Employees who participate in non-operational activities will be compensated by payment at their ordinary hourly rate for the hours worked. In addition, employees will be paid two hours for travel time (covering travel to and from the activity). In the case of rural employees, specific approval for the quantum of travel time will be agreed prior to approval being finalised. Accumulation of hours worked in these activities is not allowed. Payment for the approved activities will be made in the next available pay period.
- (e) Time worked as non-operational activity(s) shall stand alone and shall not be regarded as time worked for the calculation of hours of duty, annual leave, long service leave or any other provision contained within this Award.

18. Salary Sacrifice to Superannuation

- (a) Notwithstanding the salaries prescribed in Table 1A - Wages and Table 1B - Control Centre Staff - Wages of Section 8, Monetary Rates, as varied from time to time, an employee may elect, subject to the agreement of the employee's employer, to sacrifice a part or all of the salary payable under the wages clause to additional employer superannuation contributions. Such election must be made prior to the commencement of the period of service to which the earnings relate. The amount sacrificed together with any salary packaging arrangements under clause 19, Salary Packaging, of this Award may be made up to one hundred per cent of the salary payable under the wages clause, or up to one hundred per cent of the currently applicable superannuable salary, whichever is the lesser.

In this clause, 'superannuable salary' means the employee's salary as notified from time to time to the New South Wales public sector superannuation trustee corporations.

- (b) Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of available salary to be packaged. Such payroll deductions may include but are not limited to superannuation payments, HECS payments, child support payments, judgement debtor/garnishee orders, union fees and private health fund membership fees.
- (c) Where the employee has elected to sacrifice a part or all of the available payable salary to additional employer superannuation contributions:
- (i) The employee shall be provided with a copy of the signed agreement. The salary sacrifice agreement shall be terminated at any time at the employee's election and shall cease upon termination of the employee's services with the employer.
 - (ii) Subject to Australian taxation law, the amount of salary sacrificed will reduce the salary subject to appropriate PAYE taxation deductions by the amount sacrificed; and
 - (iii) Any allowance, penalty rate, overtime, payment for unused leave entitlements, weekly workers' compensation, or other payment, other than any payment for leave taken in service, to which an employee is entitled under the relevant Award or any applicable Award, Act, or statute which is expressed to be determined by reference to an employee's salary, shall be calculated by reference to the salary which would have applied to the employee under the salaries clause in the absence of any salary sacrifice to superannuation made under this Award.
- (d) The employee may elect to have the specified amount of payable salary which is sacrificed to additional employer superannuation contributions:
- (i) paid into the superannuation scheme established under the *First State Superannuation Act 1992* as optional employer contributions; or
 - (ii) subject to the employer's agreement, paid into a private sector complying superannuation scheme as employer superannuation contributions.
- (e) Where an employee elects to salary sacrifice in terms of subclause (d) above, the employer will pay the sacrificed amount into the relevant superannuation fund.
- (f) Where the employee is a member of a superannuation scheme established under:
- (i) the *Police Regulation (Superannuation) Act 1906*;
 - (ii) the *Superannuation Act 1916*;
 - (iii) the *State Authorities Superannuation Act 1987*;
 - (iv) the *State Authorities Non-contributory Superannuation Act 1987*; or
 - (v) the *First State Superannuation Act 1992*.

The employee's employer must ensure that the amount of any additional employer superannuation contributions specified in subclause (a) above is included in the employee's superannuable salary which is notified to the New South Wales public sector superannuation trustee corporations.

- (g) Where, prior to electing to sacrifice a part or all of their salary to superannuation, an employee had entered into an agreement with their employer to have superannuation contributions made to a superannuation fund other than a fund established under legislation listed in subclause (f) above, the employer will continue to base contributions to that fund on the salary payable under clause 11, Wages, to the same extent as applied before the employee sacrificed that amount of salary to superannuation. This clause applies even though the superannuation contributions made by the employer may be in excess of the superannuation guarantee requirements after the salary sacrifice is implemented.

19. Salary Packaging

- (a) By agreement with their employer, employees may elect to package part or all of their salary in accordance with this clause, to obtain a range of benefits as set out in the NSW Health Policy Directive PD2018_044, Salary Packaging, as amended from time to time. Such election must be made prior to the commencement of the period of service to which the earnings relate. Where an employee also elects to salary sacrifice to superannuation under this Award, the combined amount of salary packaging/sacrificing may be up to 100 per cent of salary

Any salary packaging above the fringe benefit exemption cap will attract fringe benefits tax as described in subclause (d) below.

- (b) Where an employee elects to package an amount of salary:
- (i) Subject to Australian taxation law, the packaged amount of salary will reduce the salary subject to PAYE taxation deductions by that packaged amount.
 - (ii) Any allowance, penalty rate, overtime payment, payment for unused leave entitlements, weekly workers compensation, or other payment other than any payment for leave taken in service, to which an employee is entitled under this Award or statute which is expressed to be determined by reference to an employee's salary, shall be calculated by reference to the salary which would have applied to the employee under this Award in the absence of any salary packaging or salary sacrificing made under this Award.
 - (iii) 'Salary' for the purpose of this clause, for superannuation purposes, and for the calculation of Award entitlements, shall mean the Award salary as specified in clause 11, Wages and which shall include 'approved employment benefits' which refer to fringe benefit savings, administration costs, and the value of packaged benefits.
- (c) Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of available salary to be packaged. Such payroll deductions may include but are not limited to superannuation payments, HECS payments, child support payments, judgement debtor/garnishee orders, union fees, and private health fund membership fees.
- (d) The salary packaging scheme utilises a fringe benefit taxation exemption status conferred on public hospitals and local health districts, which provides for a fringe benefit tax exemption cap of \$17,000 per annum. The maximum amount of fringe benefits-free tax savings that can be achieved under the scheme is where the value of benefits when grossed-up, equal the fringe benefits exemption cap of \$17,000. Where the grossed-up value exceeds the cap, the employer is liable to pay fringe benefits tax on the amount in excess of \$17,000 but, will pass this cost on to the employee. The employer's share of savings, the combined administration cost and the value of the package benefits, are deducted from pre-tax dollars.
- (e) The parties agree that the application of the fringe benefits tax exemption status conferred on public hospitals and local health districts is subject to prevailing Australian taxation laws.
- (f) If an employee wishes to withdraw from the salary packaging scheme, the employee may only do so in accordance with the required period of notice as set out in the NSW Health Policy Directive PD2018_044, Salary Packaging, as amended from time to time.
- (g) Where an employee ceases to salary package, arrangements will be made to convert the agreed package amount to salary. Any costs associated with the conversion will be borne by the employee, and the employer shall not be liable to make up any salary lost as a consequence of the employee's decision to convert to salary.
- (h) Employees accepting the offer to salary package do so voluntarily. Employees are advised to seek independent financial advice and counselling to apprise them of the implications of salary packaging on their individual personal financial situations.

The employer and the employee shall comply with the procedures set out in the NSW Health Policy Directive PD2018_044, Salary Packaging, as amended from time to time.

SECTION 4 - HOURS OF WORK

20. Hours of Duty

- (a) This clause is to be read in conjunction with clause 20A, Evaluation and Transition to New Roster Arrangements, and clause 20B, Evaluation and Transition to Crib Break Arrangements.
- (b) The ordinary hours of duty shall be:
 - (i) An average of 38 per week, to be worked in shifts of eight hours duration on no more than 19 days per 28 day period. Shift workers shall be free from duty for not less than two full days in each working week or four full days in each two working weeks, unless otherwise agreed between the parties.
 - (ii) Where work is performed in Control Centres, or on a modified hours roster in Ambulance Stations by Operational Staff, the maximum length of a shift shall not exceed 12 hours and 15 minutes. For all other staff, the maximum length of a shift shall not exceed 12 hours. The average of 38 hours per week to be calculated over the modified hour roster cycle.
- (c) Officers working a modified roster of 12 hour or 12 hours and 15 minute shifts will be entitled to two paid 30 minute crib breaks to be taken between the fourth and seventh hour and the eighth and eleventh hour unless otherwise agreed between the parties. Officers working shifts of less than 12 hours duration shall have one paid 30 minute crib break to be taken between the fourth and seventh hour unless otherwise agreed between the parties.
- (d) Officers who, due to operational requirements, are unable to take their paid crib break within the prescribed times, or whose crib break is not completed, shall receive an additional payment of one hour at ordinary time rates.
- (e) Subclauses (c) and (d) do not apply to officers in the Control Centres. Such officers will continue to work shifts and meal/crib breaks in accordance with their modified roster provisions.

20A. Evaluation and Transition to New Roster Arrangements

Sydney and Central Coast

- (a) An evaluation and implementation program for new roster arrangements will be conducted under the auspices of the Industrial Relations Commission. Use of the existing rosters will not attract penalty payments, such as overtime, that may otherwise arise from the reduction in the maximum shift length prescribed in clause 20.
- (b) In developing the rosters, regard will be had to any pressing personal circumstances of employees, such as child care arrangements.

Other than Sydney and Central Coast

- (c) A transitional arrangement will apply in the stations not covered in (a) until new rosters are developed in consultation between employees, the Service and the Union. During the transitional arrangement the agreed existing rosters will continue to apply until new rosters are implemented. Where the shift length is 12 hours or more, officers will be entitled to two paid 30 minute crib breaks to be taken between the fourth and seventh hour and the eighth and eleventh hour unless otherwise agreed between the parties. Use of the existing rosters will not attract penalty payments, such as overtime, that may otherwise arise from the reduction in the maximum shift length prescribed in clause 20.

20B. Evaluation and Transition to Crib Break Arrangements - Sydney and Central Coast

- (a) The existing one hour unpaid meal break provisions will continue to apply until new rosters are implemented. Also, any modified meal break provisions agreed between the parties will continue to apply until new rosters are implemented. If these modified arrangements currently provide for meal penalties, such penalties will be in accordance with (e) below.
- (b) The extension of shift overtime payment for a missed or partially missed unpaid meal break will continue to be available until the paid crib break provision is introduced. This payment will not be subject to the phasing described in (e). This payment will cease when rosters incorporate paid crib breaks.
- (c) The penalty for a missed or incomplete meal break will be phased out as described below to ultimately be in accordance with the penalty for a missed or incomplete crib break as prescribed in clause 20.
- (d) The penalty for a missed or incomplete meal break is based upon the penalty prescribed in the Operational Ambulance Officers (State) Award published 16 June 2006 (359 I.G. 948) at clause 10(b) and (c) i.e.:

"(b) Employees working shifts that incorporate a meal break shall be allowed a meal break of not less than one hour no later than four hours nor more than six hours from the starting time of shifts unless otherwise agreed between the parties. In respect of shifts of eight hour and nine hour duration, which include a one-hour meal break, employees shall be given the one hour meal break, not less than four nor more than five and one half hours from the starting time of shifts unless otherwise agreed between the parties.

(c) Employees working shifts that incorporate a meal break who are recalled to duty from their meal break shall be paid in respect of the first call out, one hour at ordinary rates and in respect of any subsequent call out, ordinary rates extra for the time so worked; provided, that the subsequent call out occurs prior to him or her having completed the meal break. At the beginning of the seventh hour, the meal is considered to have commenced and one hour's penalty at ordinary rates is to be paid for the first case. Subsequent cases referred to in the subclause will attract ordinary time extra until the full meal break has been taken.

This penalty shall also apply where an employee is sent to his or her meal prior to the completion of the fourth hour. This provision will not apply to employees on night shift although the appropriate meal break, in accordance with the provisions contained in subclause (b) of this clause, shall be given unless otherwise agreed between the parties."

- (e) The prescribed penalty in (d) above will be reduced as follows:
 - (i) By 25% between the 12 September 2008 to 5 December 2008
 - (ii) By a further 25% between 5 December 2008 to 16 January 2009 - (a total reduction of 50%).
 - (iii) By a further 25% between 16 January 2009 to 27 February 2009 - (a total reduction of 75%)
- (f) Employees participating in the roster evaluation in 20A(a) will be paid either the amount prescribed in 20B(e) or the historical average of the allowance paid for the particular group of employees, whichever is the greater. The historical average is based on payments made to employees in the relevant dispatch board over the six months ending 12 September 2008. The reconciliation will correspond with the pay period.
- (g) The penalty for a missed or incomplete meal break will be at the rate prescribed in 20B (d) above.

21. Allocated Days Off

(a)

- (i) Employees who work on a roster other than a modified hours roster shall have their hours arranged to include a proportion of one hour (such proportion will be on the basis of 0.4 of one hour for each eight-hour shift worked) which shall accumulate towards the employees allocated day off duty on pay.
- (ii) Unless otherwise agreed between the parties, each day worker, subject to paragraph (i) of this subclause, shall be free from duty for not less than two full days in each working week and at least one allocated day off in each 28-day period.
- (iii) Unless otherwise agreed between the parties, each shift worker, subject to paragraph (a)(i) of this subclause, shall be free from duty for not less than two full days in each week or four full days in each two working weeks and at least one allocated day off in each 28-day period, unless otherwise agreed between the Service and the employee.
- (iv) The employee's allocated day off duty prescribed in paragraph (a)(i) of this subclause shall be determined by mutual agreement between the Service and the employee, having regard to the needs of the Service. Where practicable, such allocated day off duty shall be consecutive with the employee's other days off duty.
- (v) Once set, the allocated day off duty may not be changed in a current roster cycle unless there are genuine unforeseen circumstances prevailing or by mutual agreement between the Service and the employee. Where these circumstances exist and the allocated day off is changed, another day shall be substituted in the current cycle. Should this not be practicable, the day must be given and taken in the next cycle immediately following.
- (vi) There shall be no accrual of credit towards an allocated day off for the first four weeks of ordinary annual leave taken in accordance with clause 29, Annual Leave. However, where an employee has accumulated sufficient time to take his or her allocated day off duty prior to entering on annual leave, and that day would have been taken if the employee had not gone on annual leave, it shall be allowed to the employee on the first working day immediately following the period of leave.
- (vii) Where an employee has not accumulated sufficient time for an allocated day off prior to entering on annual leave, time in credit shall count towards taking the next allocated day off duty falling in sequence after the employee's return to duty.
- (viii) An employee entitled to allocated days off duty in accordance with subclause (a) of this clause shall continue to accumulate credit towards his or her allocated day off duty whilst on sick leave. Where an employee's allocated day off duty falls during a period of sick leave, the employee's available sick leave shall not be debited for that day.
- (ix) Where an employee's allocated day off duty falls due during a period of workers compensation, the employee, on returning to duty, shall be given the next allocated day off duty in sequence, irrespective of whether sufficient credit has been accumulated or not.
- (x) Where a day worker's allocated day off falls on a public holiday as prescribed by clause 28, Public Holidays, the employee shall be given the option of taking the next working day off as rostered or substituting another day in lieu thereof by mutual agreement with the Service.
- (xi) Where a shift worker's allocated day off falls on a special or additional public holiday, he or she shall be paid an additional day or half day's pay, as the case may be, at ordinary rates.

22. Roster of Hours

- (a) The ordinary hours of duty prescribed by clause 20, Hours of Duty, shall be worked according to rosters which shall be exhibited at least 7 calendar days before the commencement date of the roster and shall show the hours of duty for the agreed roster period or 28 days whichever is the greater. Casual employees are not subject to this clause.
- (b) In exceptional circumstances, arising from additional work demands or unplanned absences of other employees, the roster may be changed with 7 days' notice. In so doing, due regard will be had to the family and carers commitments of employees affected.
- (c) Work will be performed by the most efficient means. To achieve this, the Service will deploy skills based on operational needs and case priority. This will include the deployment of officers to meet operational needs. Efficient deployment may require an officer to report for duty at another work location within the shift or roster. Deployment to another station within the roster will only occur within reasonable travelling distance (having regard to the circumstances of each case).
- (d) The parties agree that there will be no forced transfers as a result of the implementation of subclause (c) of this clause.
- (e)
 - (i) There shall be a minimum break of ten hours between shifts, except in case of an emergency or agreement between the Service and the employee.
 - (ii) However, an employee who works so much overtime after the completion of their shift on any day that results in less than eight consecutive hours off duty before the commencement of their next shift will be released after the completion of such overtime until they have had eight consecutive hours off duty, with no loss of pay for ordinary working time occurring due to such absences.
- (f) Subject to compliance with subclause (a) and (b) of this clause, the roster of an employee may only be altered by mutual agreement between the parties.
- (g) Employees may arrange for shift changes with the following provisos:
 - (i) Where the Service's prior consent is given to swap a shift, the employee working the shift shall record the working of that shift on his or her time sheet with payment made accordingly.
 - (ii) Shift swaps should only occur on the basis that each employee maintains an average of 38 hours per week.
 - (iii) Where a shift is to be paid back it shall be done in the current agreed roster period or, where this is not practical, within the following agreed roster period, or in a future roster period approved by the Service.
- (h)
 - (i) A day off duty for employees working a roster other than a modified hours roster shall be 24 hours plus a minimum 6 hours between the shifts.
 - (ii) A day off duty for employees working a modified hours roster shall be 24 hours.
 - (iii) Where an employee's normal rostered day off is cancelled by the Service, he or she shall be paid at overtime rates unless otherwise agreed between the parties.
- (i) Where an employee is rostered to an allocated day off, that day off is to be shown on the roster.

- (j) The rosters of shift workers shall provide for an equitable distribution of Saturday and Sunday work between employees working the same roster.
- (k) The parties agree that changes to rosters that will significantly affect employees and/or that where a new branch station is opened there will be genuine consultation between the parties.

23. Employees On Call

- (a)
 - (i) Time on call means time during which an employee who is rostered off duty is required to hold himself or herself in readiness to answer a call. In any one day where an employee answers telephone calls when not on call, he or she is to be paid for one hour at ordinary rates of pay.
 - (ii) The provisions for employees recalled to work are contained in this clause. A recall under this clause shall not be treated as overtime for any other purpose and shall not be treated as time worked for the purposes of clause 22, Roster of Hours.
 - (iii) Whilst no provision is made as to freedom from on call, it is the intention of the parties that employees should be free from call, as far as practicable, on at least 14 days in each roster cycle of 28 days. However, if required by the employer, and with the agreement of the employee, an employee can be on call in excess of 14 days in each roster cycle of 28 days. In such circumstance, the employee shall receive the daily on call allowance for each such additional episode.
 - (iv) The parties will review any situation where an employee is required to be consistently on call in excess of 14 days in each 28-day cycle.
 - (v) A period of on call is to be regarded as commencing at the completion of duty on one rostered shift to the commencement of duty on the next rostered shift.
 - (vi) Employees shall not be required to be on call during any part of a rostered day off duty, i.e. from the end of the shift before the rostered period off duty and the commencement of the shift after the rostered period off duty.
- (b)
 - (i) Time on call shall not be counted as time worked unless an employee is called to duty, in which case the employee shall be paid for a minimum of four hours at overtime rates for each time he or she is recalled; provided that where a second or subsequent call is received by an employee whilst he or she is still performing duties associated with the first call, he or she shall attend the second or subsequent call without additional payment, unless the total time exceeds four hours, in which case payment shall be made for the actual time worked at overtime rates.
 - (ii) Where an employee is on-call and is recalled to duty and such recall merges with the employee's normal commencing time, such work shall attract overtime for the actual time worked and not a call out.
 - (iii) A call out shall be deemed to commence at the time the employee is tasked by the Control Centre and shall be deemed to be complete when all duties associated with the case/s are complete.
- (c) Where an employee who is on call is called out for duty which in total involves 4 hours or more actual work within 8 hours of the scheduled commencement of their next rostered shift, he or she shall be entitled to exercise the Rest Options provision of the Service's Fatigue Management Standard Operating Policy.
- (d) An employee who is not on call shall only be recalled to duty with the employee's agreement.

Such a recall is subject to the same provisions as recalls performed when an employee is on call.

- (e) The provision of paragraph (b)(i) of this clause shall not apply to employees attached to One-Officer Branch Stations or to employees supplied with quarters as set out in subclause (b) of clause 38, Accommodation, who are recalled to duty but not required to leave the station, in which case, the employee shall be paid for the actual period or periods of duty in any one day a minimum of two hours at overtime rates.
- (f)
- (i) The weekly on-call allowance as set out in Item 4 of Table 2A - Allowances of Section 8, Monetary Rates, shall apply in the following circumstances:
- (1) Employees required by the Service to be on call on a roster other than a modified hours roster;
- (2) Employees employed on or before 31 July 1988 who are required by the Service to be on call; or
- (3) Employees who are required by the Service to be on call as part of a modified hours roster where the weekly on call allowance applies by agreement between the parties.
- (ii) The daily on-call allowance as set out in Item 3 of Table 2A - Allowances of Section 8, Monetary Rates, shall apply in all other circumstances where an employee is required by the Service to be on call.
- (iii) The provisions of paragraphs (i) and (ii) of this subclause (f) shall not apply to resident employees in One-Officer Branch Stations, as defined in subclause (a) of clause 38, Accommodation.
- (iv) Payment of the on-call allowance shall not apply during periods of Annual Leave or Long Service Leave.
- (g) If an employee who is rostered on call is required to respond to a call, he or she shall be reimbursed actual fares or expenses incurred in travelling to and from work, unless a service vehicle is provided for this purpose.
- (h) If an employee rostered on call is required to use his or her own motor vehicle, then he or she shall be paid the specified journey rate as prescribed by clause 5.1.3 of the NSW Health Policy Directive PD2016_010, Official Travel as amended from time to time, for all kilometres travelled.

24. Overtime

- (a) Subject to clause 23, Employees On Call, all time worked in excess of the rostered hours on any one day shall be paid for at the rate of time and one-half for the first two hours and thereafter at the rate of double time, provided that overtime worked on a Public Holiday shall be paid for at the rate of double time and one-half.
- (b) Overtime shall be computed on the wages prescribed by Table 1A - Wages and Table 1B - Control Centre Staff - Wages in Section 8 Monetary Rates, and the allowance prescribed by clause 23, Employees On Call, as compensation for time on-call shall be disregarded.
- (c) Employees shall, when required, work reasonable levels of overtime to meet the needs of the Service.
- (d) Should an employee be required to work overtime for more than two hours before his or her normal commencing time, or after his or her normal ceasing time, he or she shall be paid the overtime meal allowance as set out in Item 11 of Table 2A - Allowances of Section 8, Monetary Rates, and shall be paid such allowance after every subsequent four hours of overtime worked.

- (e) Where an employee is required to work a complete overtime shift, he or she shall be given the appropriate meal break for that shift. However, the meal penalty provision of subclause (d) of clause 20, Hours of Duty, shall not apply.
- (f) For the purposes of assessing overtime, each day shall stand alone, provided however that where any one period of overtime is continuous and extends beyond midnight, all overtime hours in this period shall be regarded as if they had occurred within the one day.

25. Reasonable Hours

- (a) Subject to subclause (b) an employer may require an employee to work reasonable overtime at overtime rates.
- (b) An employee may refuse to work overtime in circumstances where the working of such overtime would result in the employee working hours which are unreasonable.
- (c) For the purposes of subclause (b) what is reasonable or otherwise will be determined having regard to:
 - (i) Any risk to employee health and safety.
 - (ii) The employee's personal circumstances including any family and carer responsibilities.
 - (iii) The needs of the workplace or enterprise.
 - (iv) The notice (if any) given by the employer of the overtime and by the employee of his or her intention to refuse it; and
 - (v) Any other relevant matter.

26. Time Off in Lieu of Overtime

- (a) The parties agree that an employee who is required to work overtime outside normal rostered hours may be compensated by way of time off in lieu of payment for the overtime.
- (b) This clause is subject to the following:
 - (i) Time off in lieu of overtime shall be in amounts equal to the period of overtime worked;
 - (ii) Time off in lieu of overtime must be taken within three months of the overtime being worked;
 - (iii) Where it is not possible for an employee to take time off in lieu of overtime within the three-month period, it is to be paid out at the appropriate overtime rate based on the rate of pay applying at the time payment is made;
 - (iv) The option of taking time off in lieu of overtime is subject to the active agreement of the Service management, so that it is conceivable that employees in one unit or location within the Service may be permitted to take time off in lieu of overtime but employees working in other locations and settings within the Service may not.
 - (v) Employees cannot be compelled to take time off in lieu of overtime;
 - (vi) Records of time off in lieu of overtime owing to employees and taken by employees must be maintained by the Service;
 - (vii) Time off in lieu of overtime shall be taken at a time which is mutually agreed to by the Service and the employee;
 - (viii) No more than 38 hours of time off in lieu of overtime can be accumulated by an employee.

- (ix) In making overtime available to employees the Service will not discriminate between those employees who elect to take time off in lieu of overtime in preference to those employees who elect to be paid for overtime in accordance with clause 23, Employees On Call and/or clause 24, Overtime.

27. Penalty Rates for Shift Work and Weekend Work

- (a) Employees working afternoon or night shifts shall be paid the following percentage in addition to the ordinary rate for such shift:
 - (i) Afternoon shift commencing at or after 10.00 a.m. and before 1.00 p.m. - 10 per cent.
 - (ii) Afternoon shift commencing at or after 1.00 p.m. and before 4.00 p.m. - 12.5 per cent.
 - (iii) Night shift commencing at or after 4.00 p.m. and before 4.00 a.m. - 15 per cent.
 - (iv) Night shift commencing at or after 4.00 a.m. and before 6.00 a.m. - 10 per cent.
 - (v) The additional payments prescribed under this subclause shall not form part of the employee's ordinary pay for the purpose of this Award.
- (b) Employees whose ordinary working hours include work on a Saturday and/or Sunday shall be paid for ordinary working hours worked between midnight Friday and midnight on Saturday at the rate of time and one-half and for ordinary hours worked between midnight on Saturday and midnight on Sunday at the rate of time and three-quarters. These extra rates shall be in substitution for and not cumulative upon the shift premiums prescribed in subclause (a) of this clause.
- (c) Employees who work overtime on Saturdays and Sundays shall be paid time and one half for the first two hours then at double time at the appropriate rate prescribed herein.
- (d) The provisions of this clause shall not apply to work performed on a public holiday or special public holiday.

28. Public Holidays

- (a) For the purpose of this clause, the following shall be public holidays, viz: New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Local Labour Day, Christmas Day and Boxing Day and any other standard public holiday declared under section 4 of part 2 of the *Public Holidays Act 2010*.
- (b)
 - (i) An employee to whom paragraph (a)(i) and (a)(ii) of clause 29, Annual Leave, applies and who is required to and does work on a public holiday or a special public holiday shall be paid for the time actually worked on such holiday at the rate of double time and a half.
 - (ii) An employee to whom paragraph (a)(iii) and (a)(iv) of clause 29, Annual Leave, applies and who is required to and does work on a public holiday shall be paid in addition to the appropriate ordinary weekly rate of pay prescribed in Table 1A - Wages and Table 1B - Control Centre Staff - Wages of Section 8, Monetary Rates, at the rate of one half time extra for the rostered time actually worked on such public holiday.
 - (iii) For the purpose of paragraph (b)(i) and (b)(ii) of this clause, the hourly rate of pay shall be one thirty-eighth of the appropriate ordinary weekly rate of pay prescribed in Table 1A - Wages and Table 1B - Control Centre Staff - Wages of Section 8, Monetary Rates.
- (c) Special holidays proclaimed for any city or town are to be granted or equivalent payment made in lieu thereof to employees, either day workers or shift workers, employed in stations located in such city or town. Equivalent payment means double time and one-half.

Where a shift worker's rostered day off falls due on such day, he or she shall be paid, in addition to his appropriate weekly rate of pay, an extra day or half days pay at ordinary rates, whichever is applicable.

- (d) In addition to those public holidays specified in subclause (a) of this clause, employees shall be entitled to an extra public holiday each year. Such public holiday will occur on a date determined by the Service to be taken in the Christmas New Year period, or other suitable period as agreed between the Service and the Union and shall be regarded for all purposes of this clause as any other public holiday.

Where a shift worker's rostered day off or annual leave falls due on such a day, he or she shall be paid, in addition to his or her appropriate weekly rate of pay, an extra day's pay at ordinary rates.

The foregoing will not apply in areas where, in each year, a day, in addition to the ten named public holidays specified in subclause (a) is proclaimed and observed as a public holiday and will not apply in areas where, in each year, at least two half days, in addition to the ten named public holidays specified in subclause (a) are proclaimed and observed as half public holidays.

Provided further, that in areas where, in each year, only one half day, in addition to the ten named public holidays specified in subclause (a) is proclaimed and observed as a half public holiday for the purposes of this Award, the whole day will be regarded as a public holiday and no additional public holiday will be observed which would otherwise apply as a result of this subclause.

SECTION 5 - LEAVE ENTITLEMENTS

29. Annual Leave

- (a) Annual Leave shall be granted on completion of each 12 months service as follows:
- (i) Day Worker (as defined in clause 4, Definitions) - four weeks leave on full pay.
 - (ii) Shift Worker (as defined in clause 4, Definitions) but who is not required to work public holidays - five weeks leave on full pay.
 - (iii) Shift Worker (as defined in clause 4, Definitions) who has not been required to successfully complete the requirements for appointment to a Paramedic position - five weeks leave with seven weeks pay.
 - (iv) Shift Worker (as defined in clause 4, Definitions) who has or is required to successfully complete the requirements for appointment to a Paramedic position - six weeks leave with eight weeks pay. (The leave entitlement in this subclause commenced accrual on 4 February 2002)
- (b) In the event that an employee's employment has changed from a seven day per week basis to a Monday to Friday basis or vice versa, than annual leave shall be calculated on a pro rata basis.
- (c) It is admitted by the parties that two weeks' pay has been provided to those employees to whom paragraph (a)(iii) and (a)(iv) of this clause applies in lieu of and in consideration of public holidays being worked by such employees or which have occurred on a rostered day off.
- (d) To the leave prescribed by paragraph (a)(i) of this clause, there shall be added one working day for each public holiday or special public holiday or one half working day for each half public holiday or special half public holiday which occurs during a period of annual leave.
- (e)
- (i) Once an employee becomes entitled to annual leave (i.e. after the initial 12 month period of employment has occurred) annual leave will be taken biannually in two separate periods of three weeks duration. Provided that the giving and taking of such leave may be postponed by mutual agreement between the parties for a further period not exceeding six months. Providing further that, with the agreement of the Service, an employee may take their annual leave in one period of 6 weeks duration.

- (ii) Annual leave shall be granted on a rotating roster basis, provided that such rotation complies with paragraph (e)(i) of this clause.
- (iii) Nothing in this subclause shall prevent the Service, by agreement with the employee, from allowing annual leave to an employee before the right thereto has accrued, but where leave is taken in such a case a further period of annual leave shall not commence to accrue until the expiration of the twelve months in respect of which annual leave was taken before it accrued. Provided that any leave taken by an employee under this subclause shall not exceed the amount of proportionate annual leave standing to the credit of the employee at the time of entering upon such leave.
- (iv) At least six months' notice shall be given to employees of the date on which they shall take their annual leave. Where an employee has been notified that he or she is to take his or her normal leave at a specified time and that time is thereafter altered by the Service, the employee shall be reimbursed any actual losses which result to him or her to the extent to which deposits paid for travel and/or accommodation are not refunded.
- (v) Employees may exchange/split annual leave by mutual arrangements with the approval of the Service, provided that such exchange complies with paragraph (e)(i) of this clause.
- (f) Each employee before going on annual leave shall be paid for the period of the leave at the ordinary rate of wage to which he or she is entitled under this Award and such payment shall be made before the employee commences annual leave.
- (g) Notwithstanding the provisions of subclause (f) of this clause, the Service agrees, subject to at least 28 days prior written authorisation by the employee, to pay the employee's annual leave entitlements on a fortnightly basis which coincides with the normal fortnightly pay period.
- (h) Where the employment of an employee is terminated the employee shall be entitled to receive a proportionate payment in respect of service of less than one year, at the weekly wage to which such employee is entitled under this Award.
- (i) Credit of time towards an allocated day off duty as prescribed in clause 21, Allocated Days Off, shall not accrue when an employee is absent during their four weeks annual leave as provided for under the terms of the *Annual Holidays Act 1944*. However, employees entitled to allocated days off duty in accordance with clause 21, Allocated Days Off, shall accrue credit towards an allocated day off duty in respect to any additional periods of annual leave which is granted to employees in excess of the abovementioned four weeks.

30. Annual Leave Loading

- (a) Employees who, under the *Annual Holidays Act 1944*, become entitled to annual leave under this clause shall be paid in respect of such leave an annual leave loading of 17.5 per cent of the appropriate ordinary weekly rate of pay prescribed by clause 11, Wages, for the classification in which the employee was employed immediately before commencing his or her annual leave. The 17.5 per cent annual leave loading will apply only to the payments associated with actual periods of annual leave as per subclause (a) of clause 29, Annual Leave, and provided further that in no instance is the calculated amount to exceed 17.5 percent of four weeks ordinary salary for maximum Clerk Grade 12 Public Servant as provided by the Crown Employees (Public Sector - Salaries 2019) Award, as varied or replaced from time to time.
- (b) Such loading is payable in addition to the pay for the period of leave given and taken and due to the employee under this Award.
- (c) No loading is payable where the annual leave is taken wholly or partly in advance; provided, however, that if the employment of such an employee continues until the day upon which he

would have become entitled under this clause to such annual leave, the loading then becomes payable in respect of the period of such leave and is to be calculated in accordance with the rate of wages applicable on such day.

- (d) Where the employment of an employee is terminated by the Service for a cause other than misconduct and at the time of termination the employee has not been given and has not taken the whole of the annual leave to which he or is entitled, he or she shall be paid the loading provided for in subclause (a) of this clause for the period not taken.
- (e) Except as provided by subclause (d) of this clause, no loading is payable on the termination of an employee's employment.
- (f) Where a shift worker is given and takes annual leave, he or she shall be paid the loading set out in subclause (a) of this clause; provided that if the amount to which the employee would have been entitled by way of shift work allowances and weekend penalty rates for the ordinary time (not including time on a public or special public holiday) which the employee would have worked during the period of leave exceeds the loading calculated in accordance with subclause (a) of this clause, then that amount shall be paid to the employee in lieu of the loading.
- (g) The annual leave loading or the shift penalties, whichever is appropriate, shall be paid before the employee commences annual leave.
- (h) Notwithstanding the provisions of subclause (g) of this clause, the Service agrees, subject to at least 28 days prior written authorisation by the employee, to pay the employee's annual leave loading or shift penalties on a fortnightly basis which coincides with the normal fortnightly pay period.

31. Family and Community Services Leave and Personal/Carer's Leave

- (a) Employees shall be granted family and community services leave and personal/carers' leave in accordance with the provisions of the NSW Health Policy Directive PD2019_010, Leave Matters for the NSW Health Service, as amended or replaced from time to time.

31A. Family Violence Leave

- (i) For the purpose of this clause, family violence means domestic violence as defined in the *Crimes (Domestic and Personal Violence) Act 2007*. The violence may have been reported to the police and/or may be the subject of an Apprehended Violence Order.
- (ii) An employee experiencing family and domestic violence can utilise Award leave entitlements provided for in Sick Leave and Family and Community Services Leave provisions of the Award.
- (iii) Where leave entitlements to Sick Leave and Family and Community Services Leave are exhausted, the employer will grant up to five days per year of paid special leave to attend legal proceedings, counselling, appointments with a medical or legal practitioner and relocation and safety activities directly associated with alleviating the effects of family and domestic violence. This leave entitlement does not accumulate from year to year.
- (iv) Upon exhaustion of the paid leave entitlement, an employee may request further periods of unpaid leave, for the same activities for which paid leave would be available.
- (v) To access paid and unpaid leave, the employee must provide the employer with evidence, to the employer's satisfaction, substantiating the purpose of the leave and that the leave is related to alleviating the effects of family violence. The employer may accept a variety of agreed documentation in support of an application for leave. Supporting documentation may be presented in the form of an agreed document issued by the Police Force, a Court, a doctor, a Family Violence Support Service or a lawyer.
- (vi) Matters related to family violence can be sensitive. Information collected by the employer will be kept confidential. No information relating to the details of the family violence will be kept on an employee's

personnel file without their express permission. However, records about the use of family violence leave will need to be kept.

- (vii) The employer, where appropriate, may facilitate flexible working arrangements subject to operational requirements. This may include changes to working times and locations, telephone numbers and email addresses.
- (viii) The employer will co-operate with all legal orders protecting an employee experiencing domestic violence.

32. Maternity, Adoption and Parental Leave

This clause is to be read in conjunction with the Maternity, Adoption and Parental Leave provisions of the NSW Health Policy Directive PD2019_010, Leave Matters for the NSW Health Service, as amended or replaced from time to time.

A. Maternity Leave

(a) Eligibility for Paid Maternity Leave

(i) Full-time employees

Female employees who prior to the expected date of birth, have completed at least forty (40) weeks continuous service (of not less than 31.25 hours per week) are eligible for paid maternity leave.

(ii) Permanent part-time employees

Permanent part-time employees are employees engaged on a permanent part-time basis as defined by their Award. Female employees employed on this basis are entitled to pro-rata paid maternity leave after forty (40) weeks continuous service.

(iii) An employee who has once met conditions for paid maternity leave will not be required to again work the forty (40) weeks continuous service in order to qualify for a further period of paid maternity leave, unless:

- (1) there has been a break in service where the employee has been re-employed or re-appointed after resignation, medical retirement, or after her services have been otherwise dispensed with; or
- (2) the employee has completed a period of leave without pay of more than forty (40) weeks. In this context, leave without pay does not include sick leave without pay, maternity leave without pay, or leave without pay associated with an illness or injury compensable under workers' compensation legislation.

(b) Entitlements to Paid Maternity Leave

(i) Eligible employees are entitled to fourteen (14) weeks at the ordinary rate of pay from the date maternity leave commences. This leave may commence up to fourteen (14) weeks prior to the expected date of birth.

(ii) Paid maternity leave may be paid: on a normal fortnightly basis; or in advance in a lump sum; or

at the rate of half pay over a period of twenty-eight (28) weeks on a regular fortnightly basis.

Annual and/or long service leave credits can be combined with periods of maternity leave on half pay to enable an employee to remain on full pay for that period.

- (ii) Should an employee return to duty during the period of paid maternity leave, such paid leave ceases from the date duties are resumed.
- (c) Entitlements to Unpaid Maternity Leave
 - (i) An employee entitled to paid maternity leave is entitled to a further period of unpaid maternity leave of not more than twelve (12) months from the actual date of birth. The leave therefore does not extend beyond the child's first birthday.
 - (ii) Full-time or permanent part-time female employees who are not eligible for paid maternity leave are entitled to unpaid maternity leave of not more than 12 months.
- (d) Applications for Maternity Leave
 - (i) An employee who intends to proceed on maternity leave should formally notify their Operations Manager/Control Centre Manager (in writing) of such intention as early as possible however, not less than eight (8) weeks prior to the commencement of leave. This notice must include a statement of:
 - (1) The intention to proceed on maternity leave;
 - (2) The expected date of birth certified by a medical practitioner;
 - (3) The period of leave to be taken;
 - (4) The date on which maternity leave is to commence;
 - (5) A Statutory Declaration stating any period of parental leave sought or taken by the employee's spouse. This declaration must also state that the applicant is the child's primary caregiver for the period of leave sought.
 - (6) The entitlement to maternity leave is reduced by any period of parental leave taken by the employee's spouse. Apart from parental leave of one (1) week at the time of birth, maternity leave is not to be taken concurrently with parental leave except as otherwise provided at paragraph (a)(i) of Part D of this clause.
- (e) Applications for Further Maternity Leave
 - (i) Where an employee becomes pregnant whilst on maternity leave a further period of maternity leave shall be granted. If an employee enters on the second period of maternity leave during the currency of the initial period of maternity leave, then any residual maternity leave from the initial entitlement ceases.
 - (ii) An employee who commences a subsequent period of maternity leave while on unpaid maternity leave under paragraph (c)(i) of Part A of this clause or paragraph (a)(ii) of Part D of this clause is entitled to be paid at their normal rate (i.e. the rate at which they were paid before proceeding on maternity leave).
 - (iii) An employee who commences a subsequent period of maternity leave during the first 12 months of a return to duty on a part-time basis as provided under paragraph (a)(iii) of Part D of this clause is entitled to be paid at their substantive fulltime rate for the subsequent period of maternity leave.
 - (iv) An employee who commences a subsequent period of maternity leave more than 12 months after returning to duty on a part-time basis under paragraph (a)(iii) of Part D of this clause, will be entitled to paid maternity leave for the subsequent period of maternity leave at their part-time rate.

(f) Variations of Maternity Leave

After commencing maternity leave, an employee may vary the period of her maternity leave -

- (i) once without the consent of the Service, but with a minimum of fourteen (14) days' notice in writing; and
- (ii) otherwise with the consent of the Service, with a minimum of fourteen (14) days' notice in writing.

However, more advanced notice is encouraged, especially for uniformed staff because of roster arrangements.

(g) Staffing Provisions

In accordance with obligations established by the *Industrial Relations Act 1996* (Section 69) any person who occupies the position of an employee on maternity leave must be informed that the employee has the right to return to her former position. Additionally, since an employee has the right to vary the period of her maternity leave; offers of temporary employment should be in writing, stating clearly the temporary nature of the contract of employment. The duration of employment should be also set down clearly; to a fixed date or until the employee elects to return to duty, whichever occurs first.

(h) Effect of Maternity Leave on Accrual of Leave, Increments, etc.

- (i) Unpaid maternity leave does not count as service for the purposes of accruing sick leave (unless the period of unpaid leave is less than one month, although it is unlikely that unpaid maternity leave would be for such a lesser period), annual leave (unless the period of unpaid maternity leave is less than 28 calendar days) or long service leave (unless the employee has completed ten years' service and the period of unpaid maternity leave is less than six months).
- (ii) Unpaid maternity leave is not to be counted as service for determining incremental progression. Periods of maternity leave at full pay and at half pay are to be regarded as service for incremental progression on a pro-rata basis. Notwithstanding the foregoing, increments based on age must be paid on attainment of the appropriate age.
- (iii) During a period of unpaid maternity leave the employee will not be required to meet the employer's superannuation liability. The employee will, however, be required to make any necessary arrangements for their own contributions.
- (iv) When the employee has resumed duties, any period of full pay leave is counted in full for the accrual of annual leave and any period of maternity leave on half pay is taken into account to the extent of one half thereof when determining the accrual of annual leave.
- (v) Except in the case of employees who have completed ten (10) years' service the period of maternity leave without pay does not count as service for long service leave purposes. Where the employee has completed ten (10) years' service, the period of maternity leave without pay shall count as service provided such leave does not exceed six (6) months.
- (vi) Where public holidays occur during the period of paid maternity leave, payment is at the rate of maternity leave received, i.e. public holidays occurring in a period of full pay maternity leave are paid at full rate and those occurring during a period of half pay leave are paid at half rate.

(i) Illness Associated with Pregnancy

- (i) If, because of an illness associated with her pregnancy, an employee is unable to continue to work, then she can elect to use any available paid leave (sick, annual and/or long service leave) or to take any sick leave without pay.
- (ii) Where an employee is entitled to paid maternity leave but, because of illness or injury, is on workers' compensation, sick, annual, long service leave, or sick leave without pay prior to the birth, such leave will cease nine (9) weeks prior to the expected date of birth. The employee will then commence on maternity leave with the normal provisions applying.

(j) Effect of Premature Birth on Payment of Maternity Leave

An employee who gives birth prematurely prior to proceeding on maternity leave, shall be treated as being on maternity leave from the date she enters on leave to give birth to the child.

(k) Stillbirth

In the case of a stillbirth, (as classified by the Registry of Births, Deaths and Marriages) an employee may elect to take sick leave or maternity leave, subject to production of a medical certificate. She may resume duty at any time provided she produces a doctor's certificate as to her fitness.

(l) Miscarriage

In the event of a miscarriage, any absence from work is to be covered by the current sick leave provisions.

(m) Fitness to Continue Working During Pregnancy and Alternative Work

- (i) Whilst an employee may commence maternity leave up to fourteen (14) weeks, prior to the expected date of birth, this is not compulsory. However, if an employee decides to continue working prior to taking maternity leave, she must be able to satisfactorily perform her normal duties.
- (ii) Where, because of an illness or risk associated with her pregnancy, an employee cannot carry out the duties of her position, an employer is obligated, as far as practicable, to provide alternative employment in some other position that she is able to satisfactorily perform, until maternity leave commences. A position to which an employee is transferred under these circumstances must be as close as possible in status and salary to her substantive position.
- (iii) Pregnant Paramedics/Control Centre Officers and Patient Transport Officers may take up their entitlement to alternative duties at any time during their pregnancy if their medical condition determines they are unable to carry out normal duties.

(n) Medical Certificate Requirement

In the case of Paramedics/Control Centre Officers and Patient Transport Officers a medical certificate must be provided at 24 weeks gestation to their supervisor, confirming fitness and ability to continue working in normal duties.

(o) Right to Return to Previous Position

- (i) An employee who returns to work after maternity leave has a right to return to her former position.

- (ii) Where this position no longer exists, the employee is entitled to be placed in a position nearest in status and salary to that of her former position and to which the employee is capable and/or qualified.

(p) Portability of Service for Paid Maternity Leave

When determining an employee's eligibility for paid maternity leave, continuous service with an organisation that is part of the government sector as defined in the *Government Sector Employment Act 2013* will be recognised, provided that:

- (i) service was on a full-time or permanent part-time (as specified) basis;
- (ii) cessation of service with the former employer was not by reason of dismissal on any ground, except retrenchment or reduction of work;
- (iii) the employee commences duty with the new employer on the next working day after ceasing employment with the former employer. (There may be a break in service of up to 2 months before commencing duty with the new employer, provided that the new position was secured before ceasing duty with the former employer. However, such a break in service will not be counted as service for the purpose of calculating any prior service prerequisite for paid maternity leave.)

Portability of service for paid maternity leave involves the recognition of service in government sector agencies for the purpose of determining an employee's eligibility to receive paid maternity leave. For example, where an employee moves between a Public Service Department and a public hospital, previous continuous service will be counted towards the service prerequisite for paid maternity leave.

B. Adoption Leave

(a) Eligibility for Adoption Leave

- (i) All full-time and permanent part-time employees who are adopting a child and are to be the primary care giver of the child are entitled to unpaid adoption leave.
- (ii) Employees who are adopting a child and are to be the primary care giver of the child are entitled to paid adoption leave as follows:

Full-time employees

Employees who, prior to the date of taking custody of the child, have completed 40 weeks continuous service (of not less than 31.25 hours per week) are eligible for paid adoption leave.

Permanent part-time employees

Permanent part-time employees are employees engaged in a permanent part-time basis as defined by their Award. These employees are entitled to pro-rata paid adoption leave after forty (40) weeks continuous service.

- (iii) An employee who has once met conditions for paid adoption leave will not be required to again work the forty (40) weeks continuous service in order to qualify for a further period of paid adoption leave, unless:
 - (1) there has been a break in service where the employee has been re-employed or re-appointed after resignation, medical retirement, or after her services have been otherwise dispensed with; or

- (2) the employee has completed a period of leave without pay of more than forty (40) weeks. In this context, leave without pay does not include sick leave without pay, maternity leave without pay, or leave without pay associated with an illness or injury compensable under workers' compensation legislation.
- (b) Entitlements
- (i) Paid Adoption Leave
- Eligible employees are entitled to fourteen (14) weeks at the ordinary rate of pay. This leave may commence from the date of taking custody of the child.
- Paid adoption leave may be paid:
- on a normal fortnightly basis; or in advance in a lump sum; or
- at the rate of half pay over a period of twenty-eight (28) weeks on a regular fortnightly basis.
- Annual and/or long service leave credits can be combined with periods of adoption leave at half pay to enable an employee to remain on full pay for that period.
- (ii) Unpaid Adoption Leave
- Eligible employees are entitled to unpaid adoption leave as follows:
- where the child is under the age of 12 months - a period of not more than 12 months from the date of taking custody;
- where the child is over the age of 12 months and under 18 years old - a period of up to 12 months, such period to be agreed upon by both the employee and the employer.
- (c) Applications for Adoption Leave
- (i) Due to the fact that an employee may be given little notice of the date of taking custody of a child, employees who believe that, in the reasonably near future, they will take custody of a child, should formally notify the employer as early as practicable of the intention to take adoption leave, normally 8 weeks prior. This will allow arrangements associated with the adoption leave to be made.
- (ii) A statement must also be provided from the adoption agency or appropriate body/government authority confirming that the applicant/ employee is to have custody and the expected date of placement of the child.
- (d) Applications for Further Adoption Leave Same provisions as maternity leave.
- (e) Variations of Adoption Leave
- Same provisions as maternity leave.
- (f) Staffing Provisions
- Same provisions as maternity leave.
- (g) Effect of Adoption Leave on Accrual of Leave, Increments, etc.
- Same provisions as maternity leave.

(h) Right to Return to Previous Position

Same provisions as maternity leave.

(i) Portability of Service for Paid Adoption Leave

Same provisions as maternity leave.

C. Parental Leave

(a) Eligibility for Parental Leave

(i) Full-time employees

Employees who, prior to the expected date of birth or to the date of taking custody of the child, have completed 40 weeks continuous service (of not less than 31.25 hours per week) are eligible for parental leave.

(ii) Permanent part-time employees

Permanent part-time employees are employees engaged in a permanent part-time basis as defined by their Award. These employees are entitled to pro-rata paid parental leave after forty (40) weeks continuous service.

(iii) An employee who has once met conditions for parental leave will not be required to again work the forty (40) weeks continuous service in order to qualify for a further period of parental leave, unless:

- (1) there has been a break in service where the employee has been re-employed or re-appointed after resignation, medical retirement, or after her services have been otherwise dispensed with; or
- (2) the employee has completed a period of leave without pay of more than forty (40) weeks. In this context, leave without pay does not include sick leave without pay, maternity leave without pay, or leave without pay associated with an illness or injury compensable under workers' compensation legislation.

(b) Entitlements

Eligible employees whose spouse or partner (including a same sex partner) is pregnant or is taking custody of a child, are entitled to a period of leave not exceeding 52 weeks, which includes one week of paid leave, and may be taken as follows:

- (i) An unbroken period of up to one week at the time of the birth of the child, taking custody of the child or other termination of the pregnancy (short parental leave).
- (ii) The entitlement of one week's paid leave may be taken at any time within the 52 week period and shall be paid:

at the employees ordinary rate of pay for a period not exceeding one week on full pay, or two weeks at half pay or the period of parental leave taken, whichever is the lesser period.
- (iii) A further unbroken period of unpaid parental leave not exceeding 52 weeks when added to short parental leave in order to be the primary caregiver of the child (extended parental leave).

- (iv) Extended parental leave cannot be taken at the same time as the employee's spouse or partner is on maternity or adoption leave, except as otherwise provided at paragraph (a)(i) of Part D of this clause.

Annual and/or long service leave credits can be combined with periods of parental leave at half pay to enable an employee to remain on full pay for that period.

(c) Applications for Parental Leave

- (i) An employee who intends to proceed on parental leave should formally notify their employer of such intention as early as possible, so that arrangements associated with their absence can be made.
- (ii) The employee should give written notice of the intention to take the leave, at least four weeks before proceeding on leave, and should detail the dates on which they propose to start and end the period of leave. It is recognised in situations of taking custody of a child, little or no notice may be provided to the employee. In such an instance, the employee should notify the employer as early as practicable.
- (iii) The employee must, before the start of leave, provide a certificate from a medical practitioner confirming that their spouse or partner is pregnant and the expected date of birth, or in the case of an adoption, an official form or notification on taking custody of the child.
- (iv) In the case of extended parental leave, the employee must, before the start of leave, provide a statutory declaration by the employee stating:

if applicable, the period of any maternity leave sought or taken by his spouse, and that they are seeking the period of extended parental leave to become the primary caregiver of the child.

(d) Variations of Parental Leave

Same provisions as maternity leave.

(e) Staffing Provisions

Same provisions as maternity leave.

(f) Effect of Parental Leave on Accrual of Leave, Increments, etc.

Same provisions as maternity leave.

(g) Right to Return to Previous Position

Same provisions as maternity leave.

(h) Portability of Service for Paid Parental Leave

Same provisions as maternity leave.

D. Right to Request

- (a) An employee entitled to maternity, adoption or parental leave may request the employer to allow the employee:
 - (i) to extend the period of simultaneous parental leave use up to a maximum of eight weeks;

- (ii) to extend the period of unpaid maternity, adoption or extended parental leave for a further continuous period of leave not exceeding 12 months;
 - (iii) to return from a period of maternity, adoption or parental leave on a part-time basis until the child reaches school age,

to assist the employee in reconciling work and parental responsibilities.
- (b) The employer shall consider the request having regard to the employee's circumstances and, provided the request is genuinely based on the employee's parental responsibilities, may only refuse the request on reasonable grounds related to the effect on the workplace or the employer's business. Such grounds might include cost, lack of adequate replacement staff, loss of efficiency and the impact on customer service.
 - (c) The employee's request and the employer's decision made under paragraphs (a)(ii) and (a)(iii) of this Part must be recorded in writing.
 - (d) Where an employee wishes to make a request under paragraph (a)(iii) of this Part:
 - (i) the employee is to make an application for leave without pay to reduce their full-time weekly hours of work;
 - (ii) such application must be made as early as possible to enable the employer to make suitable staffing arrangements. At least four weeks' notice must be given
 - (iii) salary and other conditions of employment are to be adjusted on a basis proportionate to the employee's full-time hours, that is for long service leave the period of service is to be converted to the full-time equivalent and accredited accordingly.

E. Communication During Leave

- (a) Where an employee is on maternity, adoption or parental leave and a definite decision has been made to introduce significant change at the workplace, the employer shall take reasonable steps to:
 - (i) make information available in relation to any significant effect the change will have on the status or responsibility level of the position the employee held before commencing leave; and
 - (ii) provide an opportunity for the employee to discuss any significant effect the change will have on the status or responsibility level of the position the employee held before commencing leave.
- (b) The employee shall take reasonable steps to inform the employer about any significant matter that will affect the employee's decision regarding the duration of leave to be taken, whether the employee intends to request to return to work on a part-time basis.
- (c) The employee shall also notify the employer of changes of address or other contact details which might affect the employer's capacity to comply with subclause (a) of this Part.

32A. Lactation Breaks

- (i) This clause applies to employees who are lactating mothers. A lactation break is provided for breastfeeding, expressing milk or other activity necessary to the act of breastfeeding or expressing milk and is in addition to any other rest period and meal break as provided for in this Award.
- (ii) A full-time employee or a part-time employee working more than four hours per day is entitled to a maximum of two paid lactation breaks of up to 30 minutes each per day or per shift.

- (iii) A part-time employee working four hours or less on any day or shift is entitled to only one paid lactation break of up to 30 minutes each per day or per shift worked.
- (iv) A flexible approach to lactation breaks can be taken by mutual agreement between an employee and their manager provided the total lactation break time entitlement is not exceeded. When giving consideration to any such requests for flexibility, a manager needs to balance the operational requirements of the organisation with the lactating needs of the employee.
- (v) The employer shall provide access to a suitable, private space with comfortable seating for the purpose of breastfeeding or expressing milk. Other suitable facilities, such as refrigeration and a sink, shall be provided where practicable. Where it is not practicable to provide these facilities, discussions between the manager and the employee will take place to attempt to identify reasonable alternative arrangements for the employee's lactation needs.
- (vi) Employees experiencing difficulties in effecting the transition from home based breastfeeding to the workplace will have telephone access in paid time to a free breastfeeding consultative service, such as that provided by the Australian Breastfeeding Association's Breastfeeding Helpline Service or the Public Health System.
- (vii) Employees needing to leave the workplace during time normally required for duty to seek support or treatment in relation to breastfeeding and the transition to the workplace may utilise sick leave or other leave in accordance with the award.

33. Study Leave

Employees shall be granted Study leave on such terms and conditions prescribed by the NSW Health Policy Directive PD2019_010, Leave Matters for the NSW Health Service, as amended or replaced from time to time.

34. Trade Union Leave

Employees shall be granted trade union leave on such terms and conditions prescribed by the NSW Health Policy Directive PD2019_010, Leave Matters for the NSW Health Service, as amended or replaced from time to time.

35. Long Service Leave

- (a) Employees shall be granted long service leave on such terms and conditions as may be applicable from time to time to employees employed under the provisions of the *Government Sector Employment Act 2013*, and the regulations made thereunder, as amended from time to time. This includes the taking of long service leave on half pay.
- (b) Where an employee has accrued a right to an allocated day off duty on pay prior to entering a period of long service leave, such day shall be taken on the next working day immediately following the period of long service leave.
- (c) An employee returning to duty from long service leave shall be given the next allocated day off duty in sequence, irrespective of whether sufficient credits have been accumulated or not.

36. Sick Leave

- (a) If the Service is satisfied that an employee is unable to perform his or her duties on account of illness, not attributable to the employee's misconduct, it shall grant to such employee leave of absence on full pay for a period or periods as follows:
 - (i) All employees shall be entitled to sick leave for a period or periods not exceeding in the aggregate 114 hours in any period of 12 months.

- (ii) Sick leave hours will be deducted at a rate equal to the length of the shift for which the employee was rostered i.e. sick leave hours will be deducted for the equivalent number of ordinary hours that would otherwise have been worked.
 - (iii) In the event of an employee not taking the full period of 114 hours in any period of 12 months, the untaken period of such leave shall accumulate.

A maximum of 76 hours of the untaken hours in each period of 12 months shall accumulate in respect of available sick leave which accumulated prior to 20 June 1980.
 - (iv) Periods of less than 38 hours shall not be re-credited to employees who are sick whilst on annual leave or long service leave.
- (b) The Service shall not, with the sole object of avoiding obligations under this clause, terminate the services of an employee who is unable to perform his or her duties on account of illness and who is entitled to sick leave under this clause.
 - (c) The employee shall notify the Service, where practicable, of his or her inability to attend for duty at least four hours but in any case no less than one hour before the commencement time of duty and inform the Service, as far as possible, the estimated duration of same.
 - (d) All periods of sickness shall be certified by a legally qualified medical practitioner, provided however, that the Service may dispense with the requirements of a medical certificate where the absence does not exceed two consecutive days or where, in the Services opinion, circumstances are such as not to warrant such requirements.
 - (e) An employee shall not be entitled to sick leave on full pay for any period in respect of which such employee is entitled to accident pay or workers' compensation; provided, however, that where an employee is not in receipt of accident pay, the Service shall pay to an employee, who has sick leave entitlements under this clause, the difference between the amount received, as workers' compensation and full pay. The employee's sick leave entitlement under this clause shall, for each week during which such difference is paid, be reduced by the proportion of hours which the difference bears to full-time hours. On the expiration of available sick leave, weekly compensation payments only shall be payable.
 - (f) Any accumulation of sick leave standing to the credit of an employee as at 6 February 1998 shall be added to the leave which is accumulated pursuant to paragraph (a)(iii) of this clause.

SECTION 6 -MISCELLANEOUS

37. Uniforms

- (a)
 - (i) The Service shall provide each new employee with sufficient, suitable and serviceable uniforms.
 - (ii) The Service will provide uniforms in accordance with its Uniform Policy, as amended or replaced from time to time. Any change to the policy will be the subject of consultation.
 - (iii) Uniforms provided shall be replaced by the Service upon condemnation in equivalent numbers.
 - (iv) The Service shall provide any other special clothing which the Service requires an employee to wear.
 - (v) Articles of uniform and special clothing issued under paragraph (i) and (iv) of this subclause remain the property of the Service and shall be returned by the employee upon request by the Service.
- (b) Any request for uniform replacement by the Service or an employee will not be unreasonably refused.

- (c) Employees required to wear a uniform shall be paid a laundry allowance as prescribed in Item 13 of Table 2A - Allowances of Section 8, Monetary Rates.

38. Accommodation

- (a) One-Officer Branch Stations - As compensation for time on-call, employees shall be given accommodation rent free and shall be supplied, without charge, with fuel and light. The on-call allowance as set out in paragraph (f)(i) and (f)(ii) of clause 23, Employees On Call, shall not apply.

Employees shall be given relief from duty from duty for not less than two full days in each working week or four full days in each two working weeks, unless otherwise agreed between the parties, and shall be paid the maximum rate prescribed by this Award for Paramedics.

Days of relief from duty for an employee who works on a roster other than a modified hours roster may be accumulated by mutual arrangement between the employee and the Service up to a maximum of eight days. Nothing in this subclause shall be deemed to prohibit an employee in a one-officer branch station from temporarily leaving the station at times when he or she is rostered on duty or on-call after having made arrangements satisfactory to the Service for the proper carrying on by him or her of the service during the temporary absence.

- (b) Two-Officer Branch Stations - If an employee is supplied with quarters attached to an ambulance station, the maximum weekly rent shall not exceed the weekly on-call allowance specified in Item 4 of Table 2A - Allowances of Section 8, Monetary Rates.
- (c) Rental for all other employees will be subject to such terms and conditions prescribed by the Ministry's Policy Directive PD2009_061 Accommodation - Health Owned - Consideration of Rental/Market Rental Assistance Grant, as updated or replaced from time to time.
- (d) Where an employee is provided with accommodation and is transferred or resigns, he or she shall be given not less than four weeks' notice to vacate such accommodation, such notice to take effect from the date of notification of transfer or resignation.

39. Lockers and Showers

- (a) The Service shall provide for the use of the employees hot and cold showers and washbasins and for each employee a locker with suitable hanging facilities. Lavatory accommodation, when situated in shower or locker rooms, shall be effectively partitioned there from.
- (b) Lockers may only be opened for inspection in the presence of the employee but in cases where the employee neglects or refuses to be present or in any circumstances where notice to the employee is impracticable such inspection may be carried out in the absence of the employee by an employee of the Service appointed by the Chief Executive, or his or her nominee, and if practicable an Union Sub-Branch Officer, otherwise by any two employees of the Service, one of whom is nominated by the Union

40. Union Subscriptions

The Service agrees, subject to prior written authorisation by the employee, to deduct Union Subscriptions from the pay of the authorising employee.

41. Union Notice Boards

Each ambulance station and ambulance workplace shall permit a notice board of reasonable dimensions to be erected in a prominent position upon which the Union representatives shall be permitted to post Union notices.

SECTION 7 - AWARD PARAMETERS**42. Issues Resolution**

- (a) The parties must:
- (i) Use their best endeavours to cooperate in order to avoid grievances and disputes arising between the parties or between the Service and individual employee(s); and
 - (ii) Abide by the procedures set out in this clause to resolve any issue which might arise; and
 - (iii) Place emphasis on negotiating a settlement of any issue at the earliest possible stage in the process.
- (b) In this clause, "issue" means any question, issue, grievance, dispute or difficulty which might arise between the parties about:
- (i) The interpretation, application or operation of this Award; or
 - (ii) Any allegation of discrimination in employment within the meaning of the *Anti-Discrimination Act 1977* which is not covered by established policies and procedures applicable to the Service, regardless of whether the issue relates to an individual employee or to a group of employees.
- (c) Any issue, and in the case of a grievance or dispute, any remedy sought, must be discussed in the first instance by the employee(s) (or the Union on behalf of the employee(s) if the employee(s) so request) and the immediate supervisor of that employee(s).
- (d) If the issue is not resolved within a reasonable time, it must be referred by the employee(s) immediate supervisor to his or her supervisor (or his or her nominee) and may be referred by the employee(s) to the Union Organiser for the Service. Discussions at this level must take place and be concluded within two working days of referral or such extended period as may be agreed.
- (e) If the issue remains unresolved, it may be referred by any of the parties to more senior officials of the Union who must then confer with the Chief Executive (and/or his/her nominee(s)) of the Service. The conclusions reached by those representatives must be reported to the parties within two working days of referral or such extended periods as may be agreed.
- (f) If these procedures are exhausted without the issue being resolved, or if any of the time limits set out in those procedures are not met, parties may seek to have the matter mediated by an agreed third party, or the matter may be referred, in accordance with the provisions of the *Industrial Relations Act 1996*, to the Industrial Relations Commission of New South Wales for its assistance in resolving the issue.
- (g) Unless agreed otherwise by the parties, the status quo must continue whilst these procedures are being followed. For this purpose "status quo" means the work procedures and practices in place:
- (i) Immediately before the issue arose; or
 - (ii) Immediately before any change to those procedures or practices, which caused the issue to arise, was made.
- The Service must ensure that all practices applied during the operation of these procedures are in accordance with safe working practices.
- (h) Throughout all the stages of these procedures, adequate records must be kept by the parties of all discussions.
- (i) These procedures are to be facilitated by the earliest possible advice by one party to the other of any issue or problem which may give rise to a grievance or dispute.

- (j) All matters in dispute arising out of the application of this Award may be referred to a disputes committee consisting of not more than six members with equal representatives of the Service and the Union. Such committee shall have the power to investigate all matters in dispute and report to the Service and the Union, respectively, with such recommendation as it may think right and, in the event of no mutual decision being arrived at by the Committee, the matter in dispute may be referred to the Industrial Relations Commission of New South Wales.

43. Anti-Discrimination

- (a) 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.
- (b) 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.
- (c) 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.
- (d) Nothing in this clause is to be taken to affect:
- (i) Any conduct or act which is specifically exempted from anti-discrimination legislation;
 - (ii) Offering or providing junior rates of pay to persons under 21 years of age;
 - (iii) Any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
 - (iv) A party to this Award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.
- (e) 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 this 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."

44. Benefits Not to be Withdrawn

Except in so far as altered expressly or by necessary implication, nothing in this Award shall in itself be deemed, or be construed to reduce the wages of any employee at the date of the commencement of this Award.

45. Exemptions

- (a) On and from 25 November 1977, in respect of conditions of employment relating to meals, meal breaks, on-call, Sunday penalty rates, annual leave, annual leave loading, sick leave, Relieving other members of staff, hours, working week and the issue of shoes or boots, gauntlets or gloves for employees attached to the former Hunter Region Ambulance District (as delimited by the New South Wales Ambulance

Transport Service Board at a meeting held on 8 February 1963), reference is to be made to Determinations of the Health Commission dated 25 November 1977 and 14 December 1979.

For the purposes of this, the Hunter Ambulance District shall mean the Hunter Ambulance District as delimited by the New South Wales Ambulance Transport Service Board at a meeting held on 8 February 1963, viz:

Commencing on the coast between Munmorah Lake and Tuggerah or Budgewoi or Middle Lake, thence in a westerly direction to the northern shore of Tuggerah or Budgewoi or Middle Lake, thence by the northern shore of that Lake (including Budgewoi, Halekulani and Buff Point) to Wallarah Creek, thence in a straight line to the junction of the MacDonal River and Yengo (or Boree) Creek, thence by the MacDonal River in a northerly direction to where it joins the Wareng (or Howes Valley) Creek, thence by the Big Broken Back Range to Payne's Crossing, thence in a straight line to "Mistletoe", thence by the road to Belford Railway Station, thence by the Main Northern Railway line to Black Creek and by the road from Stanhope to Cranky Corner and then by the road to "The Pass", thence by a straight line to Mount Royal, thence in a straight line to Eccleston, thence by the road to Salisbury Gap, then on to (but excluding) Salisbury, thence by the Wallorobba Range to the Railway Gates on the North Coast Railway Line, thence by the road to Wallarobba, thence by the most direct road to where it meets the Dungog-Clarencetown Road south of Brookfield, thence by that road to the bridge over the Williams River at Clarencetown (including Clarencetown), thence by that road to a point one mile south of Limeburners Creek, thence by a straight line to Dark Point on the coast, thence by the coast to the point of commencement.

- (b) This exemption shall only apply to those employees employed as such immediately prior to 14 October 1992.

46. No Extra Claims

Other than as provided for in the *Industrial Relations Act* 1996 and the Industrial Relations (Public Sector Conditions of Employment) Regulation 2014, there shall be no further claims/demands or proceedings instituted before the Industrial Relations Commission of New South Wales for extra or reduced wages, salaries, rates of pay, allowances or conditions of employment with respect to the employees covered by the Award that take effect prior to 30 June 2022 by a party to this Award.

47. Area, Incidence and Duration

- (a) This Award rescinds and replaces the Paramedics and Control Centre Officers (State) Award 2019 published 20 March 2020 (387 I.G. 125), and all variations thereof.
- (b) It shall apply to all employees as defined in this Award, employed by the Ambulance Service of New South Wales, excluding the County of Yancowinna, and shall regulate the terms and conditions of employment of such employees.
- (c) This Award takes effect from 1 July 2021 and shall remain in force for a period of one year.

SECTION 8 - MONETARY RATES

Table 1A - Wages

| Classification | Rates from first full pay period on or after (ffppoa) 01/07/2021 2.04% \$ per week |
|---------------------------|---------------------------------------------------------------------------------------------|
| Patient Transport Officer | |
| Year 1 | 1,067.99 |
| Year 2 | 1,115.60 |
| Trainee Paramedic | |
| One Salary Rate | 1,246.25 |

| | |
|---------------------------------------------------|----------|
| Paramedic Intern | |
| Year 1 | 1,281.61 |
| Year 2 | 1,306.14 |
| Paramedic | |
| Year 1 | 1,390.02 |
| Year 2 | 1,490.45 |
| Paramedic Specialist | |
| Year 1 | 1,602.05 |
| Year 2 | 1,646.14 |
| Year 3 | 1,695.59 |
| Critical Care Paramedic (Aeromedical) | |
| Year 1 | 1,792.69 |
| Year 2 | 1,839.14 |
| Critical Care Paramedic (Aeromedical) Team Leader | |
| One Salary Rate | 1,931.08 |
| Team Leader | |
| One Salary Rate | 1,780.43 |
| Station Manager | |
| One Salary Rate | 1,848.39 |
| District Manager | |
| One Salary Rate | 1,916.14 |
| Clinical Training Officer | |
| One Salary Rate | 1,916.14 |
| Clinical / Paramedic Educator | |
| Year 1 | 2,332.17 |
| Year 2 | 2,490.35 |

Table 1B - Control Centre Staff - Wages

| Classification | Rates from first full pay period on or after (ffppoa) 01/07/2021 2.04% \$ per week |
|-----------------------------------------------|------------------------------------------------------------------------------------------|
| Ambulance Control Centre - Non-Paramedic | |
| Trainee | 1,290.21 |
| Year 1 | 1,326.79 |
| Year 2 | 1,352.25 |
| Ambulance Control Centre Paramedic | |
| Year 1 | 1,438.61 |
| Year 2 | 1,543.01 |
| Ambulance Control Centre Paramedic Specialist | |
| Year 1 | 1,579.58 |
| Year 2 | 1,633.34 |
| Year 3 | 1,684.20 |
| Duty Control Centre Officer | |
| Non-Paramedic | |
| One Salary Rate | 1,851.94 |
| Paramedic | |
| One Salary Rate | 1,903.24 |
| Senior Control Centre Officer | |
| One Salary Rate | 1,957.10 |
| Aeromedical Control Centre Officer | |
| One Salary Rate | 1,946.23 |

Table 2A - Allowances

| Item No. | Clause | Allowance Description | Rates from first full pay period on or after 01/07/2021 2.04% \$ |
|----------|-----------|------------------------------------------------------------------------------|------------------------------------------------------------------------|
| 1 | 5 | Specialist Allowance (per week) | 49.90 |
| 2 | 5 | Rescue (Standby) Allowance (per week) | 17.20 |
| 3 | 23 | On Call Allowance (AO) (per 24 hours) | 24.20 |
| 4 | 23 | On Call Allowance (AO) (per week) | 96.90 |
| 5 | 5 | Ambulance Studies Certificate Allowance (current recipients only) (per week) | 29.30 |
| 6 | 13 | Climatic and Isolation Allowance - (a) ** (per week) | 4.90 |
| 7 | 13 | Climatic and Isolation Allowance - (b) ** (per week) | 9.70 |
| 8 | 15 | Travelling Meal Allowance** (each) | 31.95 |
| 9 | 15 | Meal Away from Station ** (each) | 31.95 |
| 10 | 15(c)(ii) | Crib Away from Station ** (each) | 15.98 |
| 11 | 24 | Overtime Meal Allowance ** (each) | 31.95 |
| 13 | 37 | Laundry ** (per week) | 14.00 |

** This is not subject to Award wages increases.

Table 2B - Additional Allowances

Uniformed Control Centres Staff

| Item No. | Clause | Allowance Description | Rates from first full pay period on or after 01/07/2021 2.04% \$ |
|----------|--------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|
| 1 | 5 | Control Centre (Standby) (per week) | 25.80 |
| 2 | 5 | Control Centre Allowance (per week) (This Allowance is only applicable to Paramedics, Paramedic Specialists, Team Leaders, Station Managers and District Managers. Such an allowance is cumulative on other allowances paid to the employee at the time). | 102.20 |
| 3 | 5 | Duty Control Centre Air Ambulance (per week) (Transitional Allowance applicable only to officers employed as Air Ambulance Co-ordination Officers as at 6 February 1998) | 16.10 |

Table 2C - Living Away From Home Allowance

| Clause | Allowance Description | Rates from first full pay period on or after 01/07/2021 2.04% \$ |
|--------|------------------------------------------|------------------------------------------------------------------------|
| 16 | Living Away From Home Tier 1 * (per day) | 136.45 |
| 16 | Living Away From Home Tier 2 * (per day) | 126.15 |

*This is not subject to Award wages increases.

D. SLOAN, *Commissioner*

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CROWN EMPLOYEES (SHERIFF'S OFFICERS) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(Case No. 180057 of 2021)

Before Commissioner Sloan

26 August 2021

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

PART A

| Clause No. | Subject Matter |
|------------|----------------------------------------------------------------------------------------|
| 1. | Arrangement |
| 2. | Title |
| 3. | Definitions |
| 4. | Salary |
| 5. | Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009 to Apply |
| 6. | Meal Allowance for Staff who are Required to Travel |
| 7. | Uniforms Laundering and Grooming |
| 8. | Vehicle Maintenance |
| 9. | Skill Development, Training and Promotion |
| 10. | Grievance and Dispute Settling Procedures |
| 11. | Anti-Discrimination |
| 12. | Work Practice Reform |
| 13. | Area, Incidence and Duration |

PART B

MONETARY RATES

Table 1 - Salary Rates

Table 2 - Meal Allowance

2. Title

This Award will be known as the Crown Employees (Sheriff's Officers) Award.

3. Definitions"Act" means the *Government Sector Employment Act 2013* and its Regulations and Rules.

"Department" means the Department of Communities and Justice (Courts, Tribunals and Service Delivery Division)

"Association" means the Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales.

"Public Service Commissioner" has the same meaning as in the *Government Sector Employment Act 2013*.

"Officer" means and includes all persons permanently or temporarily employed under the provisions of the *Government Sector Employment Act 2013*, and who as at the operative date of this award were occupying one of the positions covered by this Award or who, after that date, are appointed to one of such positions.

4. Salary

Salaries payable to officers under this award are set by the Crown Employees (Public Sector - Salaries 2021) Award or any replacement award. They are reproduced at Table 1 - Salaries, of Part B, Monetary Rates of this award.

5. Crown Employees (Public Service Conditions of Employment) Award 2009 to Apply

The provisions of the Crown Employees (Public Service Conditions of Employment) Award 2009 apply to this award except clause 29, Meal Expenses on One Day Journeys, and clause 46, Uniforms Protective Clothing and Laundry Allowance.

6. Meal Allowance for Staff Who Are Required to Travel

- (i) For the purposes of this clause "region" means the Department region's which an officer is from time to time assigned. The 5 Regions are:
 - a. Metro
 - b. Greater Metro
 - c. Hunter/North
 - d. Illawarra/South
 - e. West/South West
- (ii) An officer who is required to travel to perform duty outside the officer's region and who is not required to obtain overnight accommodation at a place other than the officer's residence will be paid the following allowances as set out in Table 2 of Part B, Monetary Rates for:
 - (a) breakfast when required to commence travel at or before 6.00am and at least 1 hour before the prescribed starting time;
 - (b) an evening meal when required to travel until or beyond 6.30pm; and
 - (c) lunch when unable to take lunch within the officer's region and, as a result, incurs additional expense for lunch. In such instances, the officer will be paid the amount equivalent to the additional expense or the allowance specified for lunch in Table 2 of Part B, Monetary Rates, whichever is the lesser.

7. Uniforms, Laundering and Grooming

The uniform requirements of Sheriff's Officers are determined by the Sheriff. Officers who are required to wear complete uniform in accordance with those determinations are responsible at their own cost for the care and laundering of all uniform items provided to them. Officers are required to be personally well-groomed, neat and tidy at all times when on duty.

8. Vehicle Maintenance

Sheriff's Officers are responsible for the care, maintenance and cleaning of official vehicles and suitable equipment and materials are to be supplied for those purposes.

9. Skill Development, Training and Promotion

To be eligible to be appointed to any promotional positions an officer will be required to satisfactorily complete the minimum training courses determined by the Sheriff from time to time to become eligible to apply for promotion on a competitive merit basis.

The Sheriff may from time to time prescribe those courses to be satisfactorily completed by all applicants at each promotional rank, and the frequency of continuing refresher training. Without limiting the foregoing a course or courses may be prescribed in the areas of:

- (i) ethical practice skills;
- (ii) client service skills;
- (iii) tactical and self-defence competencies;
- (iv) conflict management and resolution;
- (v) information technology skills;
- (vi) operational management;
- (vii) leadership and management.

10. Grievance and Dispute Settling Procedures

- (i) All grievances and disputes relating to the provisions of this award will 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 Department, if required.
- (ii) An officer is required to notify in writing their immediate supervisor, as to the substance of the grievance, dispute or difficulty, request a meeting to discuss the matter and if possible, state the remedy sought.
- (iii) 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 officer to advise their immediate manager the notification may occur to the next appropriate level of management, including where required, to the Agency Head or delegate
- (iv) The immediate supervisor, or other appropriate officer, will convene a meeting in order to resolve the grievance, dispute or difficulty within two (2) working days, or as soon as practicable, of the matter being brought to attention.
- (v) If the matter remains unresolved with the immediate supervisor, the officer may request to meet the appropriate person at the next level of management in order to resolve the matter. This manager will respond within two (2) working days, or as soon as practicable. This sequence of reference to successive levels of management may be pursued by the officer until the matter is referred to the Agency Head.
- (vi) The Agency Head may refer the matter to the Industrial Relations Secretary for consideration.
- (vii) If the matter remains unresolved, the Agency Head will provide a written response to the officer and any other party involved in the grievance, dispute or difficulty, concerning action to be taken, or the reason for not taking action, in relation to the matter.
- (viii) An officer, at any stage, may request to be represented by their union.

- (ix) The officer, or the Association on their behalf, or the Agency Head may refer the matter to the New South Wales Industrial Relations Commission if the matter is unresolved following the use of these procedures.
- (x) The officer, Association, Department and the Industrial Relations Secretary will agree to be bound by any order or determination by the New South Wales Industrial Relations Commission in relation to the dispute.
- (xi) Whilst the procedures outlined in subclauses (i) to (x) of this clause are being followed, normal work undertaken prior to notification of the dispute or difficulty will continue unless otherwise agreed between the parties, or, in the case involving health and safety, if practicable, normal work will proceed in a manner which avoids any risk to the health and safety of any officer or member of the public.

11. 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 an obligation 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:
 - 1. any conduct or act which is specifically exempted from anti-discrimination legislation;
 - 2. offering or providing junior rates of pay to persons under 21 years of age;
 - 3. any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
 - 4. a party to this award from pursuing matters of unlawful discrimination in any State or federal jurisdiction.
 - 5. 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.

12. Work Practice Reform

The parties are to work diligently, cooperatively and in good faith to achieve ongoing work practice reforms to improve the efficiency and effectiveness of Sheriff's Office operations.

13. Area Incidence and Duration

- (i) This award will apply to Sheriff's Officers of the Department of Communities and Justice (Courts, Tribunals and Service Delivery)
- (ii) This award is made following a review under section 19 of the *Industrial Relations Act 1996* and rescinds and replaces the Crown Employees (Sheriff's Officers) Award published 1 May 2020 (387 I.G.1052), as varied.

- (iii) 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 13 August 2021.
- (iv) This award remains in force until varied or rescinded, the period for which it was made having already expired.
- (iii) Changes made to this award subsequent to it first being published on 14 September 2001 (327 I.G. 899) have been incorporated into this award as part of the review.

PART B

MONETARY RATES

Table 1 - Salary Rates - Sheriff's Officers

The salary rates are set in accordance with the Crown Employees (Public Sector - Salaries 2021) Award effective from the beginning of the first pay period to commence on or after 1 July 2021.

| Position | Salary \$ |
|-------------------------------|--------------|
| Chief Inspector | |
| Year 2 | 96,540 |
| Year 1 | 93,791 |
| Inspector | |
| Year 2 | 90,253 |
| Year 1 | 87,493 |
| Sergeant | |
| Year 4 | 81,158 |
| Year 3 | 78,736 |
| Year 2 | 76,353 |
| Year 1 | 74,117 |
| Sheriff's officer | |
| Year 4 | 72,077 |
| Year 3 | 70,151 |
| Year 2 | 68,246 |
| Year 1 | 66,298 |
| Probationary Sheriffs officer | 60,601 |

Table 2 - Meal Allowance

Capital cities and the following country centres:

Maitland
Newcastle
Port Macquarie
Wagga Wagga
Wollongong

| | |
|-----------|----------|
| Breakfast | \$ 28.70 |
| Lunch | \$ 55.05 |
| Dinner | \$ 32.30 |

All other NSW Country Centres

| | |
|-----------|----------|
| Breakfast | \$ 25.75 |
| Lunch | \$ 50.65 |
| Dinner | \$ 29.35 |

D. SLOAN, *Commissioner*

Printed by the authority of the Industrial Registrar.

(1933)

SERIAL C9298

LOCAL GOVERNMENT (COVID-19) SPLINTER (INTERIM) AWARD 2021

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Local Government and Shires Association of New South Wales, Industrial Organisation of Employers.

(Case No. 231608 of 2021)

Before Commissioner Murphy

23 August 2021

VARIATION

1. Delete Schedule A of the award published 16 July 2021 (389 I.G. 545) and insert in lieu thereof the following:

Schedule A-Employers covered by this Award

- A.1 The employers listed in Table 1 below are the employers covered by this Award, as provided by clause 3.
- A.2 For employers listed in Column A of Table 1, subclause 14.4 of the Award operates on and from 8 April 2021.
- A.3 For employers listed in Column B of Table 1, subclause 14.4 of the Award operates on and from 28 April 2021.
- A.4 For employers listed in Column C of Table 1, subclause 14.4 of the Award operates on and from 26 May 2021.
- A.5 For employers listed in Column D of Table 1, subclause 14.4 of the Award operates on and from 6 July 2021.
- A.6 For employers listed in Column E of Table 1, subclause 14.4 of the Award operates on and from 19 July 2021.
- A.7 For employers listed in Column F of Table 1, subclause 14.4 of the Award operates on and from 12 August 2021.

Table 1 - Employers covered by the Award, and operative date of subclause 14.4

| Column A (Subclause 14.4 Operates on and from 8 April 2021) | Column B (Subclause 14.4 operates on and from 28 April 2021) | Column C (Subclause 14.4 operates on and from 26 May 2021) | Column D (Subclause 14.4 operates on and from 6 July 2021) | Column E (Subclause 14.4 operates on from and 19 July 2021) | Column F (Subclause 14.4 operates on and from 12 August 2021) |
|-------------------------------------------------------------------------|--------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------|-------------------------------------------------------------------------|---------------------------------------------------------------------------|
| Armidale Regional Council | Albury City Council | Burwood Council | City of Canada Bay Council | Bayside Council | Castlereagh Macquarie County Council |
| Ballina Shire Council | Bellingen Shire Council | City of Parramatta Council | Carrathool Shire Council | Blayney Shire Council | Hawkesbury River County Council |
| Bathurst Regional Council | Bland Shire Council | City of Sydney Council | Fairfield City Council | Broken Hill City Council | |

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|------------------------------|---------------------------------|---------------------------------------|--------------------------------|-----------------------------------------|--|
| Bega Valley Shire Council | Central Darling Shire Council | Cootamundra-Gundagai Regional Council | Glenn Innes Severn Council | Central Tablelands Water County Council | |
| Berrigan Shire Council | City of Ryde Council | Goldenfields Water County Council | Gwydir Shire Council | Georges River Council | |
| Blacktown City Council | Gilgandra Shire Council | Sutherland Shire Council | Liverpool Plains Shire Council | Inner West Council | |
| Blue Mountains City Council | Lachlan Shire Council | Upper Hunter Shire Council | Mosman Municipal Council | Inverell Shire Council | |
| Bogan Shire Council | Leeton Shire Council | | Nambucca Valley Council | Junee Shire Council | |
| Bourke Shire Council | Lismore City Council | | | Maitland City Council | |
| Brewarrina Shire Council | Murrumbidgee Council | | | Murray River Council | |
| Byron Shire Council | Orange City Council | | | Northern Beaches Council | |
| Cabonne Council | Parkes Shire Council | | | Waverley Council | |
| Camden Council | Penrith City Council | | | Weddin Shire Council | |
| Campbelltown City Council | Port Macquarie Hastings Council | | | Wollongong City Council | |
| Canterbury Bankstown Council | Snowy Monaro Regional Council | | | | |
| Central Coast Council | Sutherland Shire Council | | | | |
| Cessnock City Council | Tenterfield Shire Council | | | | |
| City of Lithgow Council | Wingecarribee Shire Council | | | | |
| Clarence Valley Council | | | | | |
| Cobar Shire Council | | | | | |
| Coffs Harbour City Council | | | | | |
| Coonamble Shire Council | | | | | |
| Cowra Shire Council | | | | | |
| Cumberland City Council | | | | | |
| Dubbo Regional Council | | | | | |
| Dungog Shire Council | | | | | |
| Edward River Council | | | | | |
| Federation Council | | | | | |
| Greater Hume Shire Council | | | | | |

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| Griffith City Council | | | | | |
| Gunnedah Shire Council | | | | | |
| Hawkesbury City Council | | | | | |
| Hay Shire Council | | | | | |
| Hilltops Council | | | | | |
| Hornsby Shire Council | | | | | |
| Kempsey Shire Council | | | | | |
| Ku-ring-gai Council | | | | | |
| Lane Cove Municipal Council | | | | | |
| Liverpool City Council | | | | | |
| Lockhart Shire Council | | | | | |
| Mid-Coast Council | | | | | |
| Moree Plains Shire Council | | | | | |
| Muswellbrook Shire Council | | | | | |
| Narrabri Shire Council | | | | | |
| Narrandera Shire Council | | | | | |
| Narromine Shire Council | | | | | |
| Newcastle City Council | | | | | |
| North Sydney Council | | | | | |
| Oberon Council | | | | | |
| Port Stephens Council | | | | | |
| Queanbeyan-Palerang Regional Council | | | | | |
| Randwick City Council | | | | | |
| Riverina Water County Council | | | | | |
| Rous County Council | | | | | |
| Shellharbour City Council | | | | | |
| Shoalhaven City Council | | | | | |
| Singleton Council | | | | | |

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|-------------------------------------------------|--|--|--|--|--|
| Snowy Valleys Council | | | | | |
| Tamworth Regional Council | | | | | |
| Temora Shire Council | | | | | |
| The Council of the Municipality of Hunters Hill | | | | | |
| The Council of the Municipality of Kiama | | | | | |
| The Hills Shire Council | | | | | |
| Tweed Shire Council | | | | | |
| Uralla Shire Council | | | | | |
| Wagga Wagga City Council | | | | | |
| Walcha Council | | | | | |
| Walgett Shire Council | | | | | |
| Warren Shire Council | | | | | |
| Warrumbungle Shire Council | | | | | |
| Wentworth Shire Council | | | | | |
| Willoughby City Council | | | | | |
| Wollondilly Shire Council | | | | | |
| Woollahra Municipal Council | | | | | |
| Yass Valley Council | | | | | |

2. This variation takes effect on and from 12 August 2021.

J.V. MURPHY, *Commissioner*

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(1933)

SERIAL C9299

LOCAL GOVERNMENT (COVID-19) SPLINTER (INTERIM) AWARD 2021

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Local Government and Shires Association of New South Wales, Industrial Organisation of Employers.

(Case No. 247481 of 2021)

Before Commissioner Murphy

31 August 2021

VARIATION

1. Delete Schedule A of the award published 16 July 2021 (389 I.G. 545) and insert in lieu thereof the following:
 - A.1 The employers listed in Tables 1 and 2 below are the employers covered by this Award, as provided by clause 3.
 - A.2 For employers listed in Column A of Table 1, subclause 14.4 of the Award operates on and from 8 April 2021.
 - A.3 For employers listed in Column B of Table 1, subclause 14.4 of the Award operates on and from 28 April 2021.
 - A.4 For employers listed in Column C of Table 1, subclause 14.4 of the Award operates on and from 26 May 2021.
 - A.5 For employers listed in Column D of Table 1, subclause 14.4 of the Award operates on and from 6 July 2021.
 - A.6 For employers listed in Column A of Table 2, subclause 14.4 of the Award operates on and from 19 July 2021.
 - A.7 For employers listed in Column B of Table 2, subclause 14.4 of the Award operates on and from 12 August 2021.
 - A.8 For employers listed in Column C of Table 2, subclause 14.4 of the Award operates on and from 25 August 2021.

Table 1 - Employers covered by the Award, and operative date of subclause 14.4

| Column A (Subclause 14.4 operates on and from 8 April 2021) | Column B (Subclause 14.4 operates on and from 28 April 2021) | Column C (Subclause 14.4 operates on and from 26 May 2021) | Column D (Subclause 14.4 operates on and from 6 July 2021) |
|-------------------------------------------------------------------|--------------------------------------------------------------------|------------------------------------------------------------------|------------------------------------------------------------------|
| Armidale Regional Council | Albury City Council | Burwood Council | City of Canada Bay Council |
| Ballina Shire Council | Bellingen Shire Council | City of Parramatta Council | Carrathool Shire Council |
| Bathurst Regional Council | Bland Shire Council | City of Sydney Council | Fairfield City Council |
| Bega Valley Shire Council | Central Darling Shire Council | Cootamundra-Gundagai Regional Council | Glenn Innes Severn Council |
| Berrigan Shire Council | City of Ryde Council | Goldenfields Water County Council | Gwydir Shire Council |

| | | | |
|--------------------------------------|---------------------------------|----------------------------|--------------------------------|
| Blacktown City Council | Gilgandra Shire Council | Sutherland Shire Council | Liverpool Plains Shire Council |
| Blue Mountains City Council | Lachlan Shire Council | Upper Hunter Shire Council | Mosman Municipal Council |
| Bogan Shire Council | Leeton Shire Council | | Nambucca Valley Council |
| Bourke Shire Council | Lismore City Council | | |
| Brewarrina Shire Council | Murrumbidgee Council | | |
| Byron Shire Council | Orange City Council | | |
| Cabonne Council | Parkes Shire Council | | |
| Camden Council | Penrith City Council | | |
| Campbelltown City Council | Port Macquarie Hastings Council | | |
| Canterbury Bankstown Council | Snowy Monaro Regional Council | | |
| Central Coast Council | Sutherland Shire Council | | |
| Cessnock City Council | Tenterfield Shire Council | | |
| City of Lithgow Council | Wingecarribee Shire Council | | |
| Clarence Valley Council | | | |
| Cobar Shire Council | | | |
| Coffs Harbour City Council | | | |
| Coonamble Shire Council | | | |
| Cowra Shire Council | | | |
| Cumberland City Council | | | |
| Dubbo Regional Council | | | |
| Dungog Shire Council | | | |
| Edward River Council | | | |
| Federation Council | | | |
| Greater Hume Shire Council | | | |
| Griffith City Council | | | |
| Gunnedah Shire Council | | | |
| Hawkesbury City Council | | | |
| Hay Shire Council | | | |
| Hilltops Council | | | |
| Hornsby Shire Council | | | |
| Kempsey Shire Council | | | |
| Ku-ring-gai Council | | | |
| Lane Cove Municipal Council | | | |
| Liverpool City Council | | | |
| Lockhart Shire Council | | | |
| Mid-Coast Council | | | |
| Moree Plains Shire Council | | | |
| Muswellbrook Shire Council | | | |
| Narrabri Shire Council | | | |
| Narrandera Shire Council | | | |
| Narromine Shire Council | | | |
| Newcastle City Council | | | |
| North Sydney Council | | | |
| Oberon Council | | | |
| Port Stephens Council | | | |
| Queanbeyan-Palerang Regional Council | | | |

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|-------------------------------------------------|--|--|--|
| Randwick City Council | | | |
| Riverina Water County Council | | | |
| Rous County Council | | | |
| Shellharbour City Council | | | |
| Shoalhaven City Council | | | |
| Singleton Council | | | |
| Snowy Valleys Council | | | |
| Tamworth Regional Council | | | |
| Temora Shire Council | | | |
| The Council of the Municipality of Hunters Hill | | | |
| The Council of the Municipality of Kiama | | | |
| The Hills Shire Council | | | |
| Tweed Shire Council | | | |
| Uralla Shire Council | | | |
| Wagga Wagga City Council | | | |
| Walcha Council | | | |
| Walgett Shire Council | | | |
| Warren Shire Council | | | |
| Warrumbungle Shire Council | | | |
| Wentworth Shire Council | | | |
| Willoughby City Council | | | |
| Wollondilly Shire Council | | | |
| Woollahra Municipal Council | | | |
| Yass Valley Council | | | |

Table 2 - Further employers covered by the Award, and operative date of subclause 14.4

| Column A (Subclause 14.4 operates on and from 19 July 2021) | Column B (Subclause 14.4 operates on and from 12 August 2021) | Column C (Subclause 14.4 operates on and from 25 August 2021) | |
|----------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------|--|
| Bayside Council | Castlereagh Macquarie County Council | Upper Lachlan Shire Council | |
| Blayney Shire Council | Hawkesbury River County Council | | |
| Broken Hill City Council | | | |
| Central Tablelands Water County Council | | | |
| Georges River Council | | | |
| Inner West Council | | | |
| Inverell Shire Council | | | |
| Junee Shire Council | | | |
| Maitland City Council | | | |
| Murray River Council | | | |
| Northern Beaches Council | | | |
| Waverley Council | | | |
| Weddin Shire Council | | | |
| Wollongong City Council | | | |

2. This variation takes effect on and from 25 August 2021.

J.V. MURPHY, *Commissioner*

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(1920)

SERIAL C9294

ROADS AND MARITIME SERVICES CONSOLIDATED SALARIED AWARD 2019

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Secretary, Department of Transport.

(Case No. 219959 of 2021)

Before Commissioner Sloan

10 August 2021

VARIATION

1. Delete the definition of Chief Executive of Clause 1, Definitions, of the award published 22 May 2020 (388 I.G. 441) and insert in lieu thereof the following:

Chief Executive of Roads and Maritime Services. (Note a reference to any action of the Chief Executive or the employer under the Award is, where appropriate, taken to mean a reference to the action taken by a delegate of the Chief Executive.

2. Delete subclause (d) of clause 1, Definitions, and insert in lieu thereof the following:
 - (d) a relative of the Employee who is a member of the same household, where for the purposes of this definition:
 - (i) "relative" means a person related by blood, marriage, affinity or Aboriginal kinship structures;
 - (ii) "affinity" means a relationship that one spouse or partner has to the relatives of the other; and
 - (iii) "household" means a family group living in the same domestic dwelling.
3. Delete the definition of Official Business Rate in clause 1, Definitions, and insert in lieu thereof the following:

Official Business Rate means the rate Employees are paid for using a private vehicle on official business when:

- (a) no Employer owned vehicle is available; or
 - (b) no hire car is available; or
 - (c) no public or other transport is available; or
 - (d) Employees are unable to use public or other transport because of a disability; or
 - (e) Employees are requested to use the vehicle and agree to do so; or
 - (f) Employees are required to do so as specified by subclause 21.5.10 (Transfer of Dependents), or when the Employer approves use of a private vehicle when other forms of transport are available for travel to a temporary work location.
4. Delete the sentence "This Award comes into effect on 1 July 2019 and will remain in force until 30 June 2021" of subclause 3.3 of clause 3, Area, Incidence and Duration, and insert in lieu thereof the following:

This Award comes into effect on 1 July 2019 and will remain in force until 30 June 2022.

5. Delete subclause 6.3 of clause 6, Grievance Procedure and insert in lieu thereof the following:
- 6.3 The RMS Group's Grievance Resolution Procedure, as amended by the Employer from time to time, is to be followed when a grievance arises. The Procedure as at 26 February 2020 is at Appendix B of this Award.
6. Delete subclause 18.6 of clause 18, Classifications and Rates of Pay, and insert in lieu thereof the following:
- 18.6 Salary and allowance adjustments provided for in this Award are as follows:
- (a) salaries will increase by 2.5% from the first pay period commencing on or after 1 July 2019;
 - (b) salaries will increase by 2.5% from the first pay period commencing on or after 1 July 2020;
 - (c) salaries will increase by 2.04% from the first pay period to commence on or after 1 July 2021
 - (d) allowance items 13, 19(a), 26 and 27 will be increased in accordance with (a), rounded to the nearest dollar; 19(b) will be increased in accordance with (a), rounded to the nearest cent.
 - (e) allowance items 1-6, 11-12, 15-18, 20, 24 and 25 will be increased in accordance with variations made via Department of Premier and Cabinet Circular and Schedule B amended as required.
 - (f) allowance items 7-10 and 14 will be increased in accordance with the Crown Employees (Transferred Employees Compensation) Award.
 - (g) allowance items 21 and 22 will be adjusted annually on 1 July, in accordance with the CPI (all groups Sydney Index) for the preceding 1 April to 31 March period.
 - (h) allowance item 23 will be adjusted annually on 1 July, as determined by the Employer.
7. Delete paragraph 21.5.5 of subclause 21.5 of clause 21, Allowances, and insert in lieu thereof the following:
- 21.5.5 Telephone Connection
- (a) Employees will be reimbursed the cost of installing a telephone at their new location provided that:
 - (i) they were a telephone subscriber at their previous residence at the time of transfer; and
 - (ii) the amount reimbursed is limited to the full amount of the transfer or installation fee only. Fees for extra telephone equipment and services etc. are not reimbursed.
 - (iii) Employees must provide receipts when claiming reimbursement.
8. Delete paragraph (e) of subclause 21.6 of clause 21, Allowances, and insert in lieu thereof the following:
- (e) Grade C Allowances will be paid to Employees whose headquarters and residence are at Fort Grey, Mutawinjji, Mount Wood, Nocoche, Olive Downs, Tibooburra and Yethong.
9. Delete subparagraphs (xiv) to (xvii) of paragraph (e) of subclause 23.2 of clause 23, Hours of Work, and insert in lieu thereof the following:
- (xiv) Flexible working hours debit - The following provisions shall apply to the carry over of flexible working hours debits:

- A. A debit of up to 10 hours at the end of a settlement period may be carried over into the next period;
 - B. Where the debit exceeds 10 hours, the excess will be debited from a following pay as leave without pay, unless the Employee elects to be granted available annual or extended leave to offset the excess.
 - C. Any debit of hours outstanding on an Employee's last day of duty is to be deducted from any unpaid salary or the monetary value of accrued annual/ extended leave.
- (xv) Flex leave - Subject to operational requirements:
- A. An Employee may use credit hours to take off the equivalent of one full day or two half days in a settlement period of 4 weeks.
 - B. Flex leave can be taken for a minimum period of 1 hour and thereafter in 15 minute increments.
 - C. Flex leave may be taken on consecutive working days.
 - D. Absences on flex leave may be combined with other periods of authorised leave.
- (xvi) Banked days - If an Employee is unable to take flex leave in accordance with clause 23.2(e)(xiv) due to operational requirements, an Employee can bank flex leave and is entitled to have banked up to four untaken flex days at any one time. Subject to approval, the Employee can take up to four banked days plus the current settlement periods flex day, to take a maximum of five consecutive working days off at an appropriate time.
- (xvii) Professional Engineers who work on projects shall be entitled to bank flex days over the maximum in subclause 23.2(e)(xiv), during the project to be taken at the conclusion of the project or at set times during the project, in order to manage sustained high workloads. Such leave arrangements shall be approved by the Employer. Where it is agreed between the Professional Engineer and the Employer, the Professional Engineer may work a standard hours arrangement.
- (xviii) Flexitime Arrangements will not be used to replace shift work or temporary shift arrangements, or where work would be more appropriately arranged under the shift work provisions of this Award.
10. Delete subparagraph (b)(viii) of subclause 24.1 of clause 24, Shiftwork, and insert in lieu thereof the following
- (viii) Sydney Harbour Bridge Control Room Employees (in which case the provisions of clause 49 shall apply).
11. Delete paragraph (f) and subparagraph (i) of subclause 28.2 of clause 28, Sick Leave, and insert in lieu thereof the following:
- (f) Extended Special Sick Leave may be granted at the discretion of the Employer in the following circumstances:
 - (i) Where an Employee has exhausted the grant of all forms of sick leave that are available to the Employee, application may be made to the Employer for Extended Special Sick Leave.
12. Delete subclause 37.8 of clause 37, Purchased Leave, and insert in lieu thereof the following:
- 37.8 Specific conditions governing purchased leave may be amended from time to time by the Employer in consultation with the Union parties.

13. Delete subclause 48.3 of clause 48, Hours of Work and Additional Conditions for Operations Managers and Operations Coordinators in the Regional Traffic Operations Centre, and insert in lieu thereof the following:

48.3 Overtime Worked

- (a) Payment of overtime shall be made at the following rates:
- (i) All time worked in excess of 11 hours 40 minutes per shift between midnight Sunday and midnight Saturday, shall be paid at the rate of time and one half for the first two hours and double time thereafter. Each period of overtime shall stand alone.
 - (ii) Any overtime work carried out on Sundays shall be paid for at the rate of double time.
 - (iii) Any overtime work carried out on a public holiday shall be paid for at the rate of double time and a half.
 - (iv) An Employee who works overtime on a rostered day off, Saturday or Sunday or on a public holiday shall be paid a minimum payment for three hours work at the appropriate overtime rates.
 - (v) An Employee required to work a shift on a day on which they are not rostered and given less than 24 hours' notice in advance will be paid one meal allowance in accordance with Schedule B, Item 2 of the Roads and Maritime Services Consolidated Salaried Award 2019.

14. Delete subclause 49.3 of clause 49, Hours of Work and Additional Conditions for Sydney Harbour Bridge Control Room Employees, and insert in lieu thereof the following:

49.3 Overtime Worked

- (a) Payment of overtime shall be made at the following rates:
- (i) All time worked in excess of 12 hours per shift between midnight Sunday and midnight Saturday, shall be paid at the rate of time and one half for the first two hours and double time thereafter. Each period of overtime shall stand alone.
 - (ii) Any overtime work carried out on Sundays shall be paid for at the rate of double time.
 - (iii) Any overtime work carried out on a public holiday shall be paid for at the rate of double time and a half.
 - (iv) An Employee who works overtime on a rostered day off, Saturday or Sunday or on a public holiday shall be paid a minimum payment for three hours work at the appropriate overtime rates.
 - (v) An Employee required to work a shift on a day on which they are not rostered and given less than 24 hours' notice in advance will be paid one meal allowance in accordance with Schedule B, Item 2 of the Roads and Maritime Services Consolidated Salaried Award 2019.

15. Delete paragraph 61.1(f) of clause 61, Minimum Rest Period When Working Overtime, and insert in lieu thereof the following:

- (f) if an Employee's usual ordinary hours occur during the minimum rest period of eight hours in (a)-(e) above, the Employee will be paid at their normal salary for the time they are absent.

16. Delete subclause 72.10 of clause 72, Conditions Applicable to Team Leaders Environmental Services (TLES) and Environmental Services Officers (ESOs), and insert in lieu thereof following:

72.10 Where a public holiday falls on a Saturday or Sunday but the public holiday is gazetted to fall on a following weekday the actual weekend public holiday shall be considered one of the 5 public holidays which ESO's are required to work under cl 72.1(h).

17. Delete the tables in Parts 1, 2 of Schedule A - Classification Structure and Rates of Pay, and insert in lieu thereof the following:

PART 1 - SALARIED EMPLOYEE CLASSIFICATIONS (INCLUDING COMPLIANCE OPERATIONS INSPECTORS)

- a. Salaried Employee Classifications (including Compliance Operations Inspectors)

| Unified Salary Scale Grades | 2.5% increase from the first full pay period on or after 1 July 2019 Per annum \$ | 2.5% increase from the first full pay period on or after 1 July 2020 Per annum \$ | 2.04% increase from the first full pay period on or after 1 July 2021 Per annum \$ |
|-----------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| Grade 1 | 40,429 | 41,440 | 42,285 |
| | 44,343 | 45,452 | 46,379 |
| | 50,693 | 51,960 | 53,020 |
| Grade 2 | 53,464 | 54,801 | 55,919 |
| | 55,890 | 57,287 | 58,456 |
| | 57,970 | 59,419 | 60,631 |
| Grade 3 | 61,554 | 63,093 | 64,380 |
| | 64,437 | 66,048 | 67,395 |
| | 67,439 | 69,125 | 70,535 |
| Grade 4 | 69,496 | 71,233 | 72,686 |
| | 72,222 | 74,028 | 75,538 |
| | 75,064 | 76,941 | 78,511 |
| Grade 5 | 77,643 | 79,584 | 81,208 |
| | 80,153 | 82,157 | 83,833 |
| | 81,597 | 83,637 | 85,343 |
| Grade 6 | 83,389 | 85,474 | 87,218 |
| | 85,920 | 88,068 | 89,865 |
| | 88,731 | 90,949 | 92,804 |
| Grade 7 | 90,661 | 92,928 | 94,824 |
| | 93,861 | 96,208 | 98,171 |
| | 95,682 | 98,074 | 100,075 |
| Grade 8 | 99,608 | 102,098 | 104,181 |
| | 103,652 | 106,243 | 108,410 |
| | 106,889 | 109,561 | 111,796 |
| Grade 9 | 111,806 | 114,601 | 116,939 |
| | 115,017 | 117,892 | 120,297 |
| | 120,194 | 123,199 | 125,712 |
| Grade 10 | 123,229 | 126,310 | 128,887 |
| | 128,088 | 131,290 | 133,968 |
| | 134,668 | 138,035 | 140,851 |
| Grade 11 | 138,829 | 142,300 | 145,203 |
| | 144,871 | 148,493 | 151,522 |
| | 148,134 | 151,837 | 154,934 |
| Grade 12 | 156,802 | 160,722 | 164,001 |
| | 161,380 | 165,415 | 168,789 |
| | 167,018 | 171,193 | 174,685 |
| Grade 13 | 172,002 | 176,302 | 179,899 |
| | 176,459 | 180,870 | 184,560 |

| | | | |
|--|---------|---------|---------|
| | 184,916 | 189,539 | 193,406 |
|--|---------|---------|---------|

PART 2

b. Professional Engineers

| Engineering Scale | Year | 2.5% increase from the first full pay period on or after 1 July 2019 Per annum \$ | 2.5% increase from the first full pay period on or after 1 July 2020 Per annum \$ | 2.04% increase from the first full pay period on or after 1 July 2021 Per annum \$ |
|------------------------|------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| Cadet Engineer Level 1 | - | 42,871 | 43,943 | 44,839 |
| Cadet Engineer Level 2 | - | 45,347 | 46,481 | 47,429 |
| Cadet Engineer Level 3 | - | 48,111 | 49,314 | 50,320 |
| Cadet Engineer Level 4 | - | 51,150 | 52,429 | 53,499 |
| Cadet Engineer Level 5 | - | 55,102 | 56,480 | 57,632 |
| Cadet Engineer Level 6 | - | 55,669 | 57,061 | 58,225 |
| GRAD Program Engineer | 1 | 78,689 | 80,656 | 82,301 |
| | 2 | 81,233 | 83,264 | 84,963 |
| | 3 | 82,698 | 84,765 | 86,494 |
| Engineer Level 1 | 1 | 91,887 | 94,184 | 96,105 |
| | 2 | 95,131 | 97,509 | 99,498 |
| | 3 | 96,975 | 99,399 | 101,427 |
| | 4 | 100,956 | 103,480 | 105,591 |
| | 5 | 105,048 | 107,674 | 109,871 |
| | 6 | 108,332 | 111,040 | 113,305 |
| Engineer Level 2 | 1 | 113,314 | 116,147 | 118,516 |
| | 2 | 116,571 | 119,485 | 121,922 |
| | 3 | 121,817 | 124,862 | 127,409 |
| Engineer Level 3 | 1 | 124,890 | 128,012 | 130,623 |
| | 2 | 129,816 | 133,061 | 135,775 |
| | 3 | 136,484 | 139,896 | 142,750 |
| Engineer Level 4 | 1 | 140,704 | 144,222 | 147,164 |
| | 2 | 146,825 | 150,496 | 153,566 |
| | 3 | 150,130 | 153,883 | 157,022 |
| Engineer Level 5 | 1 | 158,914 | 162,887 | 166,210 |
| | 2 | 163,557 | 167,646 | 171,066 |
| | 3 | 169,274 | 173,506 | 177,046 |
| Engineer Level 6 | 1 | 174,326 | 178,684 | 182,329 |
| | 2 | 178,842 | 183,313 | 187,053 |
| | 3 | 187,412 | 192,097 | 196,016 |

18. Delete the table, Maritime Employee Classifications of Part 3, Schedule B and insert in lieu thereof the following:

PART 3

c. Maritime Employee Classifications

| Level | 2.5% increase from the first full pay period on or after 1 July 2019 Per annum \$ | 2.5% increase from the first full pay period on or after 1 July 2020 Per annum \$ | 2.04% increase from the first full pay period on or after 1 July 2021 Per annum \$ |
|-------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| 1 | 51,143 | 52,422 | 53,491 |
| 2 | 55,965 | 57,364 | 58,534 |

| | | | |
|------------------|---------|---------|---------|
| 3 | 64,978 | 66,602 | 67,961 |
| 4 | 68,041 | 69,742 | 71,165 |
| 5 | 73,159 | 74,988 | 76,518 |
| 6 | 76,612 | 78,527 | 80,129 |
| 7 | 82,362 | 84,421 | 86,143 |
| 8 | 86,244 | 88,400 | 90,203 |
| 9 | 92,716 | 95,034 | 96,973 |
| 10 | 97,090 | 99,517 | 101,547 |
| 11 | 104,376 | 106,985 | 109,167 |
| 12 | 109,294 | 112,026 | 114,311 |
| 13 | 117,491 | 120,428 | 122,885 |
| 14 | 123,017 | 126,092 | 128,664 |
| 15 | 132,240 | 135,546 | 138,311 |
| 16 | 138,465 | 141,927 | 144,822 |
| 17 | 148,833 | 152,554 | 155,666 |
| Annual Salaries* | | | |
| 5A | 94,829 | 97,200 | 99,183 |
| 7A | 104,035 | 106,636 | 108,811 |
| 7AA | 101,005 | 103,530 | 105,642 |
| 9A | 111,164 | 113,943 | 116,267 |
| 10A | 118,763 | 121,732 | 124,215 |
| 10AA | 119,066 | 122,043 | 124,533 |
| 11A | 126,048 | 129,199 | 131,835 |
| 12A | 130,965 | 134,239 | 136,977 |
| 13A | 130,660 | 133,927 | 136,659 |
| 13B | 137,630 | 141,071 | 143,949 |
| 14A | 144,691 | 148,308 | 151,333 |
| 15A | 153,910 | 157,758 | 160,976 |
| 15AA | 154,710 | 158,578 | 161,813 |
| 16A | 160,936 | 164,959 | 168,324 |
| 16AA | 160,936 | 164,959 | 168,324 |
| 17A | 165,174 | 169,303 | 172,757 |
| 17AA | 171,302 | 175,585 | 179,167 |

19. Delete table of allowances of Schedule B - Allowances and Expenses, and insert in lieu thereof the following:

SCHEDULE B - ALLOWANCES AND EXPENSES

| Item No. | Clause No. | Description | From the first full pay period on or after 1 July 2019 Amount \$ | From the first full pay period on or after 1 July 2020 Amount \$ | From the first full pay period on or after 1 July 2021 Amount \$ |
|----------|------------|-------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------|
| 1 | 21.2.1(b) | Meal Allowance while Travelling Capital Cities & High Cost Country Centres (refer to (5) below) | Per meal | Per meal | Per meal |
| | | Breakfast | 28.15 | 28.70 | * |
| | | Lunch | 31.65 | 32.30 | * |
| | | Evening Meal | 53.90 | 55.05 | * |
| | | 'Tier 2' Country Centres & 'Elsewhere' (refer to (5) below) | | | |
| | | Breakfast | 25.20 | 25.75 | * |
| | | Lunch | 28.75 | 29.35 | * |

| | | | | | | | | |
|---|------|---------------------------------|----------|----------|----------|----------|----------|----------|
| | | Evening Meal | 49.60 | | 50.65 | | * | |
| 2 | 25.4 | Meal Allowance on Overtime | Per meal | | Per meal | | Per meal | |
| | | Breakfast | 31.25 | | 31.95 | | * | |
| | | Lunch | 31.25 | | 31.95 | | * | |
| | | Evening Meal | 31.25 | | 31.95 | | * | |
| 3 | 21.3 | Lodgings | Per Day | Per Hour | Per Day | Per Hour | Per Day | Per Hour |
| | | Location | \$ | \$ | \$ | \$ | \$ | \$ |
| | | Capital Cities | | | | | | |
| | | Sydney | 321.75 | 13.41 | 324.45 | 13.52 | * | * |
| | | Adelaide | 290.75 | 12.11 | 293.45 | 12.23 | * | * |
| | | Brisbane | 308.75 | 12.86 | 311.45 | 12.98 | * | * |
| | | Canberra | 301.75 | 12.57 | 304.45 | 12.69 | * | * |
| | | Darwin | 353.75 | 14.74 | 356.45 | 14.85 | * | * |
| | | Hobart | 280.75 | 11.70 | 283.45 | 11.81 | * | * |
| | | Melbourne | 306.75 | 12.78 | 309.45 | 12.89 | * | * |
| | | Perth | 313.75 | 13.07 | 316.45 | 13.19 | * | * |
| | | High Cost Country Centres (NSW) | | | | | | |
| | | Bathurst | 268.75 | 11.20 | 271.45 | 11.31 | * | * |
| | | Broken Hill | 272.75 | 11.36 | 280.45 | 11.69 | * | * |
| | | Gold Coast (QLD) | 342.75 | 14.28 | 345.45 | 14.39 | * | * |
| | | Gosford | 273.75 | 11.41 | 276.45 | 11.52 | * | * |
| | | Maitland | 285.75 | 11.91 | 288.45 | 12.02 | * | * |
| | | Muswellbrook | 276.75 | 11.53 | 284.45 | 11.85 | * | * |
| | | Newcastle | 302.75 | 12.61 | 310.45 | 12.94 | * | * |
| | | Orange | 288.75 | 12.03 | 291.45 | 12.14 | * | * |
| | | Queanbeyan | 272.75 | 11.36 | 275.45 | 11.48 | * | * |
| | | Wagga Wagga | 277.75 | 11.57 | 280.45 | 11.69 | * | * |
| | | Wollongong | 288.75 | 12.03 | 291.45 | 12.14 | * | * |
| | | Port Macquarie | 291.75 | 12.16 | 297.45 | 12.39 | * | * |
| 5 | | 'Tier 2' Country Centres (NSW) | | | | | | |
| | | Dubbo | 257.60 | 10.73 | 260.15 | 10.84 | * | * |
| | | Goulburn | 257.60 | 10.73 | 260.15 | 10.84 | * | * |
| | | All other Country Centres (NSW) | | | | | | |
| | | 'Elsewhere' | 237.60 | 9.90 | 240.15 | 10.01 | * | * |

| | | | | | |
|-------|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|--------------------------------------------------------|--------------------------------|
| 4 | 21.3 | Incidentals allowance (all locations) | 20.05 per day | 20.40 per day | * per day |
| 5 | 21.5.2(b) | Amount for incidentals deducted from actual/reasonable expenses | 20.05 per week | 20.40 per week | * per week |
| 6 | 21.5.2(b) | Maximum allowance for employee separated from dependents | 254 per week | 254 per week | * per week |
| 7(a) | 21.5.9(a) | (i) Allowance for removal of furniture - value of furniture: | 7037.00 | 7037.00 | ~ |
| 7(b) | | (ii) If value above amount in (i) Employees receive - | 1126.00 | 1126.00 | ~ |
| 7(c) | | (iii) If value below amount in (i) Employees receive - | 563.00 | 563.00 | ~ |
| 7(d) | | (iv) If not eligible, employees shall receive - | 281.00 | 281.00 | ~ |
| 8 | 21.5.4(c) | Max purchase price of home on which reimbursement of expenses is based | 520000.00 | 520000.00 | ~ |
| 9 | 21.5.7(b) | Rental Subsidy - Max amount of allowance to offset increased accommodation costs | 51 | 51 | ~ |
| 10(a) | 21.5.8(a) | Parents to pay first | 27 per week | 27 per week | ~ per week |
| 10(b) | | The employer pays up to a maximum of | 56 per week | 56 per week | ~ per week |
| 11 | 21.6 | Remote areas allowance (with dependants) Grade A Grade B Grade C Remote areas allowance (without dependants) Grade A Grade B Grade C | 2,114 2,804 3,744 1,475 1,966 2,623 | 2,156 2,860 3,819 1,505 2,005 2,675 | * * * * * * |
| 12(a) | 21.7 | Fares subsidy for climatic area - actual cost less or | 52.10 | 53.15 | * |
| 12(b) | | Maximum amount for employee with spouse/dependents; or | 349.05 | 356.05 | * |
| 12(c) | | Maximum amount for employee without spouse/dependents | 172.40 | 175.85 | * |
| 13 | 21.9 | Sydney Harbour Bridge Allowance for Works Supervisors (100%) | 9172 per annum | 9401 per annum | 9593 per annum |
| 14 | 21.5.9(g) | Maximum value of furniture and effects on which risk insurance is paid | 38000 | 38000 | ~ |
| 15 | 21.8 | First Aid - Holders of St John's Ambulance Certificate or equivalent qualifications | \$933 per annum | \$936 per annum | * per annum |
| 16 | 21.8 | First Aid - Holders of current occupational first aid certification issued within the previous three years and in charge of a First Aid room in a | \$1401 per annum | \$1405 per annum | * per annum |

| | | | | | |
|-------|------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|--------------------------------------------------------------------|--------------------------------------------------------------------|
| | | workplace of 200 or more | | | |
| 17 | 21.4.2(b) 21.5.10(c) | Use of Private Motor Vehicles on Official Business - Official Business Rate: | 0.68 per km | 0.72 per km | * |
| 18 | 21.3.3(b) 21.4.2(b) 21.5.6(c) 21.7(e) | Use of Private Motor Vehicles on Official Business - Specified Journey Rate: | 0.272 per km | 0.288 per km | * |
| 19(a) | 21.11 | On call allowance (payable to RMS Salaried Employees other than Maritime Employees) | 82 per day (Mon - Fri) 122 per day (Sat, Sun & P. Hol) | 84 per day (Mon - Fri) 125 per day (Sat, Sun & P. Hol) | 86 per day (Mon - Fri) 128 per day (Sat, Sun & P. Hol) |
| 19(b) | 69.1 | On call allowance (payable to Maritime Employees) | 0.99 per hour | 1.04 per hour | 1.06 per hour |
| 20 | 21.5.2(b) | Temporary accommodation beyond first 8 weeks: Actual and reasonable out of pocket expenses for board and lodging less the amount for incidentals | * | * | * |
| 21 | 69.2 | Assistance with Child Care fees per child (for Maritime Employees) | 325.18 per annum | 331.68 per annum | 334.67 per annum |
| 22 | 69.3 | Assistance with gym fees based on proof of attendance (for Maritime Employees) | 325.18 per annum | 331.68 per annum | 334.67 per annum |
| 23 | 69.4 | Superable skill allowance based on holding Master 5 Qualification to carry out duties on specific Environmental Services vessels | 9203 per annum | 9433 per annum | 9625 per annum |
| 24 | 21.3.1(a) | Applies to RMS Employees required to camp out or make use of caravans or boats for overnight accommodation in the course of their duties, when motel/hotel accommodation is neither available nor appropriate. | 44.15 per day | 45.05 per day | * per day |
| 25 | 21.10(a) | Uniform maintenance allowance - applies to designated RMS Salaried Employees other than Maritime Employees. | 8 per week | 8 per week | * per week |
| 26 | 47.2 | Incident co-ordination allowance - applies to Manager - Field Operations & Services and Field Traffic Managers. | 40 (Mon - Fri) 60 per day Sat, Sun & P. Hol) | 42 (Mon - Fri) 62 per day (Sat, Sun & P. Hol) | 43 (Mon - Fri) 63 (Sat, Sun & P. Hol) |
| 27 | 47.7 | Incident management allowance - applies to Traffic Commanders (based on grade and level of Employee) | 1002 per fortnight to 1086 per fortnight | 1027 per fortnight 1114 per fortnight | 1048 per fortnight to 1136 per fortnight |

20. Delete Appendix B and insert in lieu thereof the following:

APPENDIX B

Grievance Management Procedure

Procedure Number: CPr20045.1
Effective Date: 31 March 2021
Review Date: 31 March 2023

1 Who is this document for?

| | |
|---------------------------------------------------------------------|------------------------|
| All TfNSW Group Award employees | YES |
| All RMS Group award employees | YES |
| Transport Service Senior Managers and Executives | YES |
| TfNSW Labour Hire, Consultants and Professional Service Contractors | Refer to 0 only |
| All Sydney Metro Group Award employees | YES |
| TfNSW Labour Hire, Consultants and Professional Service Contractors | Refer to 0 only |

2 Purpose and Scope

TfNSW and Sydney Metro is committed to being a safe, harmonious and productive workplace where employees can raise and discuss work-related concerns and grievances.

The [Transport Grievance Management Policy](#) sets out the responsibilities of the agency, managers and employees to manage grievances quickly and effectively.

This Procedure explains the process TfNSW and Sydney Metro managers and employees can use to manage work-related concerns.

3 Requirements

3.1 Identify a work-related concern

You may identify a work-related concern about:

- a general work-related matter, or
- the application of a policy or procedure.

All concerns you raise are managed confidentially (see 0).

Your work-related concern might be about:

- a manager's decision, including for example, how they've allocated work
- a disagreement with another employee or manager about the way in which work is to be carried out or how a policy or procedure is interpreted
- an interpersonal disagreement between employees, or
- work-related concerns managed by other procedures (see 0).

3.1.1 Addressing a work-related concern

A work-related concern can often be resolved quickly and informally.

3.1.1.1 General work-related concern

If you have a work-related concern and you feel capable and safe to do so, you should discuss the matter with the other person or people involved.

The best way to do this is to:

- find a time and place where you can talk about the matter without being interrupted
- politely and professionally explain the issue and your concerns
- explain how the issue is affecting you or impacting on your work, and
- ask everyone involved if you can work together to find a solution.

3.1.1.2 Concern about application of policy or procedure

You can raise concerns about the application of a policy or procedure, including performance development outcomes, with the decision maker (who may also be your manager).

To do this:

- explain your concern to the decision maker
- identify what section of the policy or procedure you believe wasn't applied or was applied incorrectly, and
- ask the decision maker to explain how their decision meets the policy or procedure requirements.

Even when your concern is raised informally, the decision maker has an obligation to provide an explanation.

If you're not satisfied with the outcome or the explanation you receive, you can consider lodging a grievance (see 0).

A grievance will not proceed if your work-related concern relates to reasonable action by your manager to direct and control how work is done or allocated or to give you feedback about your work performance. Examples of reasonable action include:

| Action | for more information see... |
|-----------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| setting realistic and achievable performance goals, standards and deadlines | <u>Performance Development and Review Policy</u> – for TfNSW Group Award employees, Transport Service Senior Manager and Executive employees, and Sydney Metro Group Award employees <u>Performance Development and Review Procedure</u> – for RMS Group award employees |
| appropriate and fair rostering and setting of working hours | <u>Flexible, Standard and Other Work Hours Procedure</u> |
| transferring a person to another work area or role for operational reasons | <u>Transfer and Secondment Procedure</u> for details on approvals and consultation requirements |

| | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| deciding not to promote a person where a fair and transparent process has been followed | <u>Recruitment Selection and Appointment Procedure</u> – for TfNSW Group Award employees, Transport Service Senior Manager and Executive and Sydney Metro Group Award employees <u>Recruitment and Vacancy Filling Procedure</u> – for RMS Group award employees |
| telling a person about their underperformance or unsatisfactory performance in an honest, fair and constructive way | <u>Underperformance and Unsatisfactory Performance Procedure</u> |
| counselling a person about their unreasonable behaviour in an objective and confidential way | your People Partner |
| implementing organisational changes or restructures | your People Partner |
| taking disciplinary action, including suspension or terminating employment where appropriate or justified in the circumstances, and other reasonable management action | <u>Conduct and Discipline Handling Procedure</u> |

3.1.2 Concerns managed by other procedures

Other procedures and processes can be used for other particular work-related concerns.

| If the concern is about... | Use the... |
|-----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Misconduct or discipline issues | <u>Conduct and Discipline Handling Procedure</u> |
| Discrimination, harassment or bullying | <u>Bullying, Harassment and Discrimination Management Procedure</u> |
| Unsatisfactory performance | <u>Underperformance and Unsatisfactory Performance Procedure</u> |
| An employee on probation | <u>Onboarding and Probation Procedure</u> |
| Drug or alcohol issues | <u>TfNSW Drug and Alcohol Policy</u> – for TfNSW Group Award employees, Transport Service Senior Manager and Executive employees and Sydney Metro Group Award employees <u>WHS Drug and Alcohol Procedure</u> – for RMS Group award employees |
| Fraud, corruption, maladministration or serious or substantial waste of resources | <u>Corrupt Conduct and Maladministration Prevention Policy</u> – for RMS Group award employees <u>Fraud and Corruption Control Framework</u> – for TfNSW Group Award employees, Transport Service Senior Manager and Executive employees and Sydney Metro Group Award employees |
| WHS or compensation | <u>TfNSW Safety Management System</u> – for TfNSW Group Award employees and Transport Service Senior Manager and Executive employees <u>RMS Group Safety Management System</u> – for RMS Group award employees <u>Sydney Metro Health, Wellbeing and Safety Management System</u> – for Sydney Metro Group Award employees |

3.2 Lodge a grievance

If informal resolution isn't possible or wasn't successful, you can lodge a formal grievance verbally or in writing with your manager, or a more senior manager if your manager is the subject of the grievance. When you provide information to a manager receiving or managing a grievance, they may contact Professional Standards if they believe misconduct may have occurred. Any identified misconduct is managed under the Conduct and Discipline Handling Procedure.

Include the following information when you lodge a grievance to help the process:

- a clear statement that you are lodging a formal grievance
- details of what the grievance is about, what happened and who else is involved
- your preferred outcome for a solution.

The manager addressing the grievance can talk to Professional Standards or their People Partner for help and advice.

See 0 for information on confidentiality.

Everyone involved in a grievance is encouraged to access the Employee Assistance Program at any time for professional and confidential counselling services. Managers can also contact the Managers Assistance Program for advice on strategies to manage difficult issues.

You can access these programs either online (at <https://benestar.com> using Organisation ID: TfNSW and Organisation Token: TFNSW01) or by phone on 1300 360 364.

3.3 Discuss the grievance

Any meetings to discuss a grievance must be held privately and, where possible, away from the immediate work area.

Managers and employees can have a support person (see 5) at meetings.

3.3.1 Meet the person lodging the grievance

Once you lodge a grievance, the manager will meet with you within 24 hours or as soon as practical.

This meeting is used to discuss the details of the matter so that you and the manager have a clear understanding of the issues and the preferred outcome.

If after the discussion, the manager decides the grievance should be dealt with under this procedure, they'll confirm with you that they will meet and discuss necessary details of the grievance with:

- the 'respondent' (if any), that is the person who is the subject of the grievance, for example in an interpersonal disagreement, and
- any witnesses.

At any time during the process and after discussing the grievance with Professional Standards, the manager can decide:

- the issue should be dealt with under a different procedure and process (see 0), or
- the grievance is vexatious or trivial (see 0).

In both cases the manager completes a Manager Grievance Report and emails it to Professional Standards at professionalstandards@rms.nsw.gov.au as well as taking other necessary action. Professional Standards liaises with the responsible People Partner in the business area on receipt of the report.

3.3.2 Meet the respondent (if any)

If the grievance is about another employee, they are the respondent to the grievance.

The manager meets with the respondent as soon as practical to provide information on the details of the grievance, the issues involved and the name of the person who lodged the grievance, so the respondent can respond fully to the manager and provide any relevant information.

The manager confirms with the respondent that the manager will discuss details of the grievance as part of meetings with any witnesses.

3.3.3 Meet with witnesses (if any)

As soon as practical, the manager meets and discusses the grievance with any witnesses that may help to confirm information or provide more details about the grievance.

The manager only provides necessary information about the grievance to witnesses for them to provide responses.

3.4 Finalise the grievance process

Once the manager has gathered all the necessary information they set up a meeting with those people directly involved with the grievance.

While a joint meeting is preferred because the strongest solutions are generated collaboratively, the manager may decide to hold separate meetings.

Outcomes can include:

- a solution is agreed, which may include:
 - a commitment that the concern that caused the grievance will not be repeated
 - giving or receiving an apology
 - adjusting work arrangements or implementing other strategies to address systemic issues
 - coaching, mediation and/ or training for those people directly involved with a grievance
 - confirming or amending an original management decision, and/ or
 - taking other suitable action
- the circumstances that led to the grievance have improved and no further action is needed, or
- some issues remain or the problem can't be solved but everyone agrees to continue to work in a professional manner and move past it.

If a solution can't be found, the manager can ask a more senior manager to help or access additional support from Professional Standards or their People Partner.

Otherwise the manager confirms the outcome with the people directly involved in the grievance and ends the grievance management process.

Regardless of the outcome, the manager completes a Manager Grievance Report and emails it to Professional Standards at professionalstandards@rms.nsw.gov.au. Professional Standards liaises with the responsible People Partner in the business area on receipt of the report.

3.5 Other information you should know

3.5.1 Appeals

The person who lodges the grievance or the respondent can email or send an appeal to Director People and Culture Business Partnering in TfNSW or Director People and Culture in Sydney Metro no later than 21 days after an outcome has been confirmed by the manager if they believe that all or part of the process did not comply with this procedure.

3.5.2 Confidentiality

Managers are to treat work-related concerns raised with them by employees confidentially. Everyone involved in a grievance management process must maintain confidentiality and only discuss the matter with the manager, other employees involved in the management of the issue, support persons, Employee Assistance Program personnel, or immediate family members. Any breach of confidentiality may result in disciplinary action.

3.5.3 Documentation

The person managing the grievance process must take brief and factual diary or file notes of all agreed actions and timelines and must keep all relevant documentation securely for seven years.

In addition the manager must complete a Manager Grievance Report and forward it by email to Professional Standards at professionalstandards@rms.nsw.gov.au (see 0 and 0).

3.5.4 Victimisation

Victimisation is any unfavourable treatment of a person because they raised a work-related concern or lodged a grievance, or they were a respondent to or involved in a grievance.

Any employee who victimises or retaliates against any person involved in a grievance may be subject to disciplinary proceedings.

3.5.5 Vexatious and trivial grievances

An employee who lodges a grievance that they know is false, or is considered trivial, or who continues to raise complaints that have been investigated and finalised, may be subject to disciplinary processes up to and including termination.

3.5.6 Work-related concerns from labour hire personnel, consultants and Professional Services Contractors

Labour hire workers or professional service contractors must raise any work-related concern with their employer, who may contact Transport for NSW about the matter. Any reports will be taken seriously and managed in accordance with the commercial agreement with the service provider and the responsibilities of Transport for NSW.

4 Related Policy and other relevant/supporting documents

1. [Transport Grievance Management Policy](#)

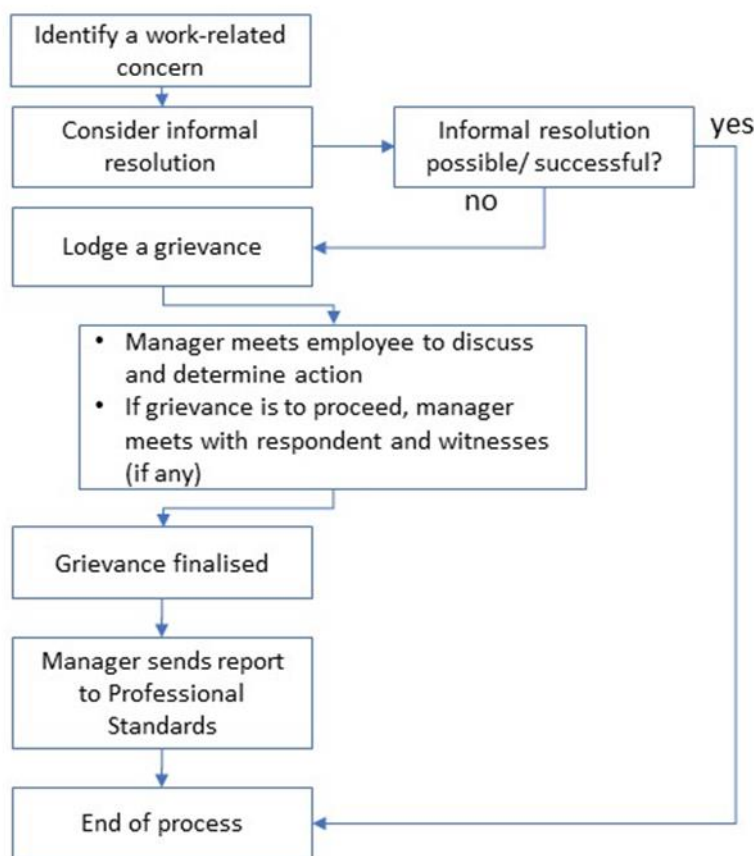
5 Definitions

| Term | Definition |
|-------------|-----------------------------------------------------------------------------------------------|
| Grievance | A formal verbal or written request by an employee for a work-related concern to be addressed. |

| | |
|-----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Respondent | The employee who is the subject of a grievance. |
| Support Person | An individual (including a Union representative) who can provide advice, guidance and support. The support person cannot act as an advocate, or argue for the employee, but they may give advice to the employee. They may also request a break if needed. The support person must not present a conflict of interest with the matter. |

6 Tools

6.1 Process flowchart – key steps



7 Document control

7.1 Superseded documents

This Procedure replaces the following documents:

- TfNSW Grievance Management Procedure CPr16001.3
- RMS Grievance Management Procedure PN 247P07

7.2 Document history

| Date & Procedure No | Document owner | Approved by | Amendment notes |
|-------------------------------|----------------------------------------------|--------------------------------------------|--------------------------------------------|
| 11 September 2020 CPr20045 | Director, Industrial & Workforce Relations | Director, Industrial & Workforce Relations | New Procedure |
| 31 March 2021 CPr20045.1 | Director, Industrial and Workforce Relations | Chief People Officer | Update to confirm coverage to Sydney Metro |

7.3 Feedback and help

Intranet: [MyTransport](#)

Equip: 'MyTransport' tile on your [Transport Equip](#) home page

Phone: Solutions Centre on 133 877

Email: tfnswhr@transport.nsw.gov.au

Do you have feedback to help improve the quality of this document, e.g. readability, accessibility, broken links, etc?

Please email Corporatepolicy@transport.nsw.gov.au.

21. This variation will operate from the beginning of the first pay period to commence on or after 1 July 2021.

D. SLOAN, *Commissioner*

Printed by the authority of the Industrial Registrar.

(1579)

SERIAL C9296

ROADS AND MARITIME SERVICES (TRAFFIC SIGNALS STAFF) AWARD 2019

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Secretary, Department of Transport.

(Case No. 238211 of 2021)

Before Commissioner Sloan

1 September 2021

VARIATION

1. Delete subclause 4.1 of clause 4, Purpose of this Award, of the award published 20 March 2020 (387 I.G. 271) and insert in lieu thereof the following:
 - 4.1 The main purpose of this Award is to ensure that the Transport Service, the staff in the RMS Group and the ETU are committed to continually improving all areas of the Transport Service to achieve lasting customer satisfaction and increased productivity.
2. Delete subclauses 5.3 and 5.4 of clause 5, Area, Incidence and Duration, and insert in lieu thereof the following:
 - 5.3 This Award:
 - (a) Rescinds and replaces the Roads and Maritime Services (Traffic Signals Staff) Award 2017 published 9 February 2018 (382 I.G. 491).
 - (b) Comes into effect on 1 July 2019 and will remain in force until 30 June 2022.
 - 5.4 Salary and allowance adjustments provided for in this Award are as follows:
 - (a) salaries will increase by 2.5% from the first pay period commencing on or after 1 July 2019;
 - (b) salaries will increase by 2.5% from the first pay period commencing on or after 1 July 2020;
 - (c) salaries will increase by 2.04% from the first pay period commencing on or after 1 July 2021;
 - (d) allowance items in part B table 2 will be increased in accordance with variations made via Treasury Circulars and Schedule B amended as required.
3. Delete subclause 6.1 of clause 6, No Extra Claims, and insert in lieu thereof the following:
 - 6.1 Other than as provided for in the *Industrial Relations Act* 1996 and the Industrial Relations (Public Sector Conditions of Employment) Regulation 2014, there shall be no further claims/demands or proceedings instituted before the NSW Industrial Relations Commission for extra or reduced wages, salaries, rates of pay, allowances or conditions of employment with respect to the employees covered by the Award that take effect prior to 30 June 2022 by a party to this Award.
4. Delete subclause 9.4 of clause 9, Consultation, and insert in lieu thereof the following:
 - 9.4 The parties to this award will be able to nominate representatives to attend all advisory groups created by the Roads and Maritime Service (Wages Staff) Award 2019 (as varied from time to time).

5. Delete subclause 12.1 of clause 12, Working Hours, and insert in lieu thereof the following
- 12.1 A normal working week for workers other than continuous shift workers will consist of 38 hours worked as follows:
- (a) a 20 day, 4 week cycle
 - (b) Monday to Friday inclusive
 - (c) 19 working days of 8 hours each; or
 - (d) a 10 day, 2 week cycle
 - (e) 9 working days of 8 hours 27 minutes each
 - (f) working hours each day between 6.00am and 5.30pm.
6. Insert after subclause 12.3 of clause 12, Working Hours, the following new subclause and renumber existing subclauses accordingly:
- 12.4 For each day worked when working 9 working days of 8 hours and 27 minutes 0.89 hours per day accrues as an entitlement to take two days off per four weeks as a Paid Accrued Day Off (ADO) which must be taken to accommodate operational requirements
7. Delete subclause 12.15 of clause 12, Working Hours, and insert in lieu thereof the following:
- 12.15 The conditions in 12.2 - 12.12 above also apply to continuous shift workers.
8. Delete subparagraph 14.2(d)(i) of clause 14, Overtime, and insert in lieu thereof the following:
- (i) is called out on two or more occasions, and each recall is less than three hours duration, and the timing of the callouts means that the staff member does not have a sufficient amount of sleep meaning that he or she will not be in a fit state to attend work, the staff member should discuss with their supervisor to delay their commencement of duty to ensure that the staff member has sufficient rest. *Prior to commencement of ordinary hours following the overtime worked, managers must refer to the Fatigue Management Policy*
9. Delete paragraph (c) of subclause 37.2 of clause 37, Local Arrangements, and insert in lieu thereof the following:
- (c) be contained in a formal document including, but not limited to, an agreement made under section 68K (2) of the *Transport Administration Act 1988* (NSW).
10. Delete Part B, Monetary Rates, and insert in lieu thereof the following

PART B

MONETARY RATES

Table 1 - Salary Increases

| Classification | | Rates inclusive of 2.5% ffppoa 1/7/2019 (\$)pa | Rates inclusive of 2.5% ffppoa 1/7/2020 (\$)pa | Rates inclusive of 2.04% ffppoa 1/7/2020 (\$)pa |
|----------------|--------|---------------------------------------------------------|---------------------------------------------------------|----------------------------------------------------------|
| Grade 4 | Year 1 | 70,435 | 72,196 | 73,669 |
| | Year 2 | 73,198 | 75,028 | 76,559 |
| | Year 3 | 76,074 | 77,976 | 79,567 |

| | | | | |
|---------|--------|---------|---------|---------|
| Grade 5 | Year 1 | 78,692 | 80,659 | 82,304 |
| | Year 2 | 81,230 | 83,261 | 84,960 |
| | Year 3 | 82,698 | 84,765 | 86,494 |
| Grade 6 | Year 1 | 84,513 | 86,626 | 88,393 |
| | Year 2 | 87,076 | 89,253 | 91,074 |
| | Year 3 | 89,929 | 92,177 | 94,057 |
| Grade 7 | Year 1 | 92,093 | 94,395 | 96,231 |
| | Year 2 | 95,343 | 97,727 | 99,721 |
| | Year 3 | 97,195 | 99,625 | 101,657 |
| Grade 8 | Year 1 | 100,955 | 103,479 | 105,590 |
| | Year 2 | 105,049 | 107,675 | 109,872 |
| | Year 3 | 108,332 | 111,040 | 113,305 |

Table 2 - Allowances and Expenses

| Clause | Description | From the first full pay period on or after 1 July 2019 Amount \$ | From the first full pay period on or after 1 July 2020 Amount \$ | From the first full pay period on or after 1 July 2021 Amount \$ |
|---------------|-----------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------------------------------|
| 21.1(a) & (c) | Meal on journeys that do not require Overnight accommodation Meal allowance | 34.52 | 35.25 | * |
| 21.2(a) | Meals on overtime Meal allowance | 31.25 | 31.95 | * |
| 21.5(a)(ii) | Lodging and travelling allowances | | | |
| | Breakfast | 25.20 | 25.75 | * |
| | Lunch | 28.79 | 29.35 | * |
| | Evening meal | 49.60 | 50.65 | * |
| | Incidentals | 20.05 | 20.40 | * |

11. Delete Appendix C - Grievance Management Procedure, and insert in lieu thereof the following:

APPENDIX C - GRIEVANCE MANAGEMENT PROCEDURE

Procedure Number: **CPr20045.1**
 Effective Date: **31 March 2021**
 Review Date: 31 March 2023

8 Who is this document for?

| | |
|---------------------------------------------------------------------|------------------------|
| All TfNSW Group Award employees | YES |
| All RMS Group award employees | YES |
| Transport Service Senior Managers and Executives | YES |
| TfNSW Labour Hire, Consultants and Professional Service Contractors | Refer to 0 only |
| All Sydney Metro Group Award employees | YES |
| TfNSW Labour Hire, Consultants and Professional Service Contractors | Refer to 0 only |

9 Purpose and Scope

TfNSW and Sydney Metro is committed to being a safe, harmonious and productive workplace where employees can raise and discuss work-related concerns and grievances.

The Transport Grievance Management Policy sets out the responsibilities of the agency, managers and employees to manage grievances quickly and effectively.

This Procedure explains the process TfNSW and Sydney Metro managers and employees can use to manage work-related concerns.

10 Requirements

11 *Identify a work-related concern*

You may identify a work-related concern about:

- a general work-related matter, or
- the application of a policy or procedure.

All concerns you raise are managed confidentially (see 0).

Your work-related concern might be about:

- a manager's decision, including for example, how they've allocated work
- a disagreement with another employee or manager about the way in which work is to be carried out or how a policy or procedure is interpreted
- an interpersonal disagreement between employees, or
- work-related concerns managed by other procedures (see 0).

12 Addressing a work-related concern

A work-related concern can often be resolved quickly and informally.

12.1.1.1 General work-related concern

If you have a work-related concern and you feel capable and safe to do so, you should discuss the matter with the other person or people involved.

The best way to do this is to:

- find a time and place where you can talk about the matter without being interrupted
- politely and professionally explain the issue and your concerns
- explain how the issue is affecting you or impacting on your work, and
- ask everyone involved if you can work together to find a solution.

12.1.1.2 Concern about application of policy or procedure

You can raise concerns about the application of a policy or procedure, including performance development outcomes, with the decision maker (who may also be your manager).

To do this:

- explain your concern to the decision maker
- identify what section of the policy or procedure you believe wasn't applied or was applied incorrectly, and

- ask the decision maker to explain how their decision meets the policy or procedure requirements.

Even when your concern is raised informally, the decision maker has an obligation to provide an explanation. If you're not satisfied with the outcome or the explanation you receive, you can consider lodging a grievance (see 0).

A grievance will not proceed if your work-related concern relates to reasonable action by your manager to direct and control how work is done or allocated or to give you feedback about your work performance. Examples of reasonable action include:

| Action | for more information see... |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| setting realistic and achievable performance goals, standards and deadlines | <u>Performance Development and Review Policy</u> – for TfNSW Group Award employees, Transport Service Senior Manager and Executive employees, and Sydney Metro Group Award employees <u>Performance Development and Review Procedure</u> – for RMS Group award employees |
| appropriate and fair rostering and setting of working hours | <u>Flexible, Standard and Other Work Hours Procedure</u> |
| transferring a person to another work area or role for operational reasons | <u>Transfer and Secondment Procedure</u> for details on approvals and consultation requirements |
| deciding not to promote a person where a fair and transparent process has been followed | <u>Recruitment Selection and Appointment Procedure</u> – for TfNSW Group Award employees, Transport Service Senior Manager and Executive and Sydney Metro Group Award employees <u>Recruitment and Vacancy Filling Procedure</u> – for RMS Group award employees |
| telling a person about their underperformance or unsatisfactory performance in an honest, fair and constructive way | <u>Underperformance and Unsatisfactory Performance Procedure</u> |
| counselling a person about their unreasonable behaviour in an objective and confidential way | your People Partner |
| implementing organisational changes or restructures | your People Partner |
| taking disciplinary action, including suspension or terminating employment where appropriate or justified in the circumstances, and other reasonable management action | <u>Conduct and Discipline Handling Procedure</u> |

13 Concerns managed by other procedures

Other procedures and processes can be used for other particular work-related concerns.

| If the concern is about... | Use the... |
|----------------------------------------|---------------------------------------------------------------------|
| Misconduct or discipline issues | <u>Conduct and Discipline Handling Procedure</u> |
| Discrimination, harassment or bullying | <u>Bullying, Harassment and Discrimination Management Procedure</u> |

| | |
|-----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Unsatisfactory performance | <u>Underperformance and Unsatisfactory Performance Procedure</u> |
| An employee on probation | <u>Onboarding and Probation Procedure</u> |
| Drug or alcohol issues | <u>TfNSW Drug and Alcohol Policy</u> – for TfNSW Group Award employees, Transport Service Senior Manager and Executive employees and Sydney Metro Group Award employees <u>WHS Drug and Alcohol Procedure</u> – for RMS Group award employees |
| Fraud, corruption, maladministration or serious or substantial waste of resources | <u>Corrupt Conduct and Maladministration Prevention Policy</u> – for RMS Group award employees <u>Fraud and Corruption Control Framework</u> – for TfNSW Group Award employees, Transport Service Senior Manager and Executive employees and Sydney Metro Group Award employees |
| WHS or compensation | <u>TfNSW Safety Management System</u> – for TfNSW Group Award employees and Transport Service Senior Manager and Executive employees <u>RMS Group Safety Management System</u> – for RMS Group award employees <u>Sydney Metro Health, Wellbeing and Safety Management System</u> – for Sydney Metro Group Award employees |

14 Lodge a grievance

If informal resolution isn't possible or wasn't successful, you can lodge a formal grievance verbally or in writing with your manager, or a more senior manager if your manager is the subject of the grievance.

When you provide information to a manager receiving or managing a grievance, they may contact Professional Standards if they believe misconduct may have occurred. Any identified misconduct is managed under the Conduct and Discipline Handling Procedure.

Include the following information when you lodge a grievance to help the process:

- a clear statement that you are lodging a formal grievance
- details of what the grievance is about, what happened and who else is involved
- your preferred outcome for a solution.

The manager addressing the grievance can talk to Professional Standards or their People Partner for help and advice.

See 0 for information on confidentiality.

Everyone involved in a grievance is encouraged to access the Employee Assistance Program at any time for professional and confidential counselling services. Managers can also contact the Managers Assistance Program for advice on strategies to manage difficult issues.

You can access these programs either online (at <https://benestar.com> using Organisation ID: TfNSW and Organisation Token: TFNSW01) or by phone on 1300 360 364.

15 Discuss the grievance

Any meetings to discuss a grievance must be held privately and, where possible, away from the immediate work area.

Managers and employees can have a support person (see 5) at meetings.

16 Meet the person lodging the grievance

Once you lodge a grievance, the manager will meet with you within 24 hours or as soon as practical. This meeting is used to discuss the details of the matter so that you and the manager have a clear understanding of the issues and the preferred outcome.

If after the discussion, the manager decides the grievance should be dealt with under this procedure, they'll confirm with you that they will meet and discuss necessary details of the grievance with:

- the 'respondent' (if any), that is the person who is the subject of the grievance, for example in an interpersonal disagreement, and
- any witnesses.

At any time during the process and after discussing the grievance with Professional Standards, the manager can decide:

- the issue should be dealt with under a different procedure and process (see 0), or
- the grievance is vexatious or trivial (see 0).

In both cases the manager completes a Manager Grievance Report and emails it to Professional Standards at professionalstandards@rms.nsw.gov.au as well as taking other necessary action. Professional Standards liaises with the responsible People Partner in the business area on receipt of the report.

17 Meet the respondent (if any)

If the grievance is about another employee, they are the respondent to the grievance.

The manager meets with the respondent as soon as practical to provide information on the details of the grievance, the issues involved and the name of the person who lodged the grievance, so the respondent can respond fully to the manager and provide any relevant information.

The manager confirms with the respondent that the manager will discuss details of the grievance as part of meetings with any witnesses.

18 Meet with witnesses (if any)

As soon as practical, the manager meets and discusses the grievance with any witnesses that may help to confirm information or provide more details about the grievance.

The manager only provides necessary information about the grievance to witnesses for them to provide responses.

19 Finalise the grievance process

Once the manager has gathered all the necessary information they set up a meeting with those people directly involved with the grievance.

While a joint meeting is preferred because the strongest solutions are generated collaboratively, the manager may decide to hold separate meetings.

Outcomes can include:

- a solution is agreed, which may include:
 - a commitment that the concern that caused the grievance will not be repeated
 - giving or receiving an apology
 - adjusting work arrangements or implementing other strategies to address systemic issues
 - coaching, mediation and/ or training for those people directly involved with a grievance
 - confirming or amending an original management decision, and/ or
 - taking other suitable action

- the circumstances that led to the grievance have improved and no further action is needed, or
- some issues remain or the problem can't be solved but everyone agrees to continue to work in a professional manner and move past it.

If a solution can't be found, the manager can ask a more senior manager to help or access additional support from Professional Standards or their People Partner.

Otherwise the manager confirms the outcome with the people directly involved in the grievance and ends the grievance management process.

Regardless of the outcome, the manager completes a Manager Grievance Report and emails it to Professional Standards at professionalstandards@rms.nsw.gov.au. Professional Standards liaises with the responsible People Partner in the business area on receipt of the report.

20 Other information you should know

21 Appeals

The person who lodges the grievance or the respondent can email or send an appeal to Director People and Culture Business Partnering in TfNSW or Director People and Culture in Sydney Metro no later than 21 days after an outcome has been confirmed by the manager if they believe that all or part of the process did not comply with this procedure.

22 Confidentiality

Managers are to treat work-related concerns raised with them by employees confidentially.

Everyone involved in a grievance management process must maintain confidentiality and only discuss the matter with the manager, other employees involved in the management of the issue, support persons, Employee Assistance Program personnel, or immediate family members. Any breach of confidentiality may result in disciplinary action.

23 Documentation

The person managing the grievance process must take brief and factual diary or file notes of all agreed actions and timelines and must keep all relevant documentation securely for seven years.

In addition the manager must complete a Manager Grievance Report and forward it by email to Professional Standards at professionalstandards@rms.nsw.gov.au (see 0 and 0).

24 Victimisation

Victimisation is any unfavourable treatment of a person because they raised a work-related concern or lodged a grievance, or they were a respondent to or involved in a grievance.

Any employee who victimises or retaliates against any person involved in a grievance may be subject to disciplinary proceedings.

25 Vexatious and trivial grievances

An employee who lodges a grievance that they know is false, or is considered trivial, or who continues to raise complaints that have been investigated and finalised, may be subject to disciplinary processes up to and including termination.

26 Work-related concerns from labour hire personnel, consultants and Professional Services Contractors

Labour hire workers or professional service contractors must raise any work-related concern with their employer, who may contact Transport for NSW about the matter. Any reports will be taken seriously and managed in accordance with the commercial agreement with the service provider and the responsibilities of Transport for NSW.

27 Related Policy and other relevant/supporting documents

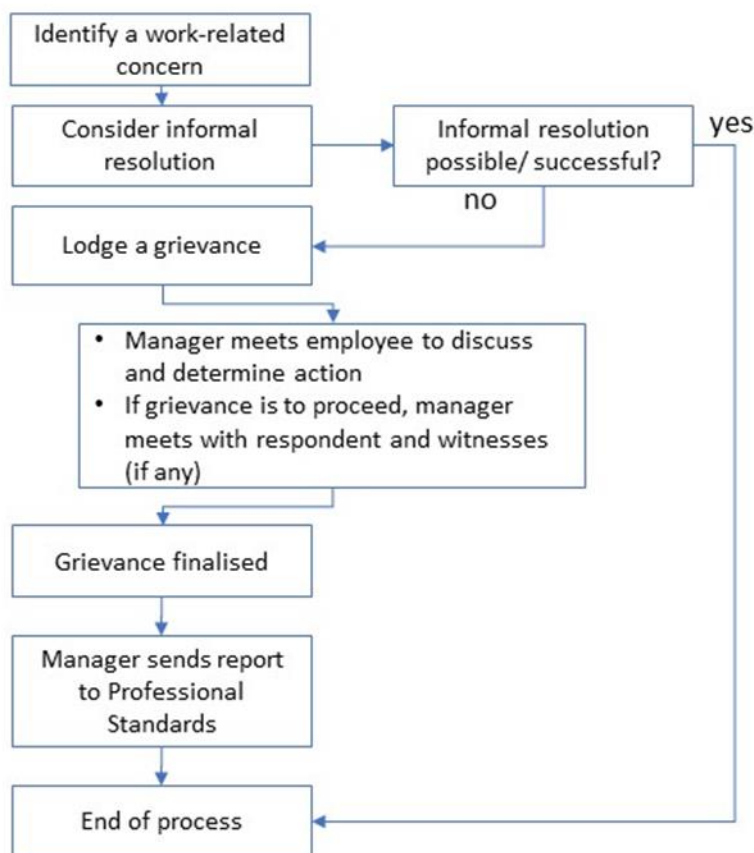
1. Transport Grievance Management Policy

28 Definitions

| Term | Definition |
|----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Grievance | A formal verbal or written request by an employee for a work-related concern to be addressed. |
| Respondent | The employee who is the subject of a grievance. |
| Support Person | An individual (including a Union representative) who can provide advice, guidance and support. The support person cannot act as an advocate, or argue for the employee, but they may give advice to the employee. They may also request a break if needed. The support person must not present a conflict of interest with the matter. |

29 Tools

30 Process flowchart – key steps



31 Document control

32 *Superseded documents*

This Procedure replaces the following documents:

- TfNSW Grievance Management Procedure CPr16001.3
- RMS Grievance Management Procedure PN 247P07

33 *Document history*

| Date & Procedure No | Document owner | Approved by | Amendment notes |
|-------------------------------|----------------------------------------------|--------------------------------------------|--------------------------------------------|
| 11 September 2020 CPr20045 | Director, Industrial & Workforce Relations | Director, Industrial & Workforce Relations | New Procedure |
| 31 March 2021 CPr20045.1 | Director, Industrial and Workforce Relations | Chief People Officer | Update to confirm coverage to Sydney Metro |

34 *Feedback and help*

Intranet: [MyTransport](#)

Equip: 'MyTransport' tile on your [Transport Equip](#) home page

Phone: Solutions Centre on 133 877

Email: tfnswhr@transport.nsw.gov.au

Do you have feedback to help improve the quality of this document, e.g. readability, accessibility, broken links, etc?

Please email Corporatepolicy@transport.nsw.gov.au.

12. This variation will operate from 1 July 2021.

D. SLOAN, *Commissioner*

Printed by the authority of the Industrial Registrar.

ROADS AND MARITIME SERVICES CONSOLIDATED SALARIED AWARD 2019

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C9134 published 22 May 2020.

(388 I.G. 441)

(Case No. 200857 of 2019)

CORRECTION

1. Delete clause title 25, Sick Leave, of the award and insert in lieu thereof the following:

28. Sick Leave

2. Delete clause title 26, Carer's Leave, of the award and insert in lieu thereof the following:

29. Carer's Leave

3. Delete the clause title 43, Hours of Work for Traffic Supervisors, of the award and insert in lieu thereof the following:

46. Hours of Work for Traffic Supervisors

M. MORGAN *Industrial Registrar.*

Printed by the authority of the Industrial Registrar.

(1423)

SERIAL C9301

**CROWN EMPLOYEES (NSW DEPARTMENT OF COMMUNITIES
AND JUSTICE) RESIDENTIAL CENTRE SUPPORT SERVICES
STAFF AWARD 2019**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(Case No. 180258 of 2021)

Before Commissioner Sloan

13 August 2021

ORDER OF RESCISSION

The Industrial Relations Commission of New South Wales orders that the Crown Employees (NSW Department of Communities and Justice) Residential Centre Support Services Staff Award 2019 published 28 February 2020 (386 I.G. 770) as varied, be rescinded on and from 13 August 2021.

D. SLOAN, *Commissioner*

Printed by the authority of the Industrial Registrar.

**CROWN EMPLOYEES NSW DEPARTMENT OF COMMUNITIES
AND JUSTICE - (COMMUNITY LIVING AWARD) 2019**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(Case No. 180258 of 2021)

Before Commissioner Sloan

13 August 2021

ORDER OF RESCISSION

The Industrial Relations Commission of New South Wales orders that the Crown Employees NSW Department of Communities and Justice - (Community Living Award) 2019 published 20 March 2020 (387 I.G. 1) as varied, be rescinded on and from 13 August 2021.

D. SLOAN, *Commissioner*

Printed by the authority of the Industrial Registrar.

**ENTERPRISE AGREEMENTS APPROVED
BY THE INDUSTRIAL RELATIONS COMMISSION**

(Published pursuant to s.45(2) of the *Industrial Relations Act 1996*)

EA21/06 - Port Stephens Council Enterprise Agreement 2021

Made Between: Port Stephens Council -&- 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 EA18/05

Approval and Commencement Date: Approved 23 August 2021 and commenced 1 July 2021.

Description of Employees: The agreement applies to all Employees employed by the Port Stephens Council and employees of committees of Council established under the Local Government Act 1993, with the exception of Group Managers and the General Manager, located at 116 Adelaide Street, Raymond Terrace NSW 2324, who fall within the coverage of the Local Government (State) Award 2017 and the Local Government (Electricians) (State) Award.

Nominal Term: 12 Months.

EA21/07 - Coolamon Shire Council COVID-19 Enterprise Agreement 2021

Made Between: Coolamon Shire Council -&- New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union; The Local Government Engineers' Association of New South Wales; The Development and Environmental Professionals' Association.

New/Variation: New

Approval and Commencement Date: Approved 2 September 2021 and commenced 2 September 2021.

Description of Employees: The agreement applies to all employees employed by Coolamon Shire Council, located at 55 Cowabbie Street, Coolamon NSW 2701, who fall within the coverage of the Local Government (State) Award 2020.

Nominal Term: 12 Months.