



NEW SOUTH WALES  
**INDUSTRIAL GAZETTE**

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**Industrial Registrar**  
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**CROWN EMPLOYEES (AUDIT OFFICE) AWARD 2019**

## 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. 145184 of 2020)

Before Chief Commissioner Constant

15 December 2020

**VARIATION**

1. Delete Table 1 - Classifications and Remuneration Bands and Table 2 - Audit Professional Level A Pay Points of Part B of the Award published 25 October 2019 (385 I.G. 274) and insert in lieu thereof the following:

**Table 1 - Classifications and Remuneration Bands**

| Classifications                  | 1 July 2019 to 30 June 2020 |         | 1 July 2020 to 30 June 2021 |         |
|----------------------------------|-----------------------------|---------|-----------------------------|---------|
|                                  | \$                          |         | \$                          |         |
| Audit Professional Level A       | 41,207                      | 105,739 | 41,331                      | 106,056 |
| Audit Professional Level B       | 99,519                      | 148,309 | 99,818                      | 148,754 |
| Audit Professional Level C       | 139,950                     | 196,583 | 140,370                     | 197,173 |
| Corporate Professional Level A   | 100,005                     | 140,176 | 100,305                     | 140,597 |
| Corporate Professional Level B   | 120,316                     | 186,371 | 120,677                     | 186,930 |
| Corporate Administrative Level 1 | 46,348                      | 58,102  | 46,487                      | 58,276  |
| Corporate Administrative Level 2 | 55,619                      | 70,111  | 55,786                      | 70,321  |
| Corporate Administrative Level 3 | 66,978                      | 85,648  | 67,179                      | 85,905  |
| Corporate Administrative Level 4 | 81,731                      | 103,536 | 81,976                      | 103,847 |

**Table 2 - Audit Professional Level A Pay Points**

| 1 July 2020 to 30 June 2021 |                   |                   |                   |                   |                   |
|-----------------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
|                             | Pay Point 1<br>\$ | Pay Point 2<br>\$ | Pay Point 3<br>\$ | Pay Point 4<br>\$ | Pay Point 5<br>\$ |
| Level 1                     | 41,331            | 44,604            | 49,909            | 57,708            | -                 |
| Level 2                     | 63,945            | 69,403            | -                 | -                 | -                 |
| Level 3                     | 74,862            | 81,101            | 87,340            | -                 | -                 |
| Level 4                     | 90,460            | 95,139            | 99,818            | 102,934           | 106,056           |

2. This variation shall take effect from the first full pay to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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## CROWN EMPLOYEES (INDEPENDENT PRICING AND REGULATORY TRIBUNAL 2019) 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. 145362 of 2020)

Before Chief Commissioner Constant

15 December 2020

### VARIATION

1. Delete subclause 49.1 of clause 49, Area, Incidence and Duration, of the award published 25 October 2019 (385 I.G. 252) and Insert in lieu thereof the following:
  
- 49.1 This award applies to staff members of the Independent Pricing and Regulatory Tribunal as defined in clause 3, Definitions of this award.
  
2. Delete Part B Monetary Rates, and insert in lieu thereof the following:

### PART B

#### MONETARY RATES

**Table 1 - Salaries**

|                 |        | 1 July 2019<br>per annum<br>\$ | 1 July 2020<br>per annum<br>\$ |
|-----------------|--------|--------------------------------|--------------------------------|
| IPART Officer A | Year 1 | 56,634                         | 56,804                         |
|                 | Year 2 | 60,565                         | 60,747                         |
|                 | Year 3 | 64,498                         | 64,691                         |
| IPART Officer B | Year 1 | 69,217                         | 69,425                         |
|                 | Year 2 | 73,150                         | 73,369                         |
|                 | Year 3 | 77,082                         | 77,313                         |
| IPART Officer C | Year 1 | 82,589                         | 82,837                         |
|                 | Year 2 | 86,524                         | 86,784                         |
|                 | Year 3 | 90,456                         | 90,727                         |
| IPART Officer D | Year 1 | 96,747                         | 97,037                         |
|                 | Year 2 | 100,681                        | 100,983                        |
|                 | Year 3 | 104,613                        | 104,927                        |
| IPART Officer E | Year 1 | 111,692                        | 112,027                        |
|                 | Year 2 | 115,624                        | 115,971                        |
|                 | Year 3 | 119,560                        | 119,919                        |
| IPART Officer F | Year 1 | 127,424                        | 127,806                        |
|                 | Year 2 | 131,355                        | 131,749                        |
|                 | Year 3 | 135,288                        | 135,694                        |
| IPART Officer G | Year 1 | 143,942                        | 144,374                        |
|                 | Year 2 | 147,874                        | 148,318                        |
|                 | Year 3 | 155,012                        | 155,477                        |

3. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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## CROWN EMPLOYEES NSW DEPARTMENT OF COMMUNITIES AND JUSTICE - (COMMUNITY LIVING AWARD) 2019

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. 144112 of 2020)

Before Chief Commissioner Constant

15 December 2020

### VARIATION

1. Delete Clause 30, Area, Incidence and Duration, of the award published 20 March 2020 (387 I.G. 1), and insert in lieu thereof the following:

#### 30. Area, Incidence and Duration

This Award applies to staff members and casual employees who are employed by ADHC in a classification listed in Schedule A of this Award, and defined in clause 2 of this Award, who come within the constitutional coverage of the Association.

2. Delete Schedules 1, 2 and 3 of Part B and insert in lieu thereof the following:

### PART B

#### SCHEDULE 1 - RATES OF PAY

| Level                     | Year | Effective from 1.7.19<br>Per Annum<br>2.5%<br>\$ | Effective from 1.7.20<br>Per Annum<br>0.3%<br>\$ |
|---------------------------|------|--|--|
| Disability Support Worker | 1    | 54,969   | 55,134   |
|                           | 2    | 55,936   | 56,104   |
|                           | 3    | 57,401   | 57,573   |
|                           | 4    | 58,516   | 58,692   |
|                           | 5    | 59,622   | 59,801   |
|                           | 6    | 61,264   | 61,448   |
|                           | 7    | 62,328   |  |
|                           | 8    | 63,424   | 63,614   |
|                           | 9    | 65,549   | 65,746   |
|                           | 10   | 67,679   | 67,882   |
| Team Leader*<br>One Unit  | 1    | 97,152   | 9,7443   |
|                           | 2    | 99,102   | 99,399   |
| Team Leader*<br>Two Units | 1    | 100,056  | 100,356  |
|                           | 2    | 102,043  | 102,349  |
| Community Support Worker  | 1    | 54,969   | 55,134   |
|                           | 2    | 55,936   | 56,104   |
|                           | 3    | 57,401   | 57,573   |
|                           | 4    | 58,516   | 58,692   |



|                      |   |        |        |
|----------------------|---|--------|--------|
|                      | 5 | 59,622 | 59,801 |
| Community Worker     | 1 | 59,622 | 59,801 |
|                      | 2 | 61,264 | 61,448 |
|                      | 3 | 63,424 | 63,614 |
|                      | 4 | 67,101 | 67,302 |
|                      | 5 | 70,221 | 70,432 |
|                      | 6 | 73,734 | 73,955 |
|                      | 7 | 77,629 | 77,862 |
|                      | 8 | 81,365 | 81,609 |
| Community Consultant | 1 | 78,496 | 78,731 |
|                      | 2 | 82,408 | 82,655 |
|                      | 3 | 85,488 | 85,744 |
|                      | 4 | 88,888 | 89,155 |
|                      | 5 | 93,349 | 93,629 |

**SCHEDULE 2 - RATES OF PAY**

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

| Classification and Grades          | 1.7.19<br>Per annum<br>2.50%<br>\$ | 1.7.20<br>Per annum<br>0.3%<br>\$ |
|------------------------------------|------------------------------------|-----------------------------------|
| Residential Support Worker Level 2 |                                    |                                   |
| Year 1                             | 58,498                             | 58,673                            |
| Year 2                             | 59,622                             | 59,801                            |
| Year 3                             | 61,264                             | 61,448                            |
| Year 4                             | 62,328                             | 62,515                            |
| Year 5                             | 63,424                             | 63,614                            |
| Year 6                             | 65,549                             | 65,746                            |
| Disability Support Worker          |                                    |                                   |
| Year 5                             | 59,622                             | 59,801                            |
| Year 6                             | 61,264                             | 61,448                            |
| Year 7                             | 62,328                             | 62,515                            |
| Year 8                             | 63,424                             | 63,614                            |
| Year 9                             | 65,549                             | 65,746                            |
| Year 10                            | 67,679                             | 67,882                            |

**SCHEDULE 3 - ALLOWANCES**

| Allowances  | 1.7.19<br>Per annum<br>2.50%<br>\$ | 1.7.20<br>Per annum<br>0.3%<br>\$ |
|---|------------------------------------|-----------------------------------|
| (i) An officer who is required by the Department to accompany clients on excursions, etc., which necessitate overnight stays shall be paid in allowance equivalent to eight hours at ordinary rates for each overnight stay |                                    |                                   |
| (ii) An officer who is nominated to supervise a team in a community based service, other than in a residential setting, shall be paid a Team Leader Allowance as follows  |                                    |                                   |
| No of staff Supervised 5 to 10  | 4,225                              | 4,238                             |
| No of staff Supervised 11 to 25   | 7,054                              | 7,075                             |
| No of staff supervised 26 to 40   | 9,887                              | 9,917                             |
| No of staff Supervised 40 +   | 11,279                             | 11,313                            |

3. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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# CROWN EMPLOYEES (NSW DEPARTMENT OF COMMUNITIES AND JUSTICE) RESIDENTIAL CENTRE SUPPORT SERVICES STAFF AWARD 2019

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. 144177 of 2020)

Before Chief Commissioner Constant

15 December 2020

## VARIATION

1. Delete Clause 23, Area Incidence and Duration of the award published 28 February 2020 (386 I.G. 770) insert in lieu thereof the following:

### 23. Area, Incidence and Duration

This award shall apply to persons employed in the classifications contained in Part B of this award.

2. Delete Part B, and insert in lieu thereof the following:

## PART B

### SCHEDULE A - RATES OF PAY

| Classification                          | 1.7.19<br>Per annum<br>\$ | 1.7.20<br>Per annum<br>\$ |
|---|---------------------------|---------------------------|
| Transport Driver -                      |                           |                           |
| Up to 2,950 kilograms                   | 53,061                    | 53,220                    |
| Over 2,950 kilos & up to 4,650 kilos*   | 53,494                    | 53,654                    |
| Over 4,650 kilos & up to 7700 kilos*    | 53,948                    | 54,110                    |
| Over 7,700 kilos & up to 10,800 kilos*  | 54,498                    | 54,661                    |
| Over 10,800 kilos & up to 12,350 kilos* | 54,969                    | 55,134                    |
| Over 12,350 kilos & up to 15,500 kilos* | 55,403                    | 55,569                    |
| Over 15,500 kilos & up to 21,000 kilos* | 55,947                    | 56,115                    |
| Over 21,000 kilos & up to 22,450 kilos* | 56,406                    | 56,575                    |
| *Manufacturer's Gross Vehicle Mass      |                           |                           |
| Extra Hand                              | 53,061                    | 53,220                    |
| Services Support Officer -              |                           |                           |
| Grade 1                                 | 48,756                    | 48,902                    |
| Grade 2                                 | 50,068                    | 50,218                    |
| Grade 3                                 | 51,701                    | 51,856                    |
| Apprentice Cook -                       |                           |                           |
| 1st six months (50%)                    | 26,532                    | 26,612                    |
| 2nd six months (70%)                    | 37,144                    | 37,255                    |
| 3rd six months (80%)                    | 42,448                    | 42,575                    |
| 4th six months (85%)                    | 45,103                    | 45,238                    |
| 5th six months (90%)                    | 47,755                    | 47,898                    |
| 6th six months (95%)                    | 50,407                    | 50,558                    |
| Hunter Residences -                     |                           |                           |
| Head Chef                               | 71,642                    | 71,857                    |

|  |        |        |
|--|--------|--------|
| Chef   | 63,424 | 63,614 |
| Metro Residences -                             |        |        |
| Head Chef                                      | 57,805 | 57,978 |
| Deputy Head Chef                               | 55,403 | 55,569 |
| Chef   | 54,498 | 54,661 |
| Other Residences -                             |        |        |
| Head Chef                                      | 55,403 | 55,569 |
| Deputy Head Chef                               | 54,498 | 54,661 |
| Chef   | 53,061 | 53,220 |
| Outdoor Attendant Sewerage Works - Peat Island | 55,403 | 55,569 |
| Gardener (Tradesperson)                        | 58,521 | 58,697 |
| Gardener (non-Tradesperson)                    | 54,969 | 55,134 |
| Instructor Woodwork -                          |        |        |
| Without Qualifications - 1st Year              | 61,875 | 62,061 |
| Without Qualifications - 2nd Year              | 63,050 | 63,239 |
| Without Qualifications - Thereafter            | 63,692 | 63,883 |
| With Qualifications - 1st Year                 | 63,524 | 63,715 |
| With Qualifications - 2nd Year                 | 64,812 | 65,006 |
| With Qualifications - Thereafter               | 65,469 | 65,665 |
| Technical Instructor Without Qualifications -  |        |        |
| 1st Year                                       | 59,618 | 59,797 |
| 2nd Year                                       | 60,102 | 60,282 |
| Thereafter                                     | 60,784 | 60,966 |
| Technical Instructor with Qualifications -     |        |        |
| 1st Year                                       | 61,869 | 62,055 |
| 2nd Year                                       | 62,328 | 62,515 |
| Thereafter                                     | 63,422 | 63,612 |
| Therapy Aide -                                 |        |        |
| 1st Year                                       | 52,639 | 52,797 |
| 2nd Year                                       | 53,952 | 54,114 |
| Thereafter                                     | 55,400 | 55,566 |
| Supervisor - Linen Distribution -              |        |        |
| Marsden, Grosvenor                             | 53,445 | 53,605 |

#### SCHEDULE B - SPECIAL ALLOWANCES

- (i) Services Support Officers Grade 2 shall receive an additional duties allowance of \$17.30 per week for appropriate duties involved in the maintenance and supervision of swimming pools, pest control duties on a continuing basis, driving tractors (other than drivers), maintenance of bowling greens and sporting ovals.
- (ii) Services Support Officers Grade 2 regularly required to perform work on sewerage works and grease traps or other duties considered offensive by the Department shall be paid an allowance at the rate of 3.60 per week; the allowance is not automatically adjusted in the future.
- (iii) Services Support Officers Grade 2 required to assist in cleaning sewerage chokages and who are required to assist in opening up any soil pipe, waste pipe, drain pipe or pump containing sewerage or who are required to work in a septic tank in operation shall be paid an allowance of \$10.35 per day or part thereof.
- (iv) Drivers and Extra Hands who handle wet and dry garbage shall be paid an allowance of 99 cents per hour. The allowance shall be payable to Services Support Officers for those periods when they relieve Extra Hands and are required to handle wet and dry garbage.
- (v) Staff members covered by this award who are required to handle linen of a nauseous nature (other than in sealed bags) shall be paid an allowance of \$4.90 per shift.

- (vi) Leading Hand Allowance - A staff member, who is placed in charge of not less than two other staff members of substantially similar classification, shall be paid in accordance with the following:

| Classification and Grades                 | Per Week<br>\$ | Per Week<br>\$ |
|---|----------------|----------------|
| In charge of 2 to 5 other staff members   | 34.60          | 35.55          |
| In charge of 6 to 10 other staff members  | 49.35          | 50.75          |
| In charge of 11 to 15 other staff members | 62.85          | 64.60          |
| In charge of 16 to 19 other staff members | 76.95          | 79.10          |

This allowance will not be payable to those staff members whose classification and salary includes supervisory responsibilities.

- (vii) A Boiler Attendant required to attend more than one high pressure boiler shall receive an allowance of \$938 per annum.
- (viii) Uniform Allowance - If the uniform of a staff member is not laundered at the expense of the Department an allowance of \$6.10 per week shall be paid to such staff member.

### SCHEDULE C - ALLOWANCES

Staff members shall be paid the following amounts when working in situations where the conditions encountered are not normally encountered by staff members of that classification:

- (i) Cold Places - Staff members working in places where the temperature is reduced by artificial means to below 0 degrees Celsius shall be paid .88 cents per hour extra. Where the work continues for more than two hours, staff members shall be entitled to a rest period of 20 minutes every two hours without loss of pay.
- (ii) Confined Spaces - Staff members working in a place the dimensions or nature of which necessitate working in a stooped or cramped position or without sufficient ventilation shall be paid \$1.10 per hour extra.
- (iii) Dirty Work - Work which a supervisor and staff member agree is of a dirty or offensive nature by comparison with the work normally encountered in the classification concerned and for which no other special rates are prescribed shall be paid for by an additional amount at the rate of 88 cents per hour above the rate prescribed by this award.
- (iv) Height Money - Staff members working at a height of 7.5 metres from the ground, deck, floor or water shall be paid 88 cents per hour extra and 27 cents per hour extra for every additional 3 metres. Height shall be calculated where it is necessary for the staff member to place his/her hands or tools in order to carry out the work to such ground, floor, deck or water. For the purpose of this subclause, deck or floor means a substantial structure which, even though temporary, is sufficient to protect a staff member from falling any further distance. Water level means, in tidal waters, mean water level. This subclause shall not apply to staff members working on a suitable scaffold erected in accordance with the *Work Health and Safety Act 2011*.
- (v) Hot Places - Staff members working in the shade in places where the temperature is raised by artificial means to between 46 degrees Celsius and 54 degrees Celsius shall be paid 88 cents per hour extra; in places where the temperature exceeds 54 degrees Celsius such staff members shall be paid \$1.10 per hour extra. Where work continues for more than two hours in temperatures exceeding 54 degrees Celsius, staff members shall also be entitled to 20 minutes' rest after every two hours' work, without deduction of pay. The temperature shall be decided by the supervisor of the work after consultation with the staff members who claim the extra rate.

(vi)

- (a) Insulation Material - Staff members working in any room or similar area or in any confined (unventilated) space where pumice or other recognised insulating material is being used in insulating work shall be paid 72 cents per hour extra, or, if the insulating material be silicate, \$1.10 per hour extra, whether they are actually handling such material or not; provided that such insulation material shall include granulated cork but shall not include cork board or materials contained in unbroken packages.
- (b) Asbestos - A staff member required to work with any materials containing asbestos or to work in close proximity to staff members using such materials shall be provided with and shall use all necessary safeguards as required by the appropriate occupational health authority and where such safeguards include the mandatory wearing of protective equipment such staff members shall be paid 88 cents per hour whilst so engaged.

(vii) Wet Places -

(a)

- (1) A staff member working in a place where water other than rain is falling so that their clothing shall be appreciably wet and/or water, oil or mud underfoot is sufficient to saturate their boots shall be paid 88 cents per hour extra; provided that this extra rate shall not be payable in respect to a staff member who is provided with suitable and effective protective clothing and/or footwear. A staff member who becomes entitled to this extra rate shall be paid such rate for such part of the day or shift as he/she is required to work in wet clothing or boots.
- (2) Where a staff member is required to work in the rain, he/she shall be paid 88 cents per hour extra for the time so worked.

- (b) A staff member called upon to work knee-deep in mud or water shall be paid at the rate of \$6.80 per day in addition to ordinary rates of pay prescribed for each day or portion thereof so worked; provided that this subclause shall not apply to a staff member who is provided with suitable protective clothing and/or footwear.

(viii) Acid Furnaces, Stills, etc.- A staff member engaged on the construction or alteration or repairs to boilers, flues, furnaces, retorts, kilns, ovens, ladles and similar refractory work shall be paid \$4.40 per hour. This additional rate shall be regarded as part of the wage rate for all purposes.

(ix) Depth Money - A staff member engaged in tunnels, cylinders, caissons, coffer dams and sewer work and in underground shafts exceeding 3 metres in depth shall be paid 88 cents per hour.

(x) Swinging Scaffolds -

- (a) A staff member working in a bosun's chair or on a swinging scaffold shall be paid \$6.13 for the first four hours whilst so engaged, thence \$1.23 per hour thereafter.
- (b) A staff member shall not raise or lower a bosun's chair or swinging scaffold alone and an employer shall not require a staff member to raise or lower a bosun's chair or swinging scaffold alone.

(xi) Spray Application - A staff member engaged on all spray applications carried out in other than a properly constructed booth approved by the WorkCover Authority shall be paid 85 cents per hour extra.

(xii) Roof Work - Staff members engaged in the fixing or repairing of a roof or any other work in excess of 12 metres from the nearest floor level shall be paid \$1.10 per hour extra with a minimum payment of \$1.10.

- (xiii) Explosive Powered Tools - Staff members required to use explosive powered tools shall be paid cents per hour extra with a minimum payment of \$2.05 per day.
- (xiv) Toxic and Obnoxious Substances -
- (a) A staff member engaged in either the preparation and/or the application of toxic or epoxy based materials or materials of a like nature shall be paid \$1.10 per hour extra.
  - (b) In addition, staff members applying such material in buildings which are normally air-conditioned shall be paid 74 cents per hour extra for any time worked when the air-conditioning plant is not operating.
  - (c) Where there is an absence of adequate natural ventilation, the employer shall provide ventilation by artificial means and/or supply an approved type of respirator and, in addition, protective clothing shall be supplied where recommended by the Department.
  - (d) Staff members working in close proximity to staff members so engaged shall be paid 88 cents per hour extra.
  - (e) For the purpose of this clause, all materials which are toxic or which include or require the addition of a catalyst hardener and reactive additives or two-pack catalyst system shall be deemed to be materials of a like nature.
- (xv) Rates Not Subject to Penalty Provisions - The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty conditions.
- (xvi) Extra Rate Not Cumulative - When more than one of the above rates provide payment for disabilities of substantially the same nature then only the highest of such rates shall be payable.

#### SCHEDULE D

##### Salary Arrangements of Existing Staff Members, Services Support Officers at 19/4/99

|  | Rate as at 1.7.19<br>Per annum<br>\$ | Rate as at 1.7.20<br>Per annum<br>\$ |
|--|--------------------------------------|--------------------------------------|
| Outdoor Attendant (Other)<br>11th year and thereafter.<br>Current incumbents only. | 52,641                               | 52,799                               |

3. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

Printed by the authority of the Industrial Registrar.

# CROWN EMPLOYEES (NSW POLICE FORCE (NURSES')) AWARD 2019

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by New South Wales Nurses and Midwives' Association, Industrial Organisation of Employees.

(Case No. 141023 of 2020)

Before Chief Commissioner Constant

15 December 2020

## VARIATION

1. Delete Part B, Monetary Rates of the award published 25 October 2019 (385 I.G. 323) and insert with the following:

## PART B

### MONETARY RATES

**Table 1 - Salaries**

|                           | Column A   | Column B   | Column C   |
|---------------------------|--|--|--|
|                           | Rate at the commencement of this Award This rate applied from the beginning of the first full pay period that commenced on or after 1.7.2018 | Rate at the commencement of this Award This rate applied from the beginning of the first full pay period that commenced on or after 1.7.2019 | Rate at the commencement of this Award This rate applied from the beginning of the first full pay period that commenced on or after 1.7.2020 |
|                           |  | 2.5%   | 0.3%   |
| Registered Nurse          | \$   | \$   | \$   |
| 1st Year                  | \$1,147.50   | \$1,176.20   | \$1,179.70   |
| 2nd Year                  | \$1,210.60   | \$1,240.90   | \$1,244.60   |
| 3rd Year                  | \$1,273.00   | \$1,304.80   | \$1,308.70   |
| 4th Year                  | \$1,339.80   | \$1,373.30   | \$1,377.40   |
| 5th Year                  | \$1,406.50   | \$1,441.70   | \$1,446.00   |
| 6th Year                  | \$1,471.90   | \$1,508.70   | \$1,513.20   |
| 7th Year                  | \$1,547.70   | \$1,586.40   | \$1,591.20   |
| 8th Year                  | \$1,612.10   | \$1,652.40   | \$1,657.40   |
| Clinical Nurse Specialist |  |  |  |
| 1st Year and thereafter   | \$1,678.00   | \$1,720.00   | \$1,725.20   |
| Clinical Nurse Consultant |  |  |  |
| 1st Year and thereafter   | \$2,063.10   | \$2,114.70   | \$2,121.00   |

Incremental Progression - The payment of an increment is subject to the satisfactory conduct of and the satisfactory performance of duties by the officer, as determined by the Commissioner of Police.



**Table 2 - Allowances**

| Item No. | Clause No.               | Description                              | Column A<br>Rate at the<br>commencement<br>of this Award this<br>rate applied from<br>the beginning of<br>the first full pay<br>period that<br>commenced on<br>or after 1.7.2018<br>\$ | Column B<br>Rate at the<br>commencement<br>of this award this<br>rate applied from<br>the beginning of<br>the first full pay<br>period that<br>commenced on<br>or after 1.7.2019<br>2.5%<br>\$ | Column C<br>Rate at the<br>commencement<br>of this award this<br>rate applied from<br>the beginning of<br>the first full pay<br>period that<br>commenced on<br>or after 1.7.2020<br>0.3%<br>\$ |
|----------|--------------------------|--|--|--|--|
| 1        | 2 Definitions            | Team leader<br>allowance per shift       | \$28.20  | \$28.95  | \$29.05  |
| 2        | 5.8 Hours<br>of Work     | On-call allowance<br>during a meal break | \$14.12  | \$14.47  | \$14.51  |
| 3        | 16 Clothing<br>Allowance | Clothing allowance<br>Per week           | \$7.50   | \$7.50   | \$7.50   |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

Printed by the authority of the Industrial Registrar.

**CROWN EMPLOYEES NURSES' (STATE) AWARD 2019**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by New South Wales Nurses and Midwives' Association, Industrial Organisation of Employees.

(Case No. 141076 of 2020)

Before Chief Commissioner Constant

15 December 2020

**VARIATION**

1. Delete Part B, Monetary Rates, of the award published 20 March 2020 (387 I.G. 30), and insert in lieu thereof the following

**PART B****MONETARY RATES****Table 1 - Salaries**

| Classification                    | Rates as at<br>1/07/2019<br>Per week | Rates for<br>FFPPCOOA<br>1/07/2019<br>Per week | Rates for<br>FFPPCOOA<br>1/07/2020<br>Per week |
|-----------------------------------|--------------------------------------|--|--|
| Registered Nurse/Midwife          |                                      |  |  |
| 1st Year                          | \$1,200.10                           | \$1,230.10                                     | \$1,233.80                                     |
| 2nd Year                          | \$1,265.30                           | \$1,296.90                                     | \$1,300.80                                     |
| 3rd Year                          | \$1,330.60                           | \$1,363.90                                     | \$1,368.00                                     |
| 4th Year                          | \$1,400.60                           | \$1,435.60                                     | \$1,439.90                                     |
| 5th Year                          | \$1,470.20                           | \$1,507.00                                     | \$1,511.50                                     |
| 6th Year                          | \$1,539.40                           | \$1,577.90                                     | \$1,582.60                                     |
| 7th Year                          | \$1,618.50                           | \$1,659.00                                     | \$1,664.00                                     |
| 8th Year and Thereafter           | \$1,685.10                           | \$1,727.20                                     | \$1,732.40                                     |
| Clinical Nurse/Midwife Specialist |                                      |  |  |
| Grade 1 - 1st Year and Thereafter | \$1,753.60                           | \$1,797.40                                     | \$1,802.80                                     |
| Grade 2 - 1st Year                | \$1,883.70                           | \$1,930.80                                     | \$1,936.60                                     |
| Grade 2 - 2nd Year and Thereafter | \$1,945.60                           | \$1,994.20                                     | \$2,000.20                                     |
| Clinical Nurse/Midwife Consultant |                                      |  |  |
| Appointed prior to 31.12.99       | \$2,156.40                           | \$2,210.30                                     | \$2,216.90                                     |
| Grade 1 - 1st Year                | \$2,107.90                           | \$2,160.60                                     | \$2,167.10                                     |
| Grade 1 - 2nd Year and Thereafter | \$2,151.00                           | \$2,204.80                                     | \$2,211.40                                     |
| Grade 2 - 1st Year                | \$2,193.60                           | \$2,248.40                                     | \$2,255.10                                     |
| Grade 2 - 2nd Year and Thereafter | \$2,237.20                           | \$2,293.10                                     | \$2,300.00                                     |
| Grade 3 - 1st Year                | \$2,323.10                           | \$2,381.20                                     | \$2,388.30                                     |
| Grade 3 - 2nd Year and Thereafter | \$2,366.20                           | \$2,425.40                                     | \$2,432.70                                     |
| Clinical Nurse/Midwife Educator   |                                      |  |  |
| Year 1                            | \$1,824.50                           | \$1,870.10                                     | \$1,875.70                                     |
| Year 2 and Thereafter             | \$1,883.70                           | \$1,930.80                                     | \$1,936.60                                     |
| Nurse/Midwife Educator            |                                      |  |  |
| 4th Year as at 1/7/08             | \$2,156.40                           | \$2,210.30                                     | \$2,216.90                                     |
| Grade 1 - 1st Year                | \$2,049.40                           | \$2,100.60                                     | \$2,106.90                                     |
| Grade 1 - 2nd Year and Thereafter | \$2,107.90                           | \$2,160.60                                     | \$2,167.10                                     |
| Grade 2 - 1st Year                | \$2,193.60                           | \$2,248.40                                     | \$2,255.10                                     |
| Grade 2 - 2nd Year and Thereafter | \$2,237.20                           | \$2,293.10                                     | \$2,300.00                                     |

|                                   |            |            |            |
|-----------------------------------|------------|------------|------------|
| Grade 3 - 1st Year                | \$2,323.10 | \$2,381.20 | \$2,388.30 |
| Grade 3 - 2nd Year and Thereafter | \$2,366.20 | \$2,425.40 | \$2,432.70 |
| Nurse/Midwife Practitioner        |            |            |            |
| 1st Year                          | \$2,323.10 | \$2,381.20 | \$2,388.30 |
| 2nd Year                          | \$2,366.20 | \$2,425.40 | \$2,432.70 |
| 3rd Year                          | \$2,426.60 | \$2,487.30 | \$2,494.80 |
| 4th Year and Thereafter           | \$2,487.40 | \$2,549.60 | \$2,557.20 |
| Nursing/Midwifery Unit Manager    |            |            |            |
| Level 1                           | \$2,114.00 | \$2,166.90 | \$2,173.40 |
| Level 2                           | \$2,214.10 | \$2,269.50 | \$2,276.30 |
| Level 3                           | \$2,273.80 | \$2,330.60 | \$2,337.60 |
| Nurse/Midwife Manager             |            |            |            |
| Grade 1 - 1st Year                | \$2,107.90 | \$2,160.60 | \$2,167.10 |
| Grade 1 - 2nd Year and Thereafter | \$2,151.00 | \$2,204.80 | \$2,211.40 |
| Grade 2 - 1st Year                | \$2,193.60 | \$2,248.40 | \$2,255.10 |
| Grade 2 - 2nd Year and Thereafter | \$2,237.20 | \$2,293.10 | \$2,300.00 |
| Grade 3 - 1st Year                | \$2,323.10 | \$2,381.20 | \$2,388.30 |
| Grade 3 - 2nd Year and Thereafter | \$2,366.20 | \$2,425.40 | \$2,432.70 |
| Grade 4 - 1st Year                | \$2,452.20 | \$2,513.50 | \$2,521.00 |
| Grade 4 - 2nd Year and Thereafter | \$2,495.20 | \$2,557.60 | \$2,565.30 |
| Grade 5 - 1st Year                | \$2,580.70 | \$2,645.20 | \$2,653.10 |
| Grade 5 - 2nd Year and Thereafter | \$2,624.30 | \$2,689.90 | \$2,698.00 |
| Grade 6 - 1st Year                | \$2,710.40 | \$2,778.20 | \$2,786.50 |
| Grade 6 - 2nd Year and Thereafter | \$2,753.70 | \$2,822.50 | \$2,831.00 |
| Grade 7 - 1st Year                | \$2,925.10 | \$2,998.20 | \$3,007.20 |
| Grade 7 - 2nd Year and Thereafter | \$2,968.60 | \$3,042.80 | \$3,051.90 |
| Grade 8 - 1st Year                | \$3,140.70 | \$3,219.20 | \$3,228.90 |
| Grade 8 - 2nd Year and Thereafter | \$3,183.50 | \$3,263.10 | \$3,272.90 |
| Grade 9 - 1st Year                | \$3,355.40 | \$3,439.30 | \$3,449.60 |
| Grade 9 - 2nd Year and Thereafter | \$3,398.70 | \$3,483.70 | \$3,494.20 |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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(1901)

SERIAL C9172

## CROWN EMPLOYEES (SAS TRUSTEE CORPORATION) AWARD 2019

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. 143834 of 2020)

Before Chief Commissioner Constant

15 December 2020

### VARIATION

1. Delete subclause 87.2 of clause 87, Incidence and Duration, of the award published 25 October 2019 (385 I.G. 334), and insert in lieu thereof the following:
 

87.2 This award varies the Crown Employees (SAS Trustee Corporation) Award 2019 published on 25 October 2019 (385 I.G. 334) from 1 July 2020 and shall remain in force until 30 June 2021.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

### PART B

#### MONETARY RATES

**Table 1: Allowances of Part B - Monetary Rates of the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009**

| Item No. | Clause No. | Description   | Amount<br>FFPP 1.7.2019 | Amount<br>FFPP 1.7.2020 |
|----------|------------|---|-------------------------|-------------------------|
| 1        | 36.2       | Exchanges   | Actual cost             | Actual cost             |
| 2        | 37.1       | Room at home used as office                             | \$958 pa                | \$961                   |
| 3        | 40.1       | First aid allowance                                     | Per annum               | Per annum               |
|          |            | - Holders of basic qualifications                       | \$910 pa                | \$913                   |
|          |            | - Holders of current occupational first aid certificate | \$1,367 pa              | \$1,371                 |

**Table 2 - Salary Rates**

| Grade        | Salary rate from first full pay period on<br>or after 1 July 2019<br>\$ | Salary rate from first full pay period on<br>or after 1 July 2020<br>\$ |
|--------------|---|---|
| STC Grade 4  | 81,636  | 81,881  |
| STC Grade 5  | 90,661  | 90,933  |
| STC Grade 6  | 96,194  | 96,483  |
| STC Grade 7  | 103,006   | 103,315   |
| STC Grade 8  | 110,709   | 111,041   |
| STC Grade 9  | 117,216   | 117,568   |
| STC Grade 10 | 126,843   | 127,224   |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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**HEALTH EMPLOYEES' (STATE) AWARD 2019**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 161582 of 2020)

Before Chief Commissioner Constant

15 December 2020

**VARIATION**

- Delete Part B, Monetary Rates, of the award published 1 November 2019 (385 I.G. 558) and insert in lieu thereof the following:

**PART B****MONETARY RATES****Table 1 - Salaries**

| Classification  | Rate from ffppoa<br>01/07/2019<br>\$ per week | Rate from ffppoa<br>01/07/2020<br>\$ per week |
|---|---|---|
| <b>Medical/Technical Group</b>  |   |   |
| <b>Aides</b>  |   |   |
| 1st Year  | 989.06  | 992.03  |
| 2nd Year  | 1,007.97                                      | 1,010.99                                      |
| Thereafter  | 1,028.14                                      | 1,031.22                                      |
| <b>Technical Assistant Grade 1</b>  |   |   |
| 1st Year  | 1,007.97                                      | 1,010.99                                      |
| 2nd Year  | 1,028.14                                      | 1,031.22                                      |
| Thereafter  | 1,051.47                                      | 1,054.62                                      |
| <b>Technical Assistant Grade 2</b>  |   |   |
| 1st Year  | 1,028.14                                      | 1,031.22                                      |
| 2nd Year  | 1,051.47                                      | 1,054.62                                      |
| Thereafter  | 1,069.96                                      | 1,073.17                                      |
| <b>Cytology Scanner</b>   |   |   |
| <b>Trainee Cytology Scanner</b>   |   |   |
| 1st Year  | 931.26  | 934.05  |
| On completion of 12 months' satisfactory service and the issue of a certificate by the hospital that the Trainee is competent to carry out the full range of duties of a scanner, a Trainee shall be entitled to be classified as Cytology Scanner, 1st year. |   |   |
| <b>Cytology Scanner</b>   |   |   |
| 1st Year  | 1,028.14                                      | 1,031.22                                      |
| 2nd Year  | 1,051.47                                      | 1,054.62                                      |
| Thereafter  | 1,069.96                                      | 1,073.17                                      |
| <b>Pharmacy</b>   |   |   |
| <b>Pharmacy Assistant</b>   |   |   |
| <b>Grade 1</b>  |   |   |
| 1st Year  | 1,028.14                                      | 1,031.22                                      |
| 2nd Year  | 1,051.47                                      | 1,054.62                                      |
| 3rd Year  | 1,069.96                                      | 1,073.17                                      |
| 4th Year and Thereafter   | 1,099.90                                      | 1,103.20                                      |

|   |   |   |
|---|---|---|
| Grade 2   |   |   |
| 1st Year  | 1,099.90                                      | 1,103.20                                      |
| 2nd Year and Thereafter   | 1,126.49                                      | 1,129.87                                      |
| Pharmacy Technician   |   |   |
| Grade 1   |   |   |
| 1st Year  | 1,099.90                                      | 1,103.20                                      |
| 2nd Year  | 1,126.49                                      | 1,129.87                                      |
| 3rd Year  | 1,151.79                                      | 1,155.25                                      |
| 4th Year and Thereafter   | 1,179.33                                      | 1,182.87                                      |
| Grade 2   |   |   |
| 1st Year  | 1,204.85                                      | 1,208.46                                      |
| 2nd Year  | 1,250.46                                      | 1,254.21                                      |
| 3rd Year  | 1,291.01                                      | 1,294.88                                      |
| 4th Year and Thereafter   | 1,326.84                                      | 1,330.82                                      |
| Grade 3   |   |   |
| 1st Year  | 1,418.03                                      | 1,422.28                                      |
| 2nd Year and Thereafter   | 1,467.30                                      | 1,471.70                                      |
| Grade 4   |   |   |
| 1st Year  | 1,516.90                                      | 1,521.45                                      |
| 2nd Year and Thereafter   | 1,612.39                                      | 1,617.23                                      |
| Sterilisation Technician  |   |   |
| Grade 1   |   |   |
| 1st Year  | 1,028.14                                      | 1,031.22                                      |
| 2nd Year  | 1,051.47                                      | 1,054.62                                      |
| 3rd Year and Thereafter   | 1,099.90                                      | 1,103.20                                      |
| Grade 2   |   |   |
| 1st Year  | 1,126.49                                      | 1,129.87                                      |
| 2nd Year  | 1,151.79                                      | 1,155.25                                      |
| 3rd Year and Thereafter   | 1,179.33                                      | 1,182.87                                      |
| Grade 3   |   |   |
| 1st Year  | 1,204.85                                      | 1,208.46                                      |
| 2nd Year and Thereafter   | 1,250.46                                      | 1,254.21                                      |
| Post Mortem Assistant 200 Post Mortems p.a.   |   |   |
| 200 Post Mortems p.a.   |   |   |
| 1st Year  | 1,250.66                                      | 1,254.41                                      |
| 2nd Year  | 1,291.54                                      | 1,295.41                                      |
| 3rd Year and Thereafter   | 1,328.09                                      | 1,332.07                                      |
| Senior - Westmead   |   |   |
| Senior Post Mortem Assistant (Westmead)   | 1,468.26                                      | 1,472.66                                      |
| Classification (NSW Health Pathology Employment Division within Forensic Mortuaries only) | Rate from ffppoa<br>01/01/2020<br>\$ per week | Rate from ffppoa<br>01/07/2020<br>\$ per week |
| Forensic Mortuary Technician  |   |   |
| 1st Year  | \$1,367.93                                    | 1,372.03                                      |
| 2nd Year  | \$1,408.97                                    | 1,413.20                                      |
| 3rd Year  | \$1,451.24                                    | 1,455.59                                      |
| 4th Year and Thereafter   | \$1,494.78                                    | 1,499.26                                      |
| Senior Forensic Mortuary Technician   |   |   |
| 1st Year  | \$1,539.62                                    | 1,544.24                                      |
| 2nd Year  | \$1,585.81                                    | 1,590.57                                      |
| 3rd Year and Thereafter   | \$1,633.38                                    | 1,638.28                                      |
| Classification  | Rate from ffppoa<br>01/07/2019<br>\$ per week | Rate from ffppoa<br>01/07/2020<br>\$ per week |
| Museum Technician   |   |   |
| 1st Year  | 1,017.43                                      | 1,020.48                                      |
| 2nd Year  | 1,036.54                                      | 1,039.65                                      |

|   |          |          |
|---|----------|----------|
| 3rd Year  | 1,056.18 | 1,059.35 |
| 4th Year and Thereafter   | 1,077.42 | 1,080.65 |
| Animal Technician   |          |          |
| 1st Year  | 1,017.43 | 1,020.48 |
| 2nd Year  | 1,036.54 | 1,039.65 |
| 3rd Year  | 1,056.18 | 1,059.35 |
| 4th Year and Thereafter   | 1,077.42 | 1,080.65 |
| Animal Attendant  |          |          |
| One Salary Rate   | 1,009.55 | 1,012.58 |
| Research Mechanic   |          |          |
| One Salary Rate   | 1,038.13 | 1,041.24 |
| Operations Assistants   |          |          |
| Trainee   |          |          |
| On completion of three years' training, a Trainee shall be classified as Assistant.   |          |          |
| Trainee   | 902.71   | 905.42   |
| Operations Assistant  |          |          |
| Others - First 3 Years  | 1,030.67 | 1,033.76 |
| Other Subsequent years  | 1,059.25 | 1,062.43 |
| Provided that an assistant who has served five (5) years in the classification and is certified by the hospital as competent to assist in any type of surgical operation, shall be entitled to be classified as Senior. |          |          |
| Senior  | 1,079.93 | 1,083.17 |
| Chief   | 1,116.60 | 1,119.95 |
| Anaesthetic and Operating Theatre Technician  |          |          |
| Without Diploma   | 1,069.96 | 1,073.17 |
| With Diploma  | 1,127.75 | 1,131.13 |
| Senior Anaesthetic Technician   | 1,163.46 | 1,166.95 |
| Senior Anaesthetic Technician (Royal Prince Alfred Hospital)  | 1,194.77 | 1,198.35 |
| Institute of Tropical Medicine - Prince Henry   |          |          |
| Attendant   | 1,020.88 | 1,023.94 |
| Attendant In Charge   | 1,060.51 | 1,063.69 |
| Surgical Instrument Repairer  |          |          |
| One Salary Rate   | 1,037.48 | 1,040.59 |
| Patient Support Assistant   |          |          |
| Central Coast Area Health Service   |          |          |
| 1st Year  | 987.37   | 990.33   |
| Thereafter  | 994.74   | 997.72   |
| Patient Services Assistant  |          |          |
| Western Sydney Area Health Service  |          |          |
| Grade 1   | 967.63   | 970.53   |
| Grade 2 and Thereafter  | 987.37   | 990.33   |
| Support Services Officer  |          |          |
| Northern Sydney and Western Sydney Area Health Service  |          |          |
| One Salary Rate   | 1,007.97 | 1,010.99 |
| Wardsperson   |          |          |
| 1st Year  | 987.37   | 990.33   |
| Thereafter  | 994.74   | 997.72   |
| Chief Wardsperson   |          |          |
| 1st Year  | 1,039.48 | 1,042.60 |
| Thereafter  | 1,048.21 | 1,051.35 |
| Senior Chief Wardsperson  |          |          |
| 1st Year  | 1,069.32 | 1,072.53 |
| Thereafter  | 1,076.99 | 1,080.22 |
| Surgical Dresser  |          |          |
| 1st Year  | 999.76   | 1,002.76 |
| 2nd Year  | 1,008.17 | 1,011.19 |
| Thereafter  | 1,020.88 | 1,023.94 |



|  |          |          |
|--|----------|----------|
| Surgical Dresser S.T.D. Clinic   |          |          |
| 1st Year   | 1,008.17 | 1,011.19 |
| Thereafter   | 1,032.77 | 1,035.87 |
| Surgical Dresser Royal North Shore Hospital  |          |          |
| 1st Year   | 1,026.36 | 1,029.44 |
| 2nd Year   | 1,036.03 | 1,039.14 |
| Thereafter   | 1,048.42 | 1,051.57 |
| Chief Surgical Dresser   |          |          |
| 1st Year   | 1,052.19 | 1,055.35 |
| 2nd Year   | 1,061.55 | 1,064.73 |
| Thereafter   | 1,074.06 | 1,077.28 |
| Chief Surgical Dresser Royal North Shore Hospital  |          |          |
| 1st Year   | 1,100.42 | 1,103.72 |
| 2nd Year   | 1,109.24 | 1,112.57 |
| Thereafter   | 1,122.60 | 1,125.97 |
| Senior Chief Surgical Dresser  |          |          |
| 1st Year   | 1,081.41 | 1,084.65 |
| 2nd Year   | 1,091.07 | 1,094.34 |
| Thereafter   | 1,103.68 | 1,106.99 |
| Senior Chief Surgical Dresser Royal North Shore Hospital   |          |          |
| 1st Year   | 1,130.26 | 1,133.65 |
| 2nd Year   | 1,140.34 | 1,143.76 |
| Thereafter   | 1,153.70 | 1,157.16 |
| Heart/Lung Assistant   | 1,091.07 | 1,094.34 |
| Heart/Lung Technician  | 1,156.84 | 1,160.31 |
| Cardiac Technician   |          |          |
| Year 1   | 1,204.85 | 1,208.46 |
| Year 2   | 1,250.46 | 1,254.21 |
| Year 3   | 1,291.01 | 1,294.88 |
| Year 4 and Thereafter  | 1,326.84 | 1,330.82 |
| Cardiac Technologists  |          |          |
| Grade 1  |          |          |
| Year 1   | 1,231.96 | 1,235.66 |
| Year 2   | 1,277.98 | 1,281.81 |
| Year 3   | 1,356.78 | 1,360.85 |
| Year 4   | 1,449.66 | 1,454.01 |
| Year 5   | 1,549.78 | 1,554.43 |
| Year 6   | 1,648.65 | 1,653.60 |
| Year 7   | 1,728.70 | 1,733.89 |
| Year 8 and Thereafter  | 1,784.48 | 1,789.83 |
| Grade 2 - (Sonographer or EPS)   |          |          |
| Year 1   | 1,728.70 | 1,733.89 |
| Year 2   | 1,784.48 | 1,789.83 |
| Year 3 and Thereafter  | 1,919.60 | 1,925.36 |
| Senior   |          |          |
| Year 1   | 1,919.60 | 1,925.36 |
| Year 2 and Thereafter  | 1,983.68 | 1,989.63 |
| Chief  |          |          |
| Year 1   | 2,038.96 | 2,045.08 |
| Year 2 and Thereafter  | 2,262.31 | 2,269.10 |
| Neurophysiological Technician  |          |          |
| Trainee  |          |          |
| Trainee Neurophysiological Technician  | 985.58   | 988.54   |
| Provided that promotion to Electro-Cardiograph Recorder/Technician is conditional upon the employee having completed 12 months satisfactory service and the hospital having issued a certificate to the effect that the employee is competent to perform the duties required. Provided that promotion to Neurophysiological/Technician is conditional upon the employee satisfying the requirements of the |          |          |

|   |          |          |
|---|----------|----------|
| course in Neurophysiology conducted by the New South Wales Institute of Psychiatry or such other qualifications deemed by the Ministry of Health to be appropriate. |          |          |
| Technician  |          |          |
| 1st Year  | 1,127.75 | 1,131.13 |
| 2nd Year  | 1,127.75 | 1,131.13 |
| 3rd Year and Thereafter   | 1,163.46 | 1,166.95 |
| Senior  |          |          |
| In Charge of 2 or more employees  | 1,194.77 | 1,198.35 |
| St George, New Children's, RNSH, Royal Newcastle  | 1,291.01 | 1,294.88 |
| RPAH, POW, PHH, Westmead  | 1,418.03 | 1,422.28 |
| Domestic Group  |          |          |
| Surgical Bootmaker  |          |          |
| In-Charge of other Bootmakers/Repairers   | 1,161.46 | 1,164.94 |
| Otherwise   | 1,138.04 | 1,141.45 |
| Surgical Boot Repairer  |          |          |
| One Salary Rate   | 1,117.02 | 1,120.37 |
| Care Service Employee   |          |          |
| New Entrant   | 709.59   | 711.72   |
| Grade 1   | 828.53   | 831.02   |
| Grade 2 and Thereafter  | 880.31   | 882.95   |
| Hospital Assistant  |          |          |
| Grade 1   | 931.26   | 934.05   |
| Grade 2   | 952.70   | 955.56   |
| Grade 3 and Thereafter  | 967.63   | 970.53   |
| Housekeeper/Domestic Supervisor - not including Food Services   |          |          |
| Under 100 beds  | 1,006.50 | 1,009.52 |
| 100 beds but less than 200 beds   | 1,013.63 | 1,016.67 |
| 200 beds but less than 300 beds   | 1,022.79 | 1,025.86 |
| 300 beds but less than 400 beds   | 1,032.77 | 1,035.87 |
| 400 beds but less than 500 beds   | 1,053.88 | 1,057.04 |
| 500 beds and over   | 1,074.06 | 1,077.28 |
| Home Supervisor   |          |          |
| 100 beds but less than 200 beds   | 967.72   | 970.62   |
| 200 beds but less than 300 beds   | 996.84   | 999.83   |
| 300 beds but less than 400 beds   | 1,006.50 | 1,009.52 |
| 400 beds but less than 500 beds   | 1,020.06 | 1,023.12 |
| 500 beds and over   | 1,029.41 | 1,032.50 |
| Linen   |          |          |
| Assistant Foreperson  |          |          |
| One Salary Rate   | 983.92   | 986.87   |
| Supply Officer  |          |          |
| Linen Supply Officer < 300 Bed  | 1,001.35 | 1,004.35 |
| Linen Supply Officer 300-499 Bed  | 1,029.73 | 1,032.82 |
| Linen Supply Officer 500 + Bed  | 1,059.44 | 1,062.62 |
| Team Leader - Central Linen Service   |          |          |
| Team Leader Central Linen   | 1,068.48 | 1,071.69 |
| Sewing Room Supervisor  |          |          |
| Sewing Room Supervisor in charge of 2-6 Dressmakers/Seamstresses  | 991.06   | 994.03   |
| Sewing Room Supervisor in charge of 7-11 Dressmakers/Seamstresses   | 1,003.34 | 1,006.35 |
| Sewing Room Supervisor in charge of 12 or more Dressmakers/Seamstresses   | 1,015.32 | 1,018.37 |
| Trainee Catering Officer  |          |          |
| 1st Year  | 1,009.02 | 1,012.05 |
| 2nd Year  | 1,030.67 | 1,033.76 |
| Thereafter  | 1,055.77 | 1,058.94 |

|  |          |          |
|--|----------|----------|
| Cook   |          |          |
| Apprentice   |          |          |
| 1st Six Months   | 506.29   | 507.81   |
| 2nd Six Months   | 708.33   | 710.45   |
| 3rd Six Months   | 809.51   | 811.94   |
| 4th Six Months   | 860.25   | 862.83   |
| 5th Six Months   | 912.25   | 914.99   |
| 6th Six Months   | 961.22   | 964.10   |
| Cook   |          |          |
| Cook - Grade A   | 1,036.22 | 1,039.33 |
| Cook - Grade B   | 1,011.21 | 1,014.24 |
| Centralised Food Production Unit                       |          |          |
| CFPU Cook - Level 1                                    | 1,068.48 | 1,071.69 |
| CFPU Cook - Level 2                                    | 1,111.65 | 1,114.98 |
| Chef   |          |          |
| Chef - Grade A   | 1,104.72 | 1,108.03 |
| Chef - Grade B   | 1,080.14 | 1,083.38 |
| Chef - Grade C   | 1,056.18 | 1,059.35 |
| Centralised Food Production Unit                       |          |          |
| CFPU Chef - Level 1                                    | 1,111.65 | 1,114.98 |
| CFPU Chef - Level 2                                    | 1,150.65 | 1,154.10 |
| CFPU Chef - Level 3                                    | 1,189.63 | 1,193.20 |
| Maintenance/General Group                              |          |          |
| Maintenance Supervisor                                 |          |          |
| Maintenance Supervisor (Non Trades) in charge of staff | 1,195.71 | 1,199.30 |
| Maintenance Supervisor (Non Trades) Otherwise          | 1,166.31 | 1,169.81 |
| Boiler Attendant                                       |          |          |
| Boiler Attendant Maintenance of Plant                  | 1,011.34 | 1,014.37 |
| Boiler Attendant Otherwise                             | 1,000.30 | 1,003.30 |
| Fireman  |          |          |
| Fireman  | 952.70   | 955.56   |
| Fire Safety Officers                                   |          |          |
| Fire Safety Officer - Level 1 - Over 700 beds          | 1,727.85 | 1,733.03 |
| Fire Safety Officer - Level 2 - 300-700 beds           | 1,537.80 | 1,542.41 |
| Fire Safety Officer - Level 3 - Less than 300 beds     | 1,366.13 | 1,370.23 |
| Motor Vehicle  |          |          |
| Motor Vehicle Driver <2950 Kilograms                   | 1,007.01 | 1,010.03 |
| Motor Vehicle Driver<br>2951 Kg & up to 4650 Kg        | 1,014.28 | 1,017.32 |
| Motor Vehicle Driver<br>4651 Kg & up to 6250 Kg        | 1,021.41 | 1,024.47 |
| Motor Vehicle Driver<br>6251 Kg & up to 7700 Kg        | 1,027.72 | 1,030.80 |
| Motor Vehicle Driver<br>7701 Kg & up to 9200 Kg        | 1,034.34 | 1,037.44 |
| Motor Vehicle Driver<br>9201 Kg & up to 10800 Kg       | 1,039.27 | 1,042.39 |
| Motor Vehicle Driver<br>10801 Kg & up to 12350 Kg      | 1,045.38 | 1,048.52 |
| Motor Vehicle Driver<br>12351 Kg & up to 13950 Kg      | 1,050.73 | 1,053.88 |
| Motor Vehicle Driver<br>13951 Kg & up to 15500 Kg      | 1,056.18 | 1,059.35 |
| Motor Vehicle Driver<br>15501 Kg & up to 16950 Kg      | 1,059.25 | 1,062.43 |
| Motor Vehicle Driver<br>16951 Kg & up to 18400 Kg      | 1,062.18 | 1,065.37 |

|   |          |          |
|---|----------|----------|
| Motor Vehicle Driver<br>18401 Kg & up to 19750 Kg | 1,063.45 | 1,066.64 |
| Motor Vehicle Driver<br>19751 Kg & up to 21100 Kg | 1,066.18 | 1,069.38 |
| Motor Vehicle Driver<br>21101 Kg & up to 22450 Kg | 1,070.80 | 1,074.01 |
| Tyre Fitter                                       |          |          |
| One Salary Rate                                   | 989.59   | 992.56   |
| Ambulance Support Officer                         |          |          |
| One Salary Rate                                   | 950.19   | 953.04   |
| Patient Transport Officer (Non HealthShare)       |          |          |
| Trainee Patient Transport Officer                 | 1,007.01 | 1,010.03 |
| Patient Transport Officer                         | 1,051.89 | 1,055.05 |
| Gardening   |          |          |
| Apprentice  |          |          |
| 1st Year  | 520.16   | 521.72   |
| 2nd Year  | 618.82   | 620.68   |
| 3rd Year  | 817.08   | 819.53   |
| 4th Year  | 916.26   | 919.01   |
| Gardeners   |          |          |
| Gardener without Certificate                      | 985.49   | 988.45   |
| Gardener with Certificate                         | 1,014.60 | 1,017.64 |
| Head Gardener without Certificate                 | 1,044.75 | 1,047.88 |
| Head Gardener with Certificate                    | 1,111.97 | 1,115.31 |
| Vocational  |          |          |
| Instructor - Rehabilitation (Tradesman)           |          |          |
| 1st Year  | 1,243.10 | 1,246.83 |
| 2nd Year  | 1,259.60 | 1,263.38 |
| 3rd Year and Thereafter                           | 1,275.77 | 1,279.60 |
| Training Officer (Non-Trade)                      |          |          |
| 1st Year  | 1,127.12 | 1,130.50 |
| 2nd Year  | 1,143.72 | 1,147.15 |
| 3rd Year and Thereafter                           | 1,160.63 | 1,164.11 |
| Health and Security Assistant                     |          |          |
| One Salary Rate                                   | 1,059.44 | 1,062.62 |
| Security  |          |          |
| One Salary Rate                                   | 1,007.97 | 1,010.99 |
| Senior  |          |          |
| 1st Year  | 1,099.90 | 1,103.20 |
| 2nd Year and Thereafter                           | 1,126.49 | 1,129.87 |
| Printing Operators                                |          |          |
| 1st Year  | 1,098.85 | 1,102.15 |
| 2nd Year  | 1,107.14 | 1,110.46 |
| 3rd Year and Thereafter                           | 1,113.56 | 1,116.90 |
| Child Care Worker                                 |          |          |
| 1st Year  | 937.89   | 940.70   |
| 2nd Year  | 954.80   | 957.66   |
| 3rd Year  | 990.85   | 993.82   |
| 4th year  | 1,008.08 | 1,011.10 |
| 5th Year  | 1,028.14 | 1,031.22 |
| 6th Year  | 1,051.47 | 1,054.62 |
| 7th Year and Thereafter                           | 1,069.96 | 1,073.17 |
| Diversional Therapist with Diploma                |          |          |
| 1st Year  | 1,016.58 | 1,019.63 |
| 2nd Year  | 1,076.99 | 1,080.22 |
| 3rd Year  | 1,136.36 | 1,139.77 |
| 4th year  | 1,196.25 | 1,199.84 |

|                         |          |          |
|-------------------------|----------|----------|
| 5th Year and Thereafter | 1,253.07 | 1,256.83 |
|-------------------------|----------|----------|

**Table 2 - Allowances**

| Allowance Description   | Rate from ffppoa<br>01/07/2019<br>\$ | Rate from ffppoa<br>01/07/2020<br>\$ |
|---|--------------------------------------|--------------------------------------|
| Special Allowance Post Mortem Assistants and Senior Post Mortem Assistants (per week) | 101.33                               | 101.63                               |
| Senior Laundry Staff - Technical Certificate (per week)                               | 13.14                                | 13.18                                |
| Leading Hand  |                                      |                                      |
| Leading Hand in charge of 2 to 5 employees (per week)                                 | 34.67                                | 34.77                                |
| Leading Hand in charge of 6 to 10 employees (per week)                                | 49.17                                | 49.32                                |
| Leading Hand in charge of 11 to 15 employees (per week)                               | 62.72                                | 62.91                                |
| Leading Hand in charge of 16 to 19 employees (per week)                               | 76.59                                | 76.82                                |
| Automatic Rotary Press operation (per hour)   | 0.70                                 | 0.70                                 |
| Housekeeper/Domestic Supervisor Nurse Home (per week)                                 | 9.46                                 | 9.49                                 |
| Boiler Attendant  |                                      |                                      |
| Boiler Attendant's Certificate - other employees (per week)                           | 8.72                                 | 8.75                                 |
| Boiler Attendant's Certificate and Flash Type Generator (per week)                    | 20.57                                | 20.63                                |
| Fireman   |                                      |                                      |
| Boiler Attendant/Fireman - Specified Hospitals (per week)                             | 52.78                                | 52.94                                |
| Boiler Attendant/Fireman - Additional duties (per week)                               | 24.34                                | 24.41                                |
| Fire Safety Duties  |                                      |                                      |
| Ancillary Fire Safety Duties - Less than 100 beds (per week)                          | 19.61                                | 19.67                                |
| Ancillary Fire Safety Duties - 100 beds or more (per week)                            | 43.73                                | 43.86                                |
| Gardener  |                                      |                                      |
| Gardener without certificate in charge of 2 or more employees (per week)              | 34.69                                | 34.79                                |
| Apprentice  |                                      |                                      |
| Apprentice Cook/Gardener - 1st year exam (per week)                                   | 2.58                                 | 2.59                                 |
| Apprentice Cook/Gardener - 2nd year exam (per week)                                   | 5.60                                 | 5.62                                 |
| Apprentice Cook/Gardener - 3rd year exam (per week)                                   | 7.54                                 | 7.56                                 |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

Printed by the authority of the Industrial Registrar.

## HEALTH AND COMMUNITY EMPLOYEES PSYCHOLOGISTS (STATE) AWARD 2019

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 161502 of 2020)

Before Chief Commissioner Constant

15 December 2020

### VARIATION

1. Delete Table 1 - Salary Rates, Part B, Monetary Rates, of the award published 1 November 2019 (385 I.G. 549) and insert in lieu thereof the following new table.

**Table 1 - Salary Rates**

| Classification   | Rate From ffppoa<br>01/07/2019<br>\$ per annum | Rate From ffppoa<br>01/07/2020<br>\$ per annum |
|--|--|--|
| Psychologists  |  |  |
| Psychologist   |  |  |
| 1st Year of service  | 67,889   | 68,093   |
| 2nd Year of service  | 71,561   | 71,776   |
| 3rd Year of service  | 75,229   | 75,455   |
| 4th Year of service  | 79,816   | 80,055   |
| 5th Year of service  | 84,404   | 84,657   |
| 6th Year of service  | 88,991   | 89,258   |
| 7th Year of service  | 93,578   | 93,859   |
| 8th Year of service  | 97,250   | 97,542   |
| 9th Year of service and Thereafter   | 100,914  | 101,217  |
| Senior   |  |  |
| 1st Year of service  | 106,421  | 106,740  |
| 2nd Year of service  | 111,011  | 111,344  |
| 3rd Year of service and Thereafter   | 115,596  | 115,943  |
| Clinical   |  |  |
| 1st Year of service  | 97,251   | 97,543   |
| 2nd Year of service  | 102,750  | 103,058  |
| 3rd Year of service  | 108,257  | 108,582  |
| 4th Year of service  | 113,764  | 114,105  |
| 5th Year of service and Thereafter   | 119,265  | 119,623  |
| Senior Clinical  |  |  |
| 1st Year of service  | 124,772  | 125,146  |
| 2nd Year of service  | 128,440  | 128,825  |
| 3rd Year of service and Thereafter   | 132,111  | 132,507  |
| Principal Clinical   |  |  |
| 1st Year of service and Thereafter   | 150,459  | 150,910  |
| Part-time Psychologists  |  |  |
| (Applicable only to staff employed prior to 30 June 1993 (see DOH Circular 93/58)) |  |  |
| Psychologist   |  |  |
| Part-Time Psychologist (per hour)  | 50.80  | 50.95  |
| (Formula: 5th Year rate ÷ 52.17857 ÷ 35 + 10%)                                     |  |  |
| Clinical Psychologist  |  |  |
| Part-Time Clinical Psychologist (per hour)   | 65.20  | 65.40  |

|   |       |       |
|---|-------|-------|
| (Formula: 3rd Year rate ÷ 52.17857 ÷ 35 + 10%)    |       |       |
| Senior Clinical Psychologist                      |       |       |
| Part-Time Senior Clinical Psychologist (per hour) | 77.40 | 77.63 |
| (Formula: 2nd Year rate ÷ 52.17857 ÷ 35 + 10%)    |       |       |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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Printed by the authority of the Industrial Registrar.

## HEALTH EMPLOYEES' ADMINISTRATIVE STAFF (STATE) AWARD 2019

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 161507 of 2020)

Before Chief Commissioner Constant

15 December 2020

### VARIATION

1. Delete Part B, Monetary Rates, of the award published 1 November 2019 (385 I.G. 577) and insert in lieu thereof the following:

| Classification         | Rate from ffppoa<br>01/07/2019<br>\$ per week | Rate from ffppoa<br>01/07/2020<br>\$ per week |
|------------------------|---|---|
| Telephonist            |   |   |
| Level 1                |   |   |
| 1st Year               | 939.79  | 942.61  |
| 2nd Year               | 958.27  | 961.14  |
| 3rd Year               | 999.45  | 1002.45                                       |
| 4th Year               | 1,024.05                                      | 1027.12                                       |
| 5th Year               | 1,068.80                                      | 1072.01                                       |
| Level 2                |   |   |
| 1st Year               | 1,092.44                                      | 1095.73                                       |
| 2nd Year               | 1,116.49                                      | 1119.84                                       |
| 3rd Year               | 1,139.51                                      | 1142.93                                       |
| Level 3                |   |   |
| 1st Year               | 1,163.89                                      | 1167.38                                       |
| 2nd Year               | 1,188.47                                      | 1192.04                                       |
| Administration Officer |   |   |
| Level 1                |   |   |
| 1st Year               | 905.32  | 908.04  |
| 2nd Year               | 943.46  | 946.29  |
| 3rd Year               | 980.34  | 983.28  |
| 4th Year               | 1,004.60                                      | 1007.61                                       |
| 5th Year               | 1,029.73                                      | 1032.82                                       |
| Level 2                |   |   |
| 1st Year               | 1,066.18                                      | 1069.38                                       |
| 2nd Year               | 1,103.68                                      | 1106.99                                       |
| Level 2A               |   |   |
| 1st Year               | 1,124.90                                      | 1128.27                                       |
| 2nd Year               | 1,141.93                                      | 1145.36                                       |
| Level 3                |   |   |
| 1st Year               | 1,141.93                                      | 1145.36                                       |
| 2nd Year               | 1,179.53                                      | 1183.07                                       |
| Level 4                |   |   |
| 1st Year               | 1,211.59                                      | 1215.22                                       |
| 2nd Year               | 1,240.78                                      | 1244.50                                       |
| Level 5                |   |   |
| 1st Year               | 1,279.34                                      | 1283.18                                       |
| 2nd Year               | 1,309.81                                      | 1313.74                                       |



|          |          |         |
|----------|----------|---------|
| Level 6  |          |         |
| 1st Year | 1,353.73 | 1357.79 |
| 2nd Year | 1,387.25 | 1391.41 |

**Table 2 - Allowances**

| Clause No. | Allowance Description             | Rate from ffppoa<br>01/07/2019<br>\$ per shift | Rate from ffppoa<br>01/07/2020<br>\$ per shift |
|------------|-----------------------------------|--|--|
|            | Telephonist - Level 1 - In-Charge |  |  |
| 1          | Telephonist In Charge - 3-5       | 8.72   | 8.75   |
| 1          | Telephonist In Charge - 6-10      | 10.82  | 10.85  |
| 1          | Telephonist In Charge - >10       | 18.70  | 18.76  |
|            | Higher Skills                     |  |  |
| 3          | Higher Skills Allowance           | 17.23  | 17.28  |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

Printed by the authority of the Industrial Registrar.

**HEALTH EMPLOYEES' COMPUTER STAFF (STATE) AWARD 2019**

## INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 161511 of 2020)

Before Chief Commissioner Constant

15 December 2020

**VARIATION**

- Delete Table 1 - Salaries of Part B, Monetary Rates, of the award published 1 November 2019 (385 I.G. 583) and insert in lieu thereof the following:

**Table 1 - Salaries**

| Classification          | Rate ffppoa<br>01-Jul-2019<br>\$ per annum | Rate ffppoa<br>01-Jul-2020<br>\$ per annum |
|-------------------------|--|--|
| <b>Computer Manager</b> |  |  |
| <b>Grade 1</b>          |  |  |
| 1st Year                | 101,300                                    | 101,604                                    |
| 2nd Year                | 104,346                                    | 104,659                                    |
| 3rd Year                | 107,906                                    | 108,230                                    |
| 4th Year                | 110,936                                    | 111,269                                    |
| 5th Year                | 114,975                                    | 115,320                                    |
| 6th Year and Thereafter | 118,022                                    | 118,376                                    |
| <b>Grade 2</b>          |  |  |
| 1st Year                | 114,975                                    | 115,320                                    |
| 2nd Year                | 118,022                                    | 118,376                                    |
| 3rd Year                | 124,144                                    | 124,516                                    |
| 4th Year and Thereafter | 130,233                                    | 130,624                                    |
| <b>Analyst</b>          |  |  |
| 1st Year                | 82,984                                     | 83,233                                     |
| 2nd Year                | 85,579                                     | 85,836                                     |
| 3rd Year                | 89,036                                     | 89,303                                     |
| 4th Year                | 91,612                                     | 91,887                                     |
| 5th Year                | 94,766                                     | 95,050                                     |
| 6th Year and Thereafter | 97,331                                     | 97,623                                     |
| <b>Senior Analyst</b>   |  |  |
| 1st Year                | 101,300                                    | 101,604                                    |
| 2nd Year                | 104,346                                    | 104,659                                    |
| 3rd Year                | 107,906                                    | 108,230                                    |
| 4th Year                | 110,936                                    | 111,269                                    |
| 5th Year                | 114,975                                    | 115,320                                    |
| 6th Year and Thereafter | 118,022                                    | 118,376                                    |
| <b>Programmers</b>      |  |  |
| <b>Trainee</b>          |  |  |
| 1st Year                | 47,839                                     | 47,983                                     |
| 2nd Year                | 49,223                                     | 49,371                                     |
| 3rd Year                | 51,151                                     | 51,304                                     |
| 4th Year                | 52,445                                     | 52,602                                     |
| 5th Year                | 53,747                                     | 53,908                                     |
| 6th Year                | 55,603                                     | 55,770                                     |

|                              |         |         |
|------------------------------|---------|---------|
| 7th Year                     | 57,551  | 57,724  |
| 8th Year                     | 59,547  | 59,726  |
| 9th Year and Thereafter      | 63,189  | 63,379  |
| Programmer                   |         |         |
| 1st Year                     | 66,723  | 66,923  |
| 2nd Year                     | 70,632  | 70,844  |
| 3rd Year                     | 75,045  | 75,270  |
| 4th Year                     | 82,984  | 83,233  |
| 5th Year                     | 89,036  | 89,303  |
| 6th Year and Thereafter      | 91,612  | 91,887  |
| Supervisor                   |         |         |
| 1st Year                     | 94,766  | 95,050  |
| 2nd Year                     | 97,332  | 97,624  |
| 3rd Year                     | 101,300 | 101,604 |
| 4th Year and Thereafter      | 104,346 | 104,659 |
| Computer Operator            |         |         |
| Grade 1                      |         |         |
| 1st Year                     | 49,223  | 49,371  |
| 2nd Year                     | 51,151  | 51,304  |
| 3rd Year                     | 52,445  | 52,602  |
| 4th Year and Thereafter      | 53,747  | 53,908  |
| Grade 2                      |         |         |
| 1st Year                     | 55,603  | 55,770  |
| 2nd Year                     | 57,551  | 57,724  |
| 3rd Year and Thereafter      | 59,547  | 59,726  |
| Senior                       |         |         |
| Grade 1                      |         |         |
| 1st Year                     | 63,189  | 63,379  |
| 2nd Year                     | 64,748  | 64,942  |
| 3rd Year                     | 66,723  | 66,923  |
| 4th Year and Thereafter      | 68,375  | 68,580  |
| Grade 2                      |         |         |
| 1st Year                     | 70,632  | 70,844  |
| 2nd Year                     | 72,367  | 72,584  |
| 3rd Year                     | 75,045  | 75,270  |
| 4th Year and Thereafter      | 77,123  | 77,354  |
| Field Implementation Officer |         |         |
| 1st Year                     | 70,632  | 70,844  |
| 2nd Year                     | 72,367  | 72,584  |
| 3rd Year                     | 75,045  | 75,270  |
| 4th Year and Thereafter      | 77,123  | 77,354  |
| Network Analyst              |         |         |
| 1st Year                     | 73,673  | 73,894  |
| 2nd Year and Thereafter      | 75,954  | 76,182  |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

(722)

SERIAL C9200

## HEALTH EMPLOYEES' CONDITIONS OF EMPLOYMENT (STATE) AWARD 2019

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 161538 of 2020)

Before Chief Commissioner Constant

15 December 2020

### VARIATION

1. Delete Part B, Monetary Rates, of the award published 1 November 2019 (385 I.G. 587) and insert in lieu thereof the following:

**Table 1 - Other Rates and Allowances**

| Item No. | Clause No.  | Description   | Rate from<br>ffppoa<br>01/07/2019<br>\$ | Rate from<br>ffppoa<br>01/07/2020<br>\$ |
|----------|-------------|---|---|---|
| 1        | 5(iii)      | Climatic and Isolation                                |   |   |
|          |             | Climatic and Isolation Allowance - Time and Half Zone | 4.66                                    | 4.76                                    |
| 2        | 5(iii)      | Climatic and Isolation Allowance - Double Zone        | 9.30                                    | 9.50                                    |
| 3        | 7(ii)(a)    | Board & Lodging                                       |   |   |
|          |             | - Breakfast   | 4.30                                    | 4.30                                    |
|          |             | - Other Meals   | 8.20                                    | 8.20                                    |
|          |             | - Maximum one week                                    | 132.00                                  | 132.40                                  |
|          | 7(ii)(b)    | - Separate Room                                       | 61.30                                   | 61.50                                   |
|          |             | - Shared Room   | 38.30                                   | 38.40                                   |
| 5        | 10(iii)     | On Call   |   |   |
|          |             | On-Call Allowance (per 24 hours)                      | 25.74                                   | 25.82                                   |
| 6        | 10(iv)      | On-Call Allowance - rostered days off (per 24 hours)  | 50.75                                   | 50.90                                   |
| 7        | 11(v)       | Broken Shift (per shift)                              | 12.70                                   | 12.70                                   |
| 8        | 12(ii)(a)   | Post-Mortem   |   |   |
|          |             | Post-mortem (each)                                    | 12.30                                   | 12.30                                   |
|          |             | Post-mortem Assistants                                |   |   |
| 9        | 12(ii)(b)   | - Assist at each internal exam                        | 109.70                                  | 110.00                                  |
|          |             | - Assist at each external exam                        | 68.10                                   | 68.30                                   |
| 10       | 12(ii)(c)   | Excluding Post-mortem Assistants                      |   |   |
|          |             | - Assist at each internal exam                        | 40.60                                   | 40.70                                   |
|          |             | - Assist at each external exam                        | 25.30                                   | 25.40                                   |
| 11       | 12(ii)(d)   | Post-mortem partly decomposed, vermin infested (each) | 6.56                                    | 6.58                                    |
| 12       | 12(iii)     | Maintenance   |   |   |
|          |             | Handling linen-nauseous nature (per shift)            | 4.72                                    | 4.73                                    |
| 13       | 12(iv)      | Sorting of incinerators, etc. (per hour)              | 0.42                                    | 0.42                                    |
| 14       | 12(v)(a)    | Maintenance and Supervision (per week)                | 12.71                                   | 12.75                                   |
| 15       | 12(v)(b)    | Offensive Work (per week)                             | 3.40                                    | 3.41                                    |
| 16       | 12(v)(c)    | Sewerage chokages, etc. (per day)                     | see note **                             | see note **                             |
| 17       | 12(vi)      | Wearing of lead apron (per hour)                      | 2.08                                    | 2.09                                    |
| 18       | 12(vii)     | Handling of money (per week)                          | 20.60                                   | 20.70                                   |
| 19       | 12(viii)(a) | Cold Places (per hour)                                | see note **                             | see note **                             |
| 20       | 12(viii)(b) | Confined spaces (per hour)                            | see note **                             | see note **                             |

|    |                |  |             |             |
|----|----------------|--|-------------|-------------|
| 21 | 12(viii)(c)    | Dirty Work (per hour)                            | see note ** | see note ** |
| 22 | 12(viii)(d)    | Height money (per hour)                          | see note ** | see note ** |
| 23 | 12(viii)(e)    | Hot Places 46 degrees - 54 degrees (per hour)    | see note ** | see note ** |
|    |                | Over 54 degrees (per hour)                       | see note ** | see note ** |
| 24 | 12(viii)(f)(1) | Insulation Material (per hour)                   | see note ** | see note ** |
| 25 | 12(viii)(f)(2) | Asbestos (per hour)                              | see note ** | see note ** |
| 26 | 12(viii)(g)    | Smoke Boxes (per hour)                           | see note ** | see note ** |
|    |                | Oil Fired Smoke Boxes (per hour)                 | see note ** | see note ** |
| 27 | 12(viii)(h)    | Wet Places - other than rain (per hour)          | see note ** | see note ** |
|    | (1) & (2)      | Rain (per hour)                                  | see note ** | see note ** |
| 28 | 12(viii)(l)    | Mud Allowance (per day)                          | see note ** | see note ** |
| 29 | 12(viii)(j)    | Acid Furnaces, etc. (per hour)                   | see note ** | see note ** |
| 30 | 12(viii)(k)    | Depth money (per hour)                           | see note ** | see note ** |
| 31 | 12(viii)(l)    | Bosun's Chair or swinging scaffold               |             |             |
|    |                | - first four hours                               | see note ** | see note ** |
|    |                | - thereafter                                     | see note ** | see note ** |
| 32 | 12(viii)(m)    | Spray application (per hour)                     | see note ** | see note ** |
| 33 | 12 (viii)(n)   | Roof Work (per hour)                             | see note ** | see note ** |
|    |                | - minimum per day                                | see note ** | see note ** |
| 34 | 12(viii)(o)    | Explosive-powered tools (per day)                | see note ** | see note ** |
| 35 | 12(viii)(p)    | Morgues-other than P.M. Assist (per hour)        | see note ** | see note ** |
| 36 | 12(viii)(q)(I) | Toxic, Obnoxious Substances-Epoxy                | see note ** | see note ** |
|    |                | - epoxy materials (per hour)                     | see note ** | see note ** |
| 37 | 12(viii)(q)(2) | Toxic, obnoxious substances-Air Conditioner      | see note ** | see note ** |
|    |                | - not operating (per hour)                       | see note ** | see note ** |
| 38 | 12(viii)(q)(4) | Close proximity to above (per hour)              | see note ** | see note ** |
| 39 | 12(viii)(r)    | Areas with Psychiatric patients (per hour)       | see note ** | see note ** |
| 40 | 12(viii)(s)    | Geriatric Allowance                              | see note ** | see note ** |
|    |                | - Allandale & Garrawarra (per hour)              | see note ** | see note ** |
|    |                | - Lidcombe (per hour)                            | see note ** | see note ** |
| 41 | 12(viii)(t)    | Mental Institutions Allowance (per hour)         | see note ** | see note ** |
| 42 | 12(viii)(u)    | Animal House (per hour)                          | see note ** | see note ** |
| 43 | 12(ix)         | Tool Allowance (per week)                        | 9.33        | 9.36        |
| 44 | 14(iv)         | Meals* (each)                                    | 30.60       | 31.25       |
| 45 | 23(i)(c)       | Uniform (per week)                               | 4.54        | 4.64        |
|    |                | Uniform - with cardigan& Shoes (addit. per week) | 1.72        | 1.76        |
| 46 | 23(i)(d)       | Uniform - laundering (per week)                  | 5.06        | 5.13        |
| 47 | 32             | Infectious cleaning (per shift)                  | 5.99        | 6.01        |
| 48 | 12(xii)        | Sterilising Certificate (per week)               | 9.43        | 9.46        |
|    |                | (per day)  | 1.85        | 1.86        |

\* NB: These allowances are varied in accordance with Department of Premier and Cabinet Circular C2019-03 Meal, Traveling and other Allowances for 2019-20, as varied or replaced from time to time.

\*\* Allowances payable are determined as per movements occurring from time to time within the Public Health Service Skilled Trades (State) Award 2020, as varied or replaced from time to time.

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

(381)

**SERIAL C9199****HEALTH EMPLOYEES' ENGINEERS (STATE) AWARD 2019**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 161544 of 2020)

Before Chief Commissioner Constant

15 December 2020

**VARIATION****Table 1 - Salaries**

1. Delete Table 1 - Salaries of Part B, Monetary Rates, of the award published 1 November 2019 (385 I.G. 647) and insert in lieu thereof the following new table.

**Table 1 - Salaries**

| Classification                   | Rate from ffppoa<br>01/07/2019<br>\$ per week | Rate from ffppoa<br>01/07/2020<br>\$ per week |
|----------------------------------|---|---|
| Engineer Assistant               |   |   |
| Grade 1                          | 1,435.88                                      | 1,440.19                                      |
| Grade 2                          | 1,539.49                                      | 1,544.11                                      |
| Grade 3                          | 1,641.81                                      | 1,646.74                                      |
| Grade 4                          | 1,744.98                                      | 1,750.21                                      |
| Grade 5                          | 1,899.11                                      | 1,904.81                                      |
| Grade 6                          | 2,053.14                                      | 2,059.30                                      |
| Engineer                         |   |   |
| Grade 1                          | 1,435.88                                      | 1,440.19                                      |
| Grade 2                          | 1,539.49                                      | 1,544.11                                      |
| Grade 3                          | 1,641.81                                      | 1,646.74                                      |
| Grade 4                          | 1,744.98                                      | 1,750.21                                      |
| Grade 5                          | 1,899.11                                      | 1,904.81                                      |
| Grade 6                          | 2,053.14                                      | 2,059.30                                      |
| Grade 7                          | 2,385.97                                      | 2,393.13                                      |
| Maintenance Super (Tradesperson) |   |   |
| Grade 1                          | 1,286.40                                      | 1,290.26                                      |
| Grade 2                          | 1,385.46                                      | 1,389.62                                      |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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(051)

**SERIAL C9198**

## HEALTH EMPLOYEES' GENERAL ADMINISTRATIVE STAFF (STATE) AWARD 2019

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Ministry of Health.

(Case No. 161549 of 2020)

Before Chief Commissioner Constant

15 December 2020

### VARIATION

1. Delete Table 1 - Salaries of Part B, Monetary Rates, of the award published 1 November 2019 (385 I.G. 652) and insert in lieu thereof the following:

**Table 1 - Salaries**

| Classification                            | Rate from ffppoa<br>01/07/2019<br>\$ per week | Rate from ffppoa<br>01/07/2020<br>\$ per week |
|---|---|---|
| General Administrative                    |   |   |
| Grade 1                                   | 1,068.48                                      | 1,071.69                                      |
| Grade 2                                   | 1,111.65                                      | 1,114.98                                      |
| Grade 3                                   | 1,150.65                                      | 1,154.10                                      |
| Grade 4                                   | 1,189.63                                      | 1,193.20                                      |
| Grade 5                                   | 1,209.99                                      | 1,213.62                                      |
| Grade 6                                   | 1,249.40                                      | 1,253.15                                      |
| Grade 7                                   | 1,292.17                                      | 1,296.05                                      |
| Grade 8                                   | 1,366.13                                      | 1,370.23                                      |
| Grade 9                                   | 1,490.20                                      | 1,494.67                                      |
| Grade 10                                  | 1,537.80                                      | 1,542.41                                      |
| Grade 11                                  | 1,614.92                                      | 1,619.76                                      |
| Grade 12                                  | 1,727.85                                      | 1,733.03                                      |
| Grade 13                                  | 1,852.45                                      | 1,858.01                                      |
| Grade 14 and Thereafter                   | 1,970.34                                      | 1,976.25                                      |
| Special Grade                             |   |   |
| Special Grade - R.P.A. - Services Manager | 2,034.85                                      | 2,040.95                                      |
| Special Grade - R.P.A. - Supply Manager   | 2,460.68                                      | 2,468.06                                      |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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**HEALTH EMPLOYEES' INTERPRETERS' (STATE) AWARD 2019**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 161557 of 2020)

Before Chief Commissioner Constant

15 December 2020

**VARIATION**

1. Delete Table 1 - Salaries of Part B, Monetary Rates, of the award published 1 November 2019 (385 I.G. 655) and insert in lieu thereof the following:

**Table 1 - Salaries**

| Classification                    | Rate from ffppoa<br>01/07/2019<br>\$ per annum | Rate from ffppoa<br>01/07/2020<br>\$ per annum |
|-----------------------------------|--|--|
| Interpreter                       |  |  |
| Grade 1                           |  |  |
| 1st Year                          | 48,326   | 48,471   |
| 2nd Year                          | 49,675   | 49,824   |
| 3rd Year                          | 51,697   | 51,852   |
| 4th Year and Thereafter           | 53,036   | 53,195   |
| Grade 2                           |  |  |
| 1st Year                          | 58,073   | 58,247   |
| 2nd Year                          | 59,829   | 60,008   |
| 3rd Year                          | 61,352   | 61,536   |
| 4th Year                          | 62,935   | 63,124   |
| 5th Year and Thereafter           | 64,499   | 64,692   |
| Grade 3                           |  |  |
| 1st Year                          | 67,377   | 67,579   |
| 2nd Year                          | 69,119   | 69,326   |
| 3rd Year                          | 71,358   | 71,572   |
| 4th Year and Thereafter           | 73,170   | 73,390   |
| Co-ordinator Interpreter Services |  |  |
| 1st Year                          | 80,110   | 80,350   |
| 2nd Year                          | 83,390   | 83,640   |
| 3rd Year                          | 86,311   | 86,570   |
| 4th Year and Thereafter           | 90,497   | 90,768   |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

Printed by the authority of the Industrial Registrar.



## HEALTH EMPLOYEES' MEDICAL RADIATION SCIENTISTS (STATE) AWARD 2019

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 161564 of 2020)

Before Chief Commissioner Constant

15 December 2020

### VARIATION

1. Delete of Part B, Monetary Rates, of the award published 24 January 2020 (386 I.G. 155) and insert in lieu thereof the following:

### PART B

#### MONETARY RATES

**Table 1 - Salaries and Allowances**

| Classification   | Rate from ffppoa<br>01/07/2019<br>\$ per week | Rate from ffppoa<br>01/07/2020<br>\$ per week |
|------------------|---|---|
| Radiographer     |   |   |
| Level 1 (35hrs)  |   |   |
| Year 1           | 1,231.90                                      | 1,235.60                                      |
| Level 2 (35hrs)  |   |   |
| Year 1           | 1,278.00                                      | 1,281.80                                      |
| Year 2           | 1,449.70                                      | 1,454.00                                      |
| Year 3           | 1,648.50                                      | 1,653.40                                      |
| Year 4           | 1,728.70                                      | 1,733.90                                      |
| Year 5           | 1,784.50                                      | 1,789.90                                      |
| Level 3 (35hrs)  |   |   |
| Grade 1 - Year 1 | 1,919.60                                      | 1,925.40                                      |
| Grade 1 - Year 2 | 1,983.70                                      | 1,989.70                                      |
| Grade 2 - Year 1 | 2,038.90                                      | 2,045.00                                      |
| Grade 2 - Year 2 | 2,262.30                                      | 2,269.10                                      |
| Grade 3 - Year 1 | 2,325.20                                      | 2,332.20                                      |
| Level 4 (35hrs)  |   |   |
| Grade 1 - Year 1 | 2,325.20                                      | 2,332.20                                      |
| Grade 1 - Year 2 | 2,404.10                                      | 2,411.30                                      |
| Grade 2 - Year 1 | 2,477.20                                      | 2,484.60                                      |
| Grade 2 - Year 2 | 2,539.50                                      | 2,547.10                                      |
| Level 5 (35hrs)0 |   |   |
| Year 1           | 2,720.80                                      | 2,729.00                                      |
| Year 2           | 2,788.70                                      | 2,797.10                                      |
| Year 3           | 2,932.00                                      | 2,940.80                                      |
| Level 6 (35hrs)  |   |   |
| Year 1           | 3,003.10                                      | 3,012.10                                      |
| Year 2           | 3,073.30                                      | 3,082.50                                      |
| Year 3           | 3,144.20                                      | 3,153.60                                      |

|                               |          |          |
|-------------------------------|----------|----------|
| Nuclear Medicine Technologist |          |          |
| Level 1 (38hrs)               |          |          |
| Year 1                        | 1,231.90 | 1,235.60 |
| Level 2 (38hrs)               |          |          |
| Year 1                        | 1,278.00 | 1,281.80 |
| Year 2                        | 1,449.70 | 1,454.00 |
| Year 3                        | 1,648.50 | 1,653.40 |
| Year 4                        | 1,728.70 | 1,733.90 |
| Year 5                        | 1,784.50 | 1,789.90 |
| Level 3 (38hrs)               |          |          |
| Grade 1 - Year 1              | 1,919.60 | 1,925.40 |
| Grade 1 - Year 2              | 1,983.70 | 1,989.70 |
| Grade 2 - Year 1              | 2,038.90 | 2,045.00 |
| Grade 2 - Year 2              | 2,262.30 | 2,269.10 |
| Grade 3 - Year 1              | 2,325.20 | 2,332.20 |
| Level 4 (38hrs)               |          |          |
| Grade 1 - Year 1              | 2,325.20 | 2,332.20 |
| Grade 1 - Year 2              | 2,404.10 | 2,411.30 |
| Grade 2 - Year 1              | 2,477.20 | 2,484.60 |
| Grade 2 - Year 2              | 2,539.50 | 2,547.10 |
| Level 5 (38hrs)               |          |          |
| Year 1                        | 2,720.80 | 2,729.00 |
| Year 2                        | 2,788.70 | 2,797.10 |
| Year 3                        | 2,932.00 | 2,940.80 |
| Level 6 (38hrs)               |          |          |
| Year 1                        | 3,003.10 | 3,012.10 |
| Year 2                        | 3,073.30 | 3,082.50 |
| Year 3                        | 3,144.20 | 3,153.60 |
| Radiation Therapist           |          |          |
| Level 1 (35hrs)               |          |          |
| Year 1                        | 1,231.90 | 1,235.60 |
| Level 2 (35hrs)               |          |          |
| Year 1                        | 1,278.00 | 1,281.80 |
| Year 2                        | 1,449.70 | 1,454.00 |
| Year 3                        | 1,648.50 | 1,653.40 |
| Year 4                        | 1,728.70 | 1,733.90 |
| Year 5                        | 1,784.50 | 1,789.90 |
| Level 3 (35hrs)               |          |          |
| Grade 1 - Year 1              | 1,919.60 | 1,925.40 |
| Grade 1 - Year 2              | 1,983.70 | 1,989.70 |
| Grade 2 - Year 1              | 2,038.90 | 2,045.00 |
| Grade 2 - Year 2              | 2,262.30 | 2,269.10 |
| Level 4 (35hrs)               |          |          |
| Grade 1 - Year 1              | 2,325.20 | 2,332.20 |
| Grade 1 - Year 2              | 2,404.10 | 2,411.30 |
| Grade 2 - Year 1              | 2,477.20 | 2,484.60 |
| Grade 2 - Year 2              | 2,539.50 | 2,547.10 |
| Level 5 (35hrs)               |          |          |
| Year 1                        | 2,720.80 | 2,729.00 |
| Year 2                        | 2,788.70 | 2,797.10 |
| Year 3                        | 2,932.00 | 2,940.80 |
| Level 6 (35hrs)               |          |          |
| Year 1                        | 3,003.10 | 3,012.10 |
| Year 2                        | 3,073.30 | 3,082.50 |
| Year 3                        | 3,144.20 | 3,153.60 |

| Allowance Description  | Rate from<br>01/07/2019<br>\$ per week | Rate from ffppoa<br>01/07/2020<br>\$ per week |
|--|--|---|
| Where a Chief Radiographer provides a weekly service to another hospital or hospitals and is not entitled to an adjustment to a higher salary rate for this service, he/she shall be paid the following allowance: |  |   |
| Chief Radiographer - Serving Other Hospitals   | 55.20                                  | 55.40   |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

Printed by the authority of the Industrial Registrar.

**HEALTH EMPLOYEES' PHARMACISTS (STATE) AWARD 2019**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 161568 of 2020)

Before Chief Commissioner Constant

15 December 2020

**VARIATION**

- Delete Part B, Monetary Rates, of the award published 20 March 2020 (387 I.G. 51) and insert in lieu the following:

**PART B****MONETARY RATES****Table 1 - Salaries**

| Classification                                 | Rate from ffppoa<br>01/07/2019<br>Per week<br>\$ | Rate from ffppoa<br>01/07/2020<br>Per week<br>\$ |
|--|--|--|
| Graduate Pharmacist Unregistered               | 1,277.98   | 1,281.81   |
| Pharmacist                                     |  |  |
| Grade 1  |  |  |
| 1st Year                                       | 1,356.78   | 1,360.85   |
| 2nd Year                                       | 1,449.66   | 1,454.01   |
| 3rd Year                                       | 1,549.67   | 1,554.32   |
| 4th Year                                       | 1,728.70   | 1,733.89   |
| 5th Year                                       | 1,784.48   | 1,789.83   |
| Grade 2  |  |  |
| 1st Year                                       | 1,919.60   | 1,925.36   |
| 2nd Year                                       | 1,983.68   | 1,989.63   |
| 3rd Year                                       | 2,038.96   | 2,045.08   |
| Grade 3  |  |  |
| Senior Pharmacist                              |  |  |
| Director of Pharmacy - Group 5 Hospital        |  |  |
| Deputy Director of Pharmacy - Group 3 Hospital |  |  |
| 1st Year                                       | 2,262.31   | 2,269.10   |
| 2nd Year                                       | 2,325.25   | 2,332.23   |
| Grade 4  |  |  |
| Director of Pharmacy - Group 4 Hospital        |  |  |
| Deputy Director of Pharmacy - Group 2 Hospital |  |  |
| 1st Year                                       | 2,325.25   | 2,332.23   |
| 2nd Year                                       | 2,404.14   | 2,411.35   |
| Grade 5  |  |  |
| Director of Pharmacy - Group 3 Hospital        |  |  |
| Deputy Director of Pharmacy - Group 1 Hospital |  |  |
| 1st Year                                       | 2,477.27   | 2,484.70   |
| 2nd Year                                       | 2,539.57   | 2,547.19   |
| Grade 6  |  |  |
| Director of Pharmacy - Group 2 Hospital        |  |  |

|   |          |          |
|---|----------|----------|
| 1st Year                                | 2,720.80 | 2,728.96 |
| 2nd Year                                | 2,788.68 | 2,797.05 |
| Grade 7                                 |          |          |
| Director of Pharmacy - Group 1 Hospital |          |          |
| Group A - 1st Year                      | 2,931.98 | 2,940.78 |
| Group A - 2nd Year                      | 3,003.11 | 3,012.12 |
| Group B - 1st Year                      | 3,073.30 | 3,082.52 |
| Group B - 2nd Year                      | 3,144.21 | 3,153.64 |

**Table 2 - Allowances**

| Allowance Description              | Rate from<br>01/07/2019<br>Per week<br>\$ | Rate from ffppoa<br>01/07/2020<br>Per week<br>\$ |
|------------------------------------|---|--|
| Fellowship Allowance (Pharmacists) | 43.56                                     | 43.69  |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

Printed by the authority of the Industrial Registrar.

**HEALTH EMPLOYEES' TECHNICAL (STATE) AWARD 2019**

## INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 162841 of 2020)

Before Chief Commissioner Constant

15 December 2020

**VARIATION**

1. Delete Table 1 - Salaries of Part B, Monetary Rates, of the award published 1 November 2019 (385 I.G. 659) and insert in lieu thereof the following:

**Table 1 - Salaries**

| Classification                     | Rate from<br>01/07/2019<br>\$ per week | Rate from ffpooa<br>01/07/2020<br>\$ per week |
|------------------------------------|--|---|
| Electronics Technician             |  |   |
| Technician                         |  |   |
| 1st Year of Service                | 1,418.03                               | 1,422.28                                      |
| 2nd Year of Service                | 1,467.41                               | 1,471.81                                      |
| 3rd Year of Service                | 1,516.90                               | 1,521.45                                      |
| 4th Year of Service                | 1,612.39                               | 1,617.23                                      |
| Sole                               |  |   |
| 1st Year of Service and Thereafter | 1,691.08                               | 1,696.15                                      |
| Senior                             |  |   |
| 1st Year of Service                | 1,718.50                               | 1,723.66                                      |
| 2nd Year of Service                | 1,745.71                               | 1,750.95                                      |
| Perfusionist                       |  |   |
| Grade 1                            |  |   |
| 1st Year                           | 1,728.70                               | 1,733.89                                      |
| 2nd Year                           | 1,784.48                               | 1,789.83                                      |
| Grade 2                            |  |   |
| 1st Year                           | 1,919.60                               | 1,925.36                                      |
| 2nd Year                           | 1,983.68                               | 1,989.63                                      |
| 3rd Year                           | 2,038.96                               | 2,045.08                                      |
| 4th Year                           | 2,262.31                               | 2,269.10                                      |
| 5th Year                           | 2,325.25                               | 2,332.23                                      |
| 6th Year                           | 2,404.14                               | 2,411.35                                      |
| 7th Year                           | 2,477.27                               | 2,484.70                                      |
| 8th Year                           | 2,539.57                               | 2,547.19                                      |
| Grade 3                            |  |   |
| 1st Year                           | 2,720.80                               | 2,728.96                                      |
| 2nd Year                           | 2,788.68                               | 2,797.05                                      |
| Grade 4                            |  |   |
| 1st Year                           | 2,863.79                               | 2,872.38                                      |
| 2nd Year                           | 2,931.98                               | 2,940.78                                      |
| Visual Aids Officer                |  |   |
| Trainee                            |  |   |
| 1st Year of Training               | 626.49                                 | 628.37  |
| 2nd Year of Training               | 704.66                                 | 706.77  |
| 3rd Year of Training               | 770.21                                 | 772.52  |

|   |          |          |
|---|----------|----------|
| 4th Year of Training                              | 844.28   | 846.81   |
| 5th Year of Training                              | 928.13   | 930.91   |
| General Scale                                     |          |          |
| 1st Year  | 1,038.64 | 1,041.76 |
| 2nd Year  | 1,092.86 | 1,096.14 |
| 3rd Year  | 1,148.12 | 1,151.56 |
| 4th Year  | 1,173.97 | 1,177.49 |
| 5th Year  | 1,201.71 | 1,205.32 |
| Grade 1   |          |          |
| Medical Artists, RPA, RNSH (in charge Westmead)   | 1,318.21 | 1,322.16 |
| (2nd in charge POW)                               |          |          |
| Grade 2   |          |          |
| Sole Medical Photographer (St. George & Gosford)  | 1,373.27 | 1,377.39 |
| Grade 3   |          |          |
| Chief Medical Photographer - specific hospitals   | 1,532.44 | 1,537.04 |
| Grade 4   |          |          |
| Co-ordinator, Audio Visual Services - Royal North | 1,590.44 | 1,595.21 |
| Shore Hospital                                    |          |          |
| Director of Audio Visual Services                 |          |          |
| Royal Prince Alfred and Westmead                  | 1,851.10 | 1,856.65 |
| Technical Officer                                 |          |          |
| Trainee   |          |          |
| 1st Year of Training                              | 622.70   | 624.57   |
| 2nd Year of Training                              | 697.63   | 699.72   |
| 3rd Year of Training                              | 789.02   | 791.39   |
| 4th Year of Training                              | 868.86   | 871.47   |
| Grade 1   |          |          |
| 1st Year  | 1,099.90 | 1,103.20 |
| 2nd Year  | 1,126.49 | 1,129.87 |
| 3rd Year  | 1,151.79 | 1,155.25 |
| 4th Year  | 1,179.33 | 1,182.87 |
| 5th Year  | 1,204.85 | 1,208.46 |
| 6th Year  | 1,250.46 | 1,254.21 |
| 7th Year  | 1,291.01 | 1,294.88 |
| 8th Year  | 1,326.84 | 1,330.82 |
| Grade 2   |          |          |
| 1st Year  | 1,418.03 | 1,422.28 |
| 2nd Year  | 1,467.30 | 1,471.70 |
| 3rd Year  | 1,516.90 | 1,521.45 |
| 4th Year  | 1,612.39 | 1,617.23 |
| Senior  |          |          |
| 1st Year  | 1,691.08 | 1,696.15 |
| 2nd Year  | 1,718.50 | 1,723.66 |
| 3rd Year  | 1,745.71 | 1,750.95 |
| Dialysis Technician                               |          |          |
| Technician  |          |          |
| 1st Year  | 1,317.80 | 1,321.75 |
| Thereafter  | 1,358.03 | 1,362.10 |
| Senior  |          |          |
| Grade 1 (Sole Technician)                         | 1,399.85 | 1,404.05 |
| Grade 2   | 1,447.56 | 1,451.90 |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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**HEALTH MANAGERS (STATE) AWARD 2019**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 162861 of 2020)

Before Chief Commissioner Constant

15 December 2020

**VARIATION**

1. Delete Table 1 - Salaries of Part B, Monetary Rates, of the award published 24 January 2020 (386 I.G. 174) and insert in lieu thereof the following:

**Table 1 - Salaries**

| Classification | Rate from ffppoa<br>01/07/2019<br>Minimum<br>Per annum<br>\$ | Rate from ffppoa<br>01/07/2020<br>Minimum<br>Per annum<br>\$ | Rate from ffppoa<br>01/07/2019<br>Maximum<br>Per annum<br>\$ | Rate from ffppoa<br>01/07/2020<br>Maximum<br>Per annum<br>\$ |
|----------------|--|--|--|--|
| Level 1        | 74,406   | 74,629.22  | 100,090  | 100,390.27   |
| Level 2        | 97,812   | 98,105.44  | 116,013  | 116,361.04   |
| Level 3        | 113,735  | 114,076.21   | 129,658  | 130,046.97   |
| Level 4        | 127,384  | 127,766.15   | 152,407  | 152,864.22   |
| Level 5        | 150,131  | 150,581.39   | 168,333  | 168,838.00   |
| Level 6        | 164,767  | 165,261.30   | 180,263  | 180,803.79   |

2. This variation shall take effect from the first full pay period commencing on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

Printed by the authority of the Industrial Registrar.

## HEALTH PROFESSIONAL AND MEDICAL SALARIES (STATE) AWARD 2019

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 163121 of 2020)

Before Chief Commissioner Constant

15 December 2020

### VARIATION

- Delete Table 1 - Salaries and Allowances of Part B, Monetary Rates, of the award published 20 December 2019 (385 I.G. 805) and insert in lieu thereof the following:

**Table 1 - Salaries and Allowances**

| Classification  | Rate from ffppoa<br>01/07/2019<br>\$ per annum<br>(unless indicated<br>otherwise) | Rate from ffppoa<br>01/07/2020<br>\$ per annum<br>(unless indicated<br>otherwise) |
|---|---|---|
| <b>Aboriginal Health Worker</b>   |   |   |
| 1st Year  | 54,220  | 54,383  |
| 2nd Year  | 57,423  | 57,595  |
| 3rd Year  | 60,572  | 60,754  |
| 4th Year  | 63,798  | 63,989  |
| 5th Year  | 66,828  | 67,028  |
| 6th Year  | 70,001  | 70,211  |
| 7th Year  | 73,108  | 73,327  |
| 8th Year  | 76,671  | 76,901  |
| 9th Year  | 79,857  | 80,097  |
| <b>Senior Aboriginal Health Worker</b>  |   |   |
| 1st Year  | 82,995  | 83,244  |
| 2nd Year  | 86,215  | 86,474  |
| <b>Principal Aboriginal Health Worker</b>   |   |   |
| 1st Year  | 88,645  | 88,911  |
| 2nd Year  | 92,474  | 92,751  |
| <b>Aboriginal Health Practitioner</b>   |   |   |
| 1st Year  | 60,572  | 60,754  |
| 2nd Year  | 63,798  | 63,989  |
| 3rd Year  | 66,828  | 67,028  |
| 4th Year  | 70,001  | 70,211  |
| 5th Year  | 73,141  | 73,360  |
| 6th Year  | 76,671  | 76,901  |
| 7th Year  | 79,857  | 80,097  |
| <b>Aboriginal Health Education Officer Graduate</b>   |   |   |
| ** This classification and rates are applicable only to employees engaged under this classification up to 2 September 2015. The classification is not to be applied to employees engaged after this date. |   |   |
| 1st Year (per week)   | 1,196.87  | 1,200.46  |
| 2nd Year (per week)   | 1,254.87  | 1,258.63  |
| 3rd Year (per week)   | 1,333.25  | 1,337.25  |
| 4th Year (per week)   | 1,407.74  | 1,411.96  |
| 5th Year (per week)   | 1,490.64  | 1,495.11  |

|  |            |          |          |
|--|------------|----------|----------|
| 6th Year   | (per week) | 1,567.74 | 1,572.44 |
| 7th Year   | (per week) | 1,633.93 | 1,638.83 |
| 8th Year   | (per week) | 1,698.86 | 1,703.96 |
| 9th Year   | (per week) | 1,772.19 | 1,777.51 |
| An Aboriginal Health Education Officer-Graduate who has completed 12 months service at the salary prescribed on the maximum of the scale and has demonstrated to the satisfaction of the employer by the work performed and the results achieved, the aptitude, abilities and qualities of mind warranting such payment, may progress to the following rate: |            |          |          |
| 10th Year  | (per week) | 1,861.49 | 1,867.07 |
| 11th Year  | (per week) | 1,951.02 | 1,956.87 |
| Senior Aboriginal Health Education Officer Graduate  |            |          |          |
| ** This classification and rates are applicable only to employees engaged under this classification up to 2 September 2015. The classification is not to be applied to employees engaged after this date.  |            |          |          |
| 1st Year   | (per week) | 1,950.48 | 1,956.33 |
| 2nd Year   | (per week) | 2,031.27 | 2,037.36 |
| 3rd Year   | (per week) | 2,112.39 | 2,118.73 |
| Analyst, Chemist, Microbiologist, & Scientific Officer (Transferred Staff of Division of Analytical Laboratories)  |            |          |          |
| Grade 1  |            |          |          |
| 1st Year   |            | 64,590   | 64,784   |
| 2nd Year   |            | 67,136   | 67,337   |
| 3rd Year   |            | 70,880   | 71,093   |
| 4th Year   |            | 75,973   | 76,201   |
| 5th Year   |            | 81,356   | 81,600   |
| 6th Year   |            | 86,180   | 86,439   |
| Grade 2  |            |          |          |
| 1st Year   |            | 90,398   | 90,669   |
| 2nd Year   |            | 93,080   | 93,359   |
| 3rd Year   |            | 95,917   | 96,205   |
| 4th Year   |            | 99,768   | 100,067  |
| Grade 3  |            |          |          |
| 1st Year   |            | 103,928  | 104,240  |
| 2nd Year   |            | 107,229  | 107,551  |
| 3rd Year   |            | 109,365  | 109,693  |
| Grade 4  |            |          |          |
| 1st Year   |            | 114,689  | 115,033  |
| 2nd Year   |            | 118,166  | 118,520  |
| 3rd Year   |            | 120,509  | 120,871  |
| Grade 5  |            |          |          |
| 1st Year   |            | 125,236  | 125,612  |
| 2nd Year   |            | 128,988  | 129,375  |
| Part-Time Graduate Analyst   |            | 42.66    | 42.79    |
| Biomedical Engineer  |            |          |          |
| Grade 1  |            |          |          |
| 1st Year of service  |            | 66,652   | 66,852   |
| 2nd Year of service  |            | 70,708   | 70,920   |
| 3rd Year of service  |            | 75,582   | 75,809   |
| 4th Year of service  |            | 80,771   | 81,013   |
| 5th Year of service and Thereafter   |            | 85,993   | 86,251   |
| Grade 2  |            |          |          |
| 1st Year of service  |            | 91,326   | 91,600   |
| 2nd Year of service  |            | 94,272   | 94,555   |
| 3rd Year of service  |            | 97,226   | 97,518   |
| 4th Year of service and Thereafter   |            | 100,162  | 100,462  |
| Grade 3  |            |          |          |
| 1st Year of service  |            | 105,748  | 106,065  |
| 2nd Year of service  |            | 109,214  | 109,542  |

|   |         |         |
|---|---------|---------|
| 3rd Year of service   | 112,700 | 113,038 |
| 4th Year of service and Thereafter  | 116,653 | 117,003 |
| Grade 4   |         |         |
| 1st Year of service   | 121,846 | 122,212 |
| 2nd Year of service   | 125,402 | 125,778 |
| 3rd Year of service and Thereafter  | 128,928 | 129,315 |
| Grade 5   |         |         |
| 1st Year of service   | 134,274 | 134,677 |
| 2nd Year of service and Thereafter  | 136,798 | 137,208 |
| Grade 6   |         |         |
| 1st Year of service   | 139,347 | 139,765 |
| 2nd Year of service and Thereafter  | 141,923 | 142,349 |
| Career Medical Officers   |         |         |
| Grade 1   |         |         |
| 1st Year  | 127,539 | 127,922 |
| 2nd Year  | 137,383 | 137,795 |
| 3rd Year  | 143,398 | 143,828 |
| 4th Year  | 148,239 | 148,684 |
| 5th Year  | 154,093 | 154,555 |
| Grade 2   |         |         |
| 1st Year  | 160,020 | 160,500 |
| 2nd Year  | 164,993 | 165,488 |
| 3rd Year  | 174,665 | 175,189 |
| 4th Year  | 190,033 | 190,603 |
| Senior  |         |         |
| 1st Year  | 204,618 | 205,232 |
| Thereafter  | 219,603 | 220,262 |
| Transitional Grades - only applicable to eligible employees employed on 20/04/2005  |         |         |
| Grade 1   | 174,665 | 175,189 |
| Grade 2   | 190,033 | 190,603 |
| Grade 3   | 204,618 | 205,232 |
| Clerk Of Works  |         |         |
| Clerk Of Works  | 86,306  | 86,565  |
| Co-Ordinators   |         |         |
| Group 1 - Cooma, Young, Ballina, Byron, Brunswick, Casino, Kyogle   | 84,824  | 85,078  |
| Group 3 - Moree, Tweed Heads, SW Zone<br>- Zone 1, 2 and 5; Grafton, Armidale, Port Macquarie   | 91,018  | 91,291  |
| Group 5 - Tamworth  | 99,495  | 99,793  |
| Group 6 - Dubbo   | 103,550 | 103,861 |
| Allowances-Co-Ordinators  |         |         |
| The Co-ordinators allowance is applicable only to Co-ordinators in AHS and to individuals occupying Coordinators positions as at 30/3/87 who were earning a higher salary including allowances than those determined above as at 30/3/87. |         |         |
| Future occupants, other than those in AHS, receive the salary for the positions listed above.   |         |         |
| Allowances Co-Ordinators  |         |         |
| Team Leaders Allowance  |         |         |
| In charge of 5-10 staff (per week)  | 44.30   | 44.40   |
| In charge of 11-25 staff (per week)   | 73.80   | 74.00   |
| In charge of 26-40 staff (per week)   | 103.50  | 103.80  |
| In charge of more than 40 staff (per week)  | 118.30  | 118.70  |
| Area Co-ordinators Allowance (per week)   | 162.90  | 163.40  |
| Drug Alcohol Counsellor Non-Graduate  |         |         |
| Grade 1   |         |         |
| 1st Year  | 54,196  | 54,359  |
| 2nd Year  | 57,414  | 57,586  |

|  |         |         |
|--|---------|---------|
| 3rd Year   | 60,565  | 60,747  |
| 4th Year   | 63,762  | 63,953  |
| 5th Year   | 66,799  | 66,999  |
| Grade 2  |         |         |
| 1st Year   | 69,990  | 70,200  |
| 2nd Year   | 73,108  | 73,327  |
| Allowances - Drug and Alcohol Counsellors - Non-Graduate       |         |         |
| Drug and Alcohol Counsellor -<br>2 years on maximum (per week) | 64.10   | 64.30   |
| Dental Assistants  |         |         |
| Grade 1  |         |         |
| 1st Year   | 57,389  | 57,561  |
| 2nd Year   | 58,779  | 58,955  |
| 3rd Year   | 60,094  | 60,274  |
| 4th Year   | 61,534  | 61,719  |
| Grade 2  |         |         |
| 1st Year   | 62,872  | 63,061  |
| 2nd Year   | 65,254  | 65,450  |
| 3rd Year   | 67,363  | 67,565  |
| 4th Year   | 69,226  | 69,434  |
| Grade 3  |         |         |
| 1st Year   | 76,018  | 76,246  |
| 2nd Year   | 78,805  | 79,041  |
| Dental Assistant Supervision Allowance                         |         |         |
| 2-5 Staff Year (per week)                                      | 34.70   | 34.80   |
| 6-10 Staff Year (per week)                                     | 49.20   | 49.30   |
| 11-15 Staff Year (per week)                                    | 62.70   | 62.90   |
| 16-19 Staff Year (per week)                                    | 76.60   | 76.80   |
| Dental Officers  |         |         |
| Level 1  |         |         |
| 1st Year   | 91,545  | 91820   |
| 2nd Year   | 105,478 | 105794  |
| 3rd Year   | 112,441 | 112778  |
| 4th Year   | 119,402 | 119760  |
| Level 2  |         |         |
| 1st Year   | 126,369 | 126,748 |
| 2nd Year   | 133,334 | 133,734 |
| Level 3  |         |         |
| 1st Year   | 140,926 | 141,349 |
| 2nd Year   | 145,166 | 145,601 |
| 3rd Year   | 147,896 | 148,340 |
| Level 4  |         |         |
| 1st Year   | 168,853 | 169,360 |
| 2nd Year   | 173,715 | 174,236 |
| Dental Officer Management Allowance                            |         |         |
| Level 1 (per annum)  | 6,974   | 6995    |
| Level 2 (per annum)  | 14,082  | 14,124  |
| Area Director Oral Health Clinical Services                    |         |         |
| Level 1 (per annum)  | 185562  | 186119  |
| Level 2 (per annum)  | 204,117 | 204729  |
| Level 3 (per annum)  | 235,136 | 235841  |
| Dental Specialist  |         |         |
| 1st Year of service  | 159,541 | 160,020 |
| 2nd Year of service  | 165,709 | 166,206 |
| 3rd Year of service  | 171,836 | 172,352 |
| 4th Year of service  | 178,319 | 178,854 |

|   |         |         |
|---|---------|---------|
| 5th Year of service   | 184,808 | 185,362 |
| * For supplementary payment in lieu of private Practice or On-Call/Recall Allowance refer to Determination - Dental Staff Specialists Part A, B and C |         |         |
| Senior Clinical Specialist  |         |         |
| Senior Clinical Specialist  | 193,832 | 194,413 |
| Dental Specialist Management Allowance  |         |         |
| Dental Specialist Management Allowance<br>(per annum)   | 10,460  | 10,491  |
| Dental Technicians  |         |         |
| Trainee   |         |         |
| Stage 1 - (first 6 months)  | 40,638  | 40,760  |
| Stage 2 - (6 months to 1 year)  | 42,019  | 42,145  |
| Stage 3 - (1 year to 18 months)   | 46,437  | 46,576  |
| Stage 4 - (18 months to 2 years)  | 48,156  | 48,300  |
| Level 1   |         |         |
| 1st Year  | 62,872  | 63,061  |
| 2nd Year  | 65,254  | 65,450  |
| 3rd Year  | 67,363  | 67,565  |
| 4th Year  | 69,226  | 69,434  |
| 5th Year  | 73,999  | 74,221  |
| Level 2   |         |         |
| 1st Year  | 73,999  | 74,221  |
| 2nd Year  | 76,575  | 76,805  |
| Level 3   |         |         |
| 1st Year  | 79,141  | 79,378  |
| 2nd Year  | 84,140  | 84,392  |
| Level 4   |         |         |
| 1st Year  | 88,233  | 88,498  |
| 2nd Year  | 89,666  | 89,935  |
| Level 5   |         |         |
| 1st Year  | 98,589  | 98,885  |
| 2nd Year  | 103,193 | 103,503 |
| Deputy Chief Dental Technician (Sydney Dental Hospital - 2008 current occupant only)  |         |         |
| 2nd year  | 99,777  | 100,076 |
| Dental Prosthetists   |         |         |
| Level 1   |         |         |
| 1st Year  | 79,141  | 79,378  |
| 2nd Year  | 84,140  | 84,392  |
| Level 2   |         |         |
| 1st Year  | 88,233  | 88,498  |
| 2nd Year  | 89,666  | 89,935  |
| Level 3   |         |         |
| 1st Year  | 98,589  | 98,885  |
| 2nd Year  | 103,193 | 103,503 |
| Oral Health Therapists  |         |         |
| Level 1   |         |         |
| 1st Year  | 64,270  | 64,463  |
| 2nd Year  | 66,690  | 66,890  |
| 3rd Year  | 70,800  | 71,012  |
| 4th Year  | 75,663  | 75,890  |
| Level 2   |         |         |
| 1st Year  | 80,885  | 81,128  |
| 2nd Year  | 86,016  | 86,274  |
| 3rd Year  | 90,201  | 90,472  |
| 4th Year  | 93,114  | 93,393  |

|  |         |         |
|--|---------|---------|
| Level 3  |         |         |
| 1st Year   | 100,151 | 100,451 |
| 2nd Year   | 103,503 | 103,814 |
| Level 4  |         |         |
| 1st Year   | 108,677 | 109,003 |
| 2nd Year   | 111,394 | 111,728 |
| Sole Practitioner Allowance (Oral Health Therapist)  |         |         |
| Sole Practitioner Allowance (Oral Health Therapist)<br>(per annum)   | 7,037   | 7,058   |
| Director of Animal Care Westmead   |         |         |
| Director of Animal Care Westmead   | 124,027 | 124,399 |
| Trainee Environmental Health Officer   |         |         |
| 1st Year   | 51,121  | 51,274  |
| 2nd Year   | 53,003  | 53,162  |
| 3rd Year   | 54,901  | 55,066  |
| 4th Year   | 56,787  | 56,957  |
| Environmental Health Officer   |         |         |
| 1st Year   | 62,466  | 62,653  |
| 2nd Year   | 65,468  | 65,664  |
| 3rd Year   | 69,529  | 69,738  |
| 4th Year   | 73,443  | 73,663  |
| 5th Year   | 77,776  | 78,009  |
| 6th Year   | 81,803  | 82,048  |
| 7th Year   | 85,223  | 85,479  |
| 8th Year   | 88,631  | 88,897  |
| 9th Year   | 92,481  | 92,758  |
| In order to progress to Year 10 of the scale, an Environmental Health Officer must have:   |         |         |
| (i) completed 12 months service at the salary prescribed on the maximum of the scale; and  |         |         |
| (ii) have demonstrated to the satisfaction of the employer by the work performed and the results achieved, the aptitude and qualities of mind warranting such payment. |         |         |
| After 12 months satisfactory work performance on Year 10, the officer will progress to the year 11 rate.   |         |         |
| Under no circumstances can Environmental Health Officers receive Year 10 or Year 11 rates unless they fulfil these criteria.   |         |         |
| 10th Year - Performance Barrier  | 97,135  | 97,426  |
| 11th Year - Performance Barrier  | 101,786 | 102,091 |
| Senior Environmental Health Officer  |         |         |
| 1st Year   | 105,983 | 106,301 |
| 2nd Year   | 110,222 | 110,553 |
| Transferred Environmental Health Officer - 35hrs per week  |         |         |
| 11th Year - Performance Barrier  | 101,786 | 102,091 |
| Transferred Senior Environmental Health Officer - 35hrs per week   |         |         |
| 1st Year   | 105,983 | 106,301 |
| 2nd Year   | 110,222 | 110,553 |
| Health Education Officer Non-Graduate  |         |         |
| 1st Year of service  | 54,196  | 54,359  |
| 2nd Year of service  | 57,411  | 57,583  |
| 3rd Year of service  | 60,564  | 60,746  |
| 4th Year of service  | 63,762  | 63,953  |
| 5th Year of service  | 66,797  | 66,997  |
| 6th Year of service  | 69,982  | 70,192  |
| 7th Year of service  | 73,106  | 73,325  |
| 8th Year of service  | 76,664  | 76,894  |
| 9th Year of service & Thereafter   | 79,860  | 80,100  |
| Health Education Officer Graduate  |         |         |
| 1st Year of service  | 62,466  | 62,653  |
| 2nd Year of service  | 65,468  | 65,664  |
| 3rd Year of service  | 69,529  | 69,738  |

|   |          |          |
|---|----------|----------|
| 4th Year of service   | 73,443   | 73,663   |
| 5th Year of service   | 77,776   | 78,009   |
| 6th Year of service   | 81,803   | 82,048   |
| 7th Year of service   | 85,223   | 85,479   |
| 8th Year of service   | 88,631   | 88,897   |
| 9th Year of service   | 92,481   | 92,758   |
| A Graduate Health Education Officer who: -<br>(i) has completed 12 months service at the salary prescribed on the maximum of the scale;<br>(ii) has demonstrated to the satisfaction of the employer (or Delegate via Grading Committee) by the work performed and the results achieved, the aptitude, abilities and qualities of mind warranting such payment, may progress to the following rate: |          |          |
| On Maximum for 12 months  | 97,135   | 97,426   |
| and after 12 months service in receipt of this rate, shall be paid the following rate subject to approval of the Grading Committee.   |          |          |
| On Maximum for further 12 months  | 101,800  | 102,105  |
| Senior Health Education Officer Non-Graduate  |          |          |
| 1st Year of service   | 83,005   | 83,254   |
| 2nd Year of service and Thereafter  | 86,265   | 86,524   |
| Senior Health Education Officer Graduate  |          |          |
| 1st Year of service   | 101,786  | 102,091  |
| 2nd Year of service   | 105,983  | 106,301  |
| 3rd Year of service and Thereafter  | 110,222  | 110,553  |
| Part Time Health Education Officer  |          |          |
| Non-Graduate (per hour)   | 40.00    | 40.12    |
| Graduate (per hour)   | 47.00    | 47.14    |
| Transferred Health Education Officer - Graduate (as at 01/10/1986)  |          |          |
| 9th Year of service   | 92,481   | 92,758   |
| On Maximum for 12 months  | 97,135   | 97,426   |
| On Maximum for further 12 months  | 101,800  | 102,105  |
| Ethnic Health Worker  |          |          |
| Part-time Ethnic Health Worker (per hour)   | 40.28    | 40.40    |
| Part-time Ethnic Day Care Co-ordinator (per hour)   | 40.69    | 40.81    |
| Hospital Scientists/Medical Technologists   |          |          |
| Chief Hospital Scientist  |          |          |
| If sole Hospital Scientist in a hospital or in-charge of other Hospital Scientists or trainees at Hospitals having an A.D.A. of occupied beds of:   |          |          |
| Chief Hospital Scientist <200 ADA   |          |          |
| 1st Year (per week)   | 2,262.31 | 2,269.10 |
| 2nd Year (per week)   | 2,325.25 | 2,332.23 |
| 3rd Year (per week)   | 2,404.14 | 2,411.35 |
| If in-charge of other Hospital Scientists or trainees at hospitals having an A.D.A. of occupied beds of:  |          |          |
| Chief Hospital Scientist >200 ADA   |          |          |
| 1st Year (per week)   | 2,404.14 | 2,411.35 |
| 2nd Year (per week)   | 2,477.27 | 2,484.70 |
| 3rd Year (per week)   | 2,539.57 | 2,547.19 |
| Allowances (Hospital Scientist)   |          |          |
| Fellowship of A.I.M.T. Allowance (per week)   |          |          |
| Provided that where a Chief Hospital Scientist is the holder of a Fellowship of the Australian Institute of Medical Technology shall be paid an allowance of:   | 61.80    | 61.99    |
| Senior Hospital Scientist (Senior Medical Technologist in-charge of section)  |          |          |
| 1st Year (per week)   | 1,919.60 | 1,925.36 |
| 2nd Year (per week)   | 1,983.68 | 1,989.63 |
| 3rd Year (per week)   | 2,038.96 | 2,045.08 |



|  |            |          |          |
|--|------------|----------|----------|
| Hospital Scientist (Medical Technologist)  |            |          |          |
| 1st Year   | (per week) | 1,231.96 | 1,235.66 |
| 2nd Year   | (per week) | 1,277.98 | 1,281.81 |
| 3rd Year   | (per week) | 1,356.78 | 1,360.85 |
| 4th Year   | (per week) | 1,449.66 | 1,454.01 |
| 5th Year   | (per week) | 1,549.67 | 1,554.32 |
| 6th Year   | (per week) | 1,648.53 | 1,653.48 |
| 7th Year   | (per week) | 1,728.70 | 1,733.89 |
| 8th Year   | (per week) | 1,784.48 | 1,789.83 |
| Hospital Scientist (Medical Technologist) - United Dental Hospital   |            |          |          |
| 1st Year   | (per week) | 1,231.96 | 1,235.66 |
| 2nd Year   | (per week) | 1,277.98 | 1,281.81 |
| 3rd Year   | (per week) | 1,356.78 | 1,360.85 |
| 4th Year   | (per week) | 1,449.66 | 1,454.01 |
| 5th Year   | (per week) | 1,549.67 | 1,554.32 |
| 6th Year   | (per week) | 1,648.53 | 1,653.48 |
| 7th Year   | (per week) | 1,728.70 | 1,733.89 |
| 8th Year   | (per week) | 1,784.48 | 1,789.83 |
| Hospital Scientist (Scientific Officer)  |            |          |          |
| 1st Year   | (per week) | 1,231.96 | 1,235.66 |
| 2nd Year   | (per week) | 1,277.98 | 1,281.81 |
| 3rd Year   | (per week) | 1,356.78 | 1,360.85 |
| 4th Year   | (per week) | 1,449.66 | 1,454.01 |
| 5th Year   | (per week) | 1,549.67 | 1,554.32 |
| 6th Year   | (per week) | 1,648.53 | 1,653.48 |
| 7th Year   | (per week) | 1,728.70 | 1,733.89 |
| 8th Year   | (per week) | 1,784.48 | 1,789.83 |
| Senior or Chief Hospital Scientist (Senior Scientific Officer)   |            |          |          |
| 1st Year   | (per week) | 1,919.60 | 1,925.36 |
| 2nd Year   | (per week) | 1,983.68 | 1,989.63 |
| 3rd Year   | (per week) | 2,038.96 | 2,045.08 |
| 4th Year   | (per week) | 2,262.31 | 2,269.10 |
| 5th Year   | (per week) | 2,325.25 | 2,332.23 |
| 6th Year   | (per week) | 2,404.14 | 2,411.35 |
| 7th Year   | (per week) | 2,477.27 | 2,484.70 |
| 8th Year   | (per week) | 2,539.57 | 2,547.19 |
| Allowances   |            |          |          |
| Provided that a Senior Hospital Scientist shall not progress beyond the salary prescribed for the third year of the scale unless such officer holds a post-graduate degree in Science at least equivalent to the degree of Master of Science of an approved university or has been admitted as a Member of the Australian Association of Clinical Biochemists or holds such qualifications as are deemed equivalent. |            |          |          |
| Provided further that any Senior Hospital Scientist in receipt of the fourth year of service rate and above or Principal Hospital Scientist who holds the degree of Master of Science or is a Fellow of the Australian Institute of Medical Laboratory Scientists or holds appropriate equivalent qualifications shall be paid the following allowance:  |            |          |          |
| Senior/Principal H.S. Master of Science  |            |          |          |
|  | (per week) | 65.80    | 66.00    |
| Principal Hospital Scientist (Principal Scientific Officer)  |            |          |          |
| 1st Year   | (per week) | 2,720.80 | 2,728.96 |
| 2nd Year   | (per week) | 2,788.68 | 2,797.05 |
| 3rd Year   | (per week) | 2,863.79 | 2,872.38 |
| 4th Year   | (per week) | 2,931.98 | 2,940.78 |
| 5th Year   | (per week) | 3,003.11 | 3,012.12 |
| 6th Year   | (per week) | 3,073.30 | 3,082.52 |
| 7th Year   | (per week) | 3,144.21 | 3,153.64 |
| 8th Year   | (per week) | 3,216.16 | 3,225.81 |
| 9th Year   | (per week) | 3,285.94 | 3,295.81 |

|  |            |          |          |
|--|------------|----------|----------|
| 10th Year  | (per week) | 3,358.65 | 3,368.73 |
| Provided that a Principal Hospital Scientist shall not progress beyond the salary prescribed for the fourth year of the scale unless such officer holds a post-graduate degree in Science at least equivalent to the Degree of Doctor of Philosophy of an approved university or has been admitted as a Fellow of the Australian Association of Clinical Biochemists, or holds such qualifications as are deemed equivalent.   |            |          |          |
| Trainee Hospital Scientist   |            |          |          |
| 1st Year   | (per week) | 666.40   | 668.40   |
| 2nd Year   | (per week) | 720.93   | 723.09   |
| 3rd Year   | (per week) | 829.37   | 831.86   |
| 4th Year   | (per week) | 950.50   | 953.35   |
| 5th Year   | (per week) | 1,069.32 | 1,072.53 |
| 6th Year   | (per week) | 1,177.75 | 1,181.28 |
| The Commencing salary of the Trainee Hospital Scientist who on appointment has completed part of a degree course shall be fixed having regard to that part of the course that has been successfully completed. Provided that each year of full-time or part-time study for an appropriate degree combined with employment as a Trainee Hospital Scientist shall be considered for salary purposes as the equivalent of one year's service in the Trainee Hospital Scientist scale. |            |          |          |
| Senior Hospital Scientist In-Charge of Section   |            |          |          |
| 1st Year   | (per week) | 1,919.60 | 1,925.36 |
| 2nd Year   | (per week) | 1,983.68 | 1,989.63 |
| 3rd Year   | (per week) | 2,038.96 | 2,045.08 |
| Senior Or Chief Hospital Scientist In-Charge Of Lab  |            |          |          |
| Less than 200 ADA  |            |          |          |
| 1st Year   | (per week) | 2,262.31 | 2,269.10 |
| 2nd Year   | (per week) | 2,325.25 | 2,332.23 |
| 3rd Year   | (per week) | 2,404.14 | 2,411.35 |
| More than 200 ADA  |            |          |          |
| 1st Year   | (per week) | 2,404.14 | 2,411.35 |
| 2nd Year   | (per week) | 2,477.27 | 2,484.70 |
| 3rd Year   | (per week) | 2,539.57 | 2,547.19 |
| Transferred Hospital Scientist (Scientific Officer) - Oliver Lathan Laboratory   |            |          |          |
| 5th Year   | (per week) | 1,549.67 | 1,554.32 |
| 6th Year   | (per week) | 1,648.53 | 1,653.48 |
| 7th Year   | (per week) | 1,728.70 | 1,733.89 |
| 8th Year and Thereafter  | (per week) | 1,784.48 | 1,789.83 |
| Transferred Senior or Chief Hospital Scientist (Senior Scientific Officer) - Oliver Latham Laboratory  |            |          |          |
| 1st Year   |            | 100,162  | 100,462  |
| 2nd Year   |            | 103,506  | 103,816  |
| 3rd Year   |            | 106,390  | 106,709  |
| 4th Year   |            | 118,044  | 118,398  |
| 5th Year   |            | 121,328  | 121,692  |
| 6th Year   |            | 125,445  | 125,821  |
| 7th Year   |            | 129,261  | 129,648  |
| 8th Year and Thereafter  |            | 132,511  | 132,909  |
| Transferred Hospital Scientist (Scientific Officer) - I.C.P.M.R.   |            |          |          |
| 8th Year   | (per week) | 1,784.48 | 1,789.83 |
| Transferred Senior Hospital Scientist (Senior Scientific Officer) - I.C.P.M.R.   |            |          |          |
| 1st Year   | (per week) | 1,919.60 | 1,925.36 |
| 2nd Year   | (per week) | 1,983.68 | 1,989.63 |
| 3rd Year   | (per week) | 2,038.96 | 2,045.08 |
| 4th Year   | (per week) | 2,262.31 | 2,269.10 |
| 5th Year   | (per week) | 2,325.25 | 2,332.23 |
| 6th Year   | (per week) | 2,404.14 | 2,411.35 |
| 7th Year   | (per week) | 2,477.27 | 2,484.70 |
| 8th Year and Thereafter  | (per week) | 2,539.57 | 2,547.19 |

|   |         |         |
|---|---------|---------|
| Library Staff   |         |         |
| Library Assistant   |         |         |
| Year 1  | 50,519  | 50,671  |
| Year 2  | 53,615  | 53,776  |
| Year 3  | 56,975  | 57,146  |
| Year 4  | 61,221  | 61,405  |
| Year 5  | 63,483  | 63,673  |
| Librarian Grade 1   |         |         |
| Year 1  | 64,590  | 64,784  |
| Year 2  | 68,345  | 68,550  |
| Year 3  | 72,211  | 72,428  |
| Year 4  | 76,710  | 76,940  |
| Year 5  | 80,560  | 80,802  |
| Year 6  | 84,390  | 84,643  |
| Librarian Grade 2   |         |         |
| Year 1  | 87,930  | 88,194  |
| Year 2  | 91,376  | 91,650  |
| Year 3  | 95,917  | 96,205  |
| Year 4  | 99,768  | 100,067 |
| Librarian Grade 3   |         |         |
| Year 1  | 105,018 | 105,333 |
| Year 2  | 108,259 | 108,584 |
| Year 3  | 112,509 | 112,847 |
| Year 4  | 117,004 | 117,355 |
| Librarian Grade 4   |         |         |
| Year 1  | 120,509 | 120,871 |
| Year 2  | 124,057 | 124,429 |
| Year 3  | 127,718 | 128,101 |
| Year 4  | 131,697 | 132,092 |
| Library Technician - Grade 1  |         |         |
| Year 1  | 64,590  | 64,784  |
| Year 2  | 68,345  | 68,550  |
| Year 3  | 72,211  | 72,428  |
| Year 4  | 76,710  | 76,940  |
| Medical Officers  |         |         |
| Intern  |         |         |
| Intern  | 69,649  | 69,858  |
| Resident  |         |         |
| 1st Year  | 81,639  | 81,884  |
| 2nd Year  | 89,793  | 90,062  |
| 3rd Year  | 101,698 | 102,003 |
| 4th Year  | 110,406 | 110,737 |
| Registrar   |         |         |
| 1st Year  | 101,698 | 102,003 |
| 2nd Year  | 110,406 | 110,737 |
| 3rd Year  | 119,146 | 119,503 |
| 4th Year  | 127,539 | 127,922 |
| Senior Registrar  |         |         |
| Senior Registrar  | 143,398 | 143,828 |
| For the purposes of calculation of payments to officers pursuant to the provisions of this Award, one hour's pay shall be calculated in accordance with the following formula:<br>Annual Salary x 1/ 52.17857 x 38<br>and one day's pay shall be calculated by multiplying one hour's pay (as calculated in accordance with the above formula) by 7.6 |         |         |

|  |         |         |
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| Allowances (Medical Officers)  |         |         |
| Higher Medical Qualification Allowance   |         |         |
| (per week)   | 60.20   | 60.40   |
| The above allowance is paid to officers who obtain an appropriate higher medical qualification subsequent to graduation. It does not apply to an officer appointed as a Senior Registrar.                            |         |         |
| The salary prescribed for a Senior Registrar has taken into account that a higher medical qualification is a prerequisite for appointment.   |         |         |
| Higher Medical Qualification Allowance - After 5 Years   | 30.10   | 30.20   |
| (per week)<br>The qualification allowance is paid when an officer in his/her fifth and subsequent years of registrarship is expected to meet the formal requirements of a higher medical qualification in that year. |         |         |
| Part-Time Medical Officers   |         |         |
| (These rates are from Agreement No. 1 of 1975 and are applicable to part-time medical officers employed as at 1 June 1993 who did not elect to convert to permanent part-time employment)                            |         |         |
| Less than 3 years post-graduate experience   |         |         |
| (per hour)   | 58.94   | 59.12   |
| More than 3 years post-graduate experience   |         |         |
| (per hour)   | 69.09   | 69.30   |
| More than 6 years post-graduate experience   |         |         |
| (per hour)   | 83.13   | 83.38   |
| Provided that no officer may be employed for more than 24 hours in any period of 7 consecutive days.   |         |         |
| Formula: Part-time Medical Officer with less than 3 years post-graduate experience = 1st year Registrar divided by 52.17857 divided by 38 plus 15%   |         |         |
| Part-time Medical Officer with more than 3 years post-graduate experience = 3rd year Registrar divided by 52.17857 divided by 38 plus 15%.   |         |         |
| Part-time Medical Officer with more than 6 years post-graduate experience = Senior Registrar divided by 52.17857 divided by 38 plus 15%  |         |         |
| Transferred Medical Officers   |         |         |
| Less than 6 years post graduate experience   |         |         |
| (per hour)   | 66.92   | 67.12   |
| 6 to less than ten years post graduate experience  |         |         |
| (per hour)   | 83.13   | 83.38   |
| 10 years or more post-graduate experience  |         |         |
| (per hour)   | 105.37  | 105.69  |
| Possess Dip. of Psychological Medical  |         |         |
| (per hour)   | 98.97   | 99.26   |
| Dip. of Psychological Medical more than 2 years  |         |         |
| (per hour)   | 105.37  | 105.69  |
| Medical Officer - 5th Schedule - 10th year   |         |         |
| (per annum)  | 150,832 | 151,284 |
| Community Physician  |         |         |
| Community Physician  | 189,526 | 190,095 |
| Medical Records Administrator  |         |         |
| 1st Year   | 61,744  | 61,929  |
| 2nd Year   | 64,253  | 64,446  |
| 3rd Year   | 67,638  | 67,841  |
| 4th Year   | 70,751  | 70,963  |
| 5th Year   | 73,957  | 74,179  |
| 6th Year   | 77,566  | 77,799  |
| 7th Year and Thereafter  | 80,842  | 81,085  |
| Research/Analyst/Specialist Dept. or Section   |         |         |
| Research/Analyst/Specialist Dept. or Section   | 86,180  | 86,439  |

|  |         |         |
|--|---------|---------|
| Medical Records Manager                      |         |         |
| Grade 1                                      | 88,824  | 89,090  |
| Grade 2                                      | 91,922  | 92,198  |
| Grade 3                                      | 95,497  | 95,783  |
| Grade 4                                      | 103,080 | 103,389 |
| Grade 5                                      | 106,675 | 106,995 |
| Grade 6                                      | 110,489 | 110,820 |
| Grade 7                                      | 114,577 | 114,921 |
| Grade 8                                      | 123,365 | 123,735 |
| Country Regions                              | 106,675 | 106,995 |
| Medical Superintendents                      |         |         |
| Chief Executive Officer                      |         |         |
| Level 1                                      | 238,752 | 239,468 |
| - 16% Clinical Loading                       | 38,200  | 38,315  |
| Level 2                                      | 227,514 | 228,197 |
| - 16% Clinical Loading                       | 36,402  | 36,512  |
| Level 3                                      | 216,275 | 216,924 |
| - 16% Clinical Loading                       | 34,604  | 34,708  |
| Level 4                                      | 175,116 | 175,641 |
| - 16% Clinical Loading                       | 28,019  | 28,103  |
| Level 5                                      | 160,141 | 160,621 |
| - 16% Clinical Loading                       | 25,623  | 25,699  |
| Medical Super/Deputy Chief Executive Officer |         |         |
| Level 1                                      | 227,514 | 228,197 |
| - 16% Clinical Loading                       | 36,402  | 36,512  |
| Level 2                                      | 216,275 | 216,924 |
| - 16% Clinical Loading                       | 34,604  | 34,708  |
| Level 3                                      | 201,307 | 201,911 |
| - 16% Clinical Loading                       | 32,209  | 32,306  |
| Level 4                                      | 160,141 | 160,621 |
| - 16% Clinical Loading                       | 25,623  | 25,699  |
| Level 5                                      | 152,650 | 153,108 |
| - 16% Clinical Loading                       | 24,424  | 24,497  |
| Deputy Medical Superintendent                |         |         |
| Level 1                                      | 201,307 | 201,911 |
| - 16% Clinical Loading                       | 32,209  | 32,306  |
| Level 2                                      | 175,116 | 175,641 |
| - 16% Clinical Loading                       | 28,019  | 28,103  |
| Level 3                                      | 160,141 | 160,621 |
| - 16% Clinical Loading                       | 25,623  | 25,699  |
| Assistant Medical Superintendent             |         |         |
| Level 1                                      |         |         |
| 1st Year                                     | 167,637 | 168,140 |
| - 16% Clinical Loading                       | 26,822  | 26,902  |
| 2nd Year                                     | 175,116 | 175,641 |
| - 16% Clinical Loading                       | 28,019  | 28,103  |
| Level 2                                      |         |         |
| 1st Year                                     | 152,650 | 153,108 |
| - 16% Clinical Loading                       | 24,424  | 24,497  |
| 2nd Year                                     | 160,141 | 160,621 |
| - 16% Clinical Loading                       | 25,623  | 25,699  |
| Level 3                                      |         |         |
| 1st Year                                     | 145,183 | 145,619 |
| - 16% Clinical Loading                       | 23,229  | 23,299  |
| 2nd Year                                     | 152,650 | 153,108 |
| - 16% Clinical Loading                       | 24,424  | 24,497  |

|  |         |         |
|--|---------|---------|
| Level 4  |         |         |
| 1st Year   | 130,202 | 130,593 |
| - 16% Clinical Loading   | 20,832  | 20,895  |
| 2nd Year   | 137,693 | 138,106 |
| - 16% Clinical Loading   | 22,031  | 22,097  |
| Clinical Superintendent  |         |         |
| Level 1  |         |         |
| 1st Year   | 152,650 | 153,108 |
| - 16% Clinical Loading   | 24,424  | 24,497  |
| 2nd Year   | 160,141 | 160,621 |
| - 16% Clinical Loading   | 25,623  | 25,699  |
| Level 2  |         |         |
| 1st Year   | 145,183 | 145,619 |
| - 16% Clinical Loading   | 23,229  | 23,299  |
| 2nd Year   | 152,650 | 153,108 |
| - 16% Clinical Loading   | 24,424  | 24,497  |
| Allowances (Medical Superintendents)   |         |         |
| 16% Clinical Loading - Medical Superintendents are paid a salary supplement of 16% of the appropriate base Award salary as varied from time to time with respect to their clinical work performed as part of their function.   |         |         |
| The qualification allowance shall only apply to those officers who were receiving this allowance as of April 1986 and have continued to remain in the position held by them as of that date.   |         |         |
| Higher Medical Qualification Allowance - Where an officer holds a higher medical qualification relevant to his/her hospital work (Medical Superintendents) (per week)  | 54.00   | 54.20   |
| Diploma Hospital Administration issued AIHA (per week)   | 31.78   | 31.88   |
| Diploma or Degree Hospital Administration from a University - where the officer has no higher medical qualification, but holds a diploma or degree in Hospital Administration (per week)   | 31.78   | 31.88   |
| Hospitals are graded at level indicated below:   |         |         |
| Level 1 - Royal Prince Alfred Hospital, Prince Henry/Prince of Wales Hospital Group, Royal North Shore Hospital, The Parramatta Hospitals, Royal Newcastle Hospital  |         |         |
| Level 2 - St. Vincents Hospital, Darlinghurst, St. George Hospital, Royal Alexandra Hospital for Children  |         |         |
| Level 3 - Sydney Hospital, Hornsby & Ku-Ring-Gai Hospital, Wollongong Hospital, Bankstown Hospital, Blacktown District Hospital, Gosford Hospital, Liverpool Hospital, Mater Misericordiae Hospital - Waratah, Sutherland Hospital, Royal Hospital for Women, Tamworth Group, Moree Group, Armidale Group, Maitland Group.   |         |         |
| Level 4 - Albury Base Hospital, Auburn District Hospital, Balmain District Hospital, Broken Hill & District Hospital, Canterbury Hospital, Cessnock District Hospital, Dubbo Base Hospital, Fairfield District Hospital, Grafton Base Hospital, Lewisham Hospital, Lismore Base Hospital, Mater Misericordiae Hospital - North Sydney, Manning River District Hospital, Mount Druitt Hospital, Nepean District Hospital, Orange Base Hospital, Ryde Hospital, Wagga Wagga Base Hospital, Port Kembla District Hospital, Manly District Hospital, St. Margaret's Hospital for Women, Mona Vale District Hospital, WallSEND Hospital, Goulburn Group, Queanbeyan Group, Bega Group, Young Group, Hastings Valley, Group, Macleay Valley Group. |         |         |
| Level 5 - Langton Clinic, Royal Ryde Homes, Griffith Base Hospital, Western Suburbs Hospital, Bathurst District Hospital, Blue Mountains District Anzac Memorial Hospital, Camden Hospital, Lithgow District Hospital, Marrickville District Hospital, Royal South Sydney Hospital, St. Joseph's Hospital - Auburn, St. Luke's Hospital, Hawkesbury District Hospital, Harbour District Hospital, Campbelltown District Hospital, Rachel Forster Hospital.   |         |         |

|   |         |         |
|---|---------|---------|
| Medical Administration Training Scheme          |         |         |
| 1st Year  | 123,682 | 124,053 |
| 2nd Year  | 130,202 | 130,593 |
| 3rd Year  | 145,183 | 145,619 |
| 4th Year  | 152,650 | 153,108 |
| 5th Year  | 160,141 | 160,621 |
| 6th Year  | 167,637 | 168,140 |
| 7th Year  | 175,116 | 175,641 |
| Exception of Annual Leave & Clinical Loading    |         |         |
| Annual Leave entitlement is 4 weeks             |         |         |
| No Clinical Loading is payable.                 |         |         |
| Music Therapist Unqualified                     |         |         |
| 1st Year (per hour)                             | 29.94   | 30.03   |
| 2nd Year (per hour)                             | 30.58   | 30.67   |
| 3rd Year (per hour)                             | 31.10   | 31.19   |
| Nurse Counsellor Non-Graduate                   |         |         |
| 1st year of service                             | 56,562  | 56,732  |
| 2nd year of service                             | 59,231  | 59,409  |
| 3rd year of service                             | 62,634  | 62,822  |
| 4th year of service                             | 65,780  | 65,977  |
| 5th year of service                             | 69,153  | 69,360  |
| Nurse Counsellor Graduate                       |         |         |
| 1st year of service                             | 63,049  | 63,238  |
| 2nd year of service                             | 66,075  | 66,273  |
| 3rd year of service                             | 70,218  | 70,429  |
| 4th year of service                             | 73,954  | 74,176  |
| 5th year of service                             | 78,354  | 78,589  |
| 6th year of service                             | 81,892  | 82,138  |
| 7th year of service                             | 85,242  | 85,498  |
| 8th year of service                             | 88,225  | 88,490  |
| 9th year of service                             | 92,503  | 92,781  |
| Remedial Gymnast (Qualified)                    |         |         |
| 1st Year  | 54,740  | 54,904  |
| 2nd Year  | 56,406  | 56,575  |
| 3rd Year  | 59,753  | 59,932  |
| 4th Year  | 62,872  | 63,061  |
| 5th Year  | 66,085  | 66,283  |
| 6th Year and Thereafter                         | 69,276  | 69,484  |
| Sessional Rates                                 |         |         |
| Sessional Music Therapist (per session*)        | 229.6   | 230.30  |
| Sessional Occupational Therapist (per session*) | 229.6   | 230.30  |
| Sessional Orthoptist (per session*)             | 229.6   | 230.30  |
| Sessional Physiotherapist (per session*)        | 229.6   | 230.30  |
| Sessional Podiatrist (per session*)             | 229.6   | 230.30  |
| Sessional Speech Pathologist (per session*)     | 229.6   | 230.30  |
| *Session = 3½ hours                             |         |         |
| Sexual Assault Workers - Non-Graduate           |         |         |
| Grade 1   |         |         |
| 1st Year  | 54,190  | 54,353  |
| 2nd Year  | 57,414  | 57,586  |
| 3rd Year  | 60,564  | 60,746  |
| 4th Year  | 63,761  | 63,952  |
| 5th Year  | 66,795  | 66,995  |
| Grade 2   |         |         |
| 1st Year  | 69,982  | 70,192  |
| 2nd Year  | 73,101  | 73,320  |

|  |         |         |
|--|---------|---------|
| Social Educators   |         |         |
| 1st Year   | 65,468  | 65,664  |
| 2nd Year   | 69,529  | 69,738  |
| 3rd Year   | 73,443  | 73,663  |
| 4th Year   | 77,774  | 78,007  |
| 5th Year   | 81,803  | 82,048  |
| 6th Year   | 85,223  | 85,479  |
| 7th Year   | 88,633  | 88,899  |
| 8th Year and Thereafter                                      | 92,481  | 92,758  |
| Program Director   |         |         |
| 1st Year   | 117,781 | 118,134 |
| 2nd Year   | 120,509 | 120,871 |
| Welfare Officers - Non-Graduate                              |         |         |
| Grade 1  |         |         |
| 1st Year   | 54,190  | 54,353  |
| 2nd Year   | 57,414  | 57,586  |
| 3rd Year   | 60,564  | 60,746  |
| 4th Year   | 63,761  | 63,952  |
| 5th Year   | 66,795  | 66,995  |
| Grade 2  |         |         |
| 1st Year   | 69,982  | 70,192  |
| 2nd Year   | 73,101  | 73,320  |
| Allowance (Welfare Officer)                                  |         |         |
| Welfare Officer - Non-Graduate 2 years on maximum (per week) | 68.20   | 68.40   |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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(1930)

SERIAL C9182

# HEALTHSHARE NSW PATIENT TRANSPORT OFFICERS' (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 170775 of 2020)

Before Chief Commissioner Constant

15 December 2020

## VARIATION

1. Delete Part B, of the award published 29 May 2020 (388 I.G. 774) and insert in lieu thereof the following

### PART B

**Table 1 - Rates of Pay**

| Classification                    | Rate effective first full pay<br>period on or after 1 July 2019<br>\$ | Rate effective first full pay<br>period on or after 1 July 2020<br>\$ |
|-----------------------------------|---|---|
| Trainee Patient Transport Officer | 1043.51   | 1,046.64  |
| Patient Transport Officer         | 1090.03   | 1,093.30  |

**Table 2 - Other Rates and Allowances**

| Item No. | Clause No. | Description                          | Rate effective first full<br>pay period on or after<br>1/7/19<br>\$ | Rate effective first full<br>pay period on or after<br>1/7/20<br>\$ |
|----------|------------|--------------------------------------|---|---|
| 1        | 5.4 (a)    | Crib Away Allowance<br>(single crib) | 23.11   | 23.18   |
| 2        | 5.4 (b)    | Crib Away Allowance<br>(two cribs)   | 11.56   | 11.59   |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

Printed by the authority of the Industrial Registrar.

**HOSPITAL SCIENTISTS (STATE) AWARD 2019**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 163193 of 2020)

Before Chief Commissioner Constant

15 December 2020

**VARIATION**

1. Delete Table 1 - Allowances of Part B, of the award published 6 March 2020 (386 I.G. 1121) and insert in lieu thereof the following:

**Table 1 - Allowances**

| Item No. | Clause No.  | Description  | Rate from first full pay period on or after 01/07/2019 \$ | Rate from first full pay period on or after 01/07/20 \$ |
|----------|-------------|--|---|---|
| 1        | 7           | On call - per 24 hours or any part thereof   | 12.50   | 12.54   |
| 2        | 10          | Meal Allowance for overtime  |   |   |
|          |             | (a) Breakfast at or before 6.00 a.m.* (each)   | 30.60   | 31.25   |
|          |             | (b) Evening at least 1 hour after normal ceasing time and extends beyond or is worked wholly after 7.00 p.m.* (each)                           | 30.60   | 31.25   |
|          |             | (c) Lunch beyond 2.00 p.m. Saturdays, Sundays or Holidays* (each)  | 30.60   | 31.25   |
| 3        | 20(iii)(iv) | Uniform and Laundry Allowance  |   |   |
|          |             | - Uniform (per week)   | 2.63  | 2.69  |
|          |             | - Laundry (per week)   | 2.74  | 2.80  |
| 4        | 21(i)(ii)   | Allowance (per week) for persons employed in hospitals upon or west of the line commencing at Tocumwal, etc. (see clause 21(i)) (per week)     | 3.75  | 3.83  |
|          |             | Allowance (per week) for persons employed in hospitals upon or west of the line commencing at Murray River etc. (see clause 21(ii)) (per week) | 7.29  | 7.45  |

\* NB: These allowances are varied in accordance with Treasury Circular TC18-15 Meal, Traveling and other Allowances for 2018-19, as varied or replaced from time to time.

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

Printed by the authority of the Industrial Registrar.

(1420)

SERIAL C9177

## INDEPENDENT COMMISSION AGAINST CORRUPTION AWARD 2019

### 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. 145080 of 2020)

Before Chief Commissioner Constant

15 December 2020

### VARIATION

1. Delete subclause (b) of clause 34, Area, Incidence and Duration of the Award published 8 May 2020 (387 I.G. 1083) and insert in lieu thereof the following:
  - (b) This Award varies the Independent Commission Against Corruption Award published on 8 May 2020 (387 I.G. 1083) from 1 July 2020 and shall remain in force until 30 June 2021.
2. Delete Schedule 1 and insert in lieu thereof the following:

### SCHEDULE 1

#### ICAC OFFICER CLASSIFICATION SALARY RATES

Table 1

| ICAC OFFICER GRADE | Salary Point | FFPP 1.7.19<br>\$ | FFPP 1.7.20<br>\$ |
|--------------------|--------------|-------------------|-------------------|
| 1A                 | 1            | 55,622            | 55,789            |
|                    | 2            | 56,844            | 57,015            |
|                    | 3            | 58,803            | 58,979            |
|                    | 4            | 60,277            | 60,458            |
|                    | 5            | 61,745            | 61,930            |
| 1B                 | 1            | 62,729            | 62,917            |
|                    | 2            | 64,437            | 64,630            |
|                    | 3            | 66,398            | 66,597            |
|                    | 4            | 68,115            | 68,319            |
|                    | 5            | 69,833            | 70,042            |
| 1C                 | 1            | 69,585            | 69,794            |
|                    | 2            | 71,300            | 71,514            |
|                    | 3            | 73,260            | 73,480            |
|                    | 4            | 74,975            | 75,200            |
|                    | 5            | 77,423            | 77,655            |
| 2                  | 1            | 78,897            | 79,134            |
|                    | 2            | 80,612            | 80,854            |
|                    | 3            | 82,818            | 83,066            |
|                    | 4            | 85,510            | 85,767            |
|                    | 5            | 87,476            | 87,738            |
| 3                  | 1            | 89,923            | 90,193            |
|                    | 2            | 92,371            | 92,648            |
|                    | 3            | 94,334            | 94,617            |
|                    | 4            | 97,271            | 97,563            |
|                    | 5            | 99,723            | 100,022           |

|   |   |         |         |
|---|---|---------|---------|
| 4 | 1 | 101,928 | 102,234 |
|   | 2 | 104,379 | 104,692 |
|   | 3 | 107,568 | 107,891 |
|   | 4 | 110,505 | 110,837 |
|   | 5 | 113,451 | 113,791 |
| 5 | 1 | 115,646 | 115,993 |
|   | 2 | 118,341 | 118,696 |
|   | 3 | 121,775 | 122,140 |
|   | 4 | 125,695 | 126,072 |
|   | 5 | 128,635 | 129,021 |
| 6 | 1 | 129,369 | 129,757 |
|   | 2 | 133,288 | 133,688 |
|   | 3 | 135,991 | 136,399 |
|   | 4 | 139,418 | 139,836 |
|   | 5 | 143,832 | 144,263 |
| 7 | 1 | 141,870 | 142,296 |
|   | 2 | 144,071 | 144,503 |
|   | 3 | 146,525 | 146,965 |
|   | 4 | 148,729 | 149,175 |
|   | 5 | 154,363 | 154,826 |
| 8 | 1 | 151,180 | 151,634 |
|   | 2 | 155,343 | 155,809 |
|   | 3 | 159,263 | 159,741 |
|   | 4 | 163,182 | 163,672 |
|   | 5 | 167,345 | 167,847 |

Table 2

| Classification  | Base Rate<br>FFPP<br>1.7.20<br>\$ | 8.7%<br>Overtime<br>Allowance<br>\$ | 9.1%<br>Overtime<br>Allowance<br>\$ | 12.2%<br>Incidence<br>Allowance<br>\$ | Annual Salary<br>including<br>allowances<br>\$ |
|---|-----------------------------------|-------------------------------------|-------------------------------------|---------------------------------------|--|
| Investigator (Surveillance)<br>ICAC Officer Grade 3 - Salary Point 1      | 90,193                            |                                     | 8,208                               | 11,004                                | 109,405  |
| Investigator (Surveillance)<br>ICAC Officer Grade 3 - Salary Point 2      | 92,648                            |                                     | 8,431                               | 11,303                                | 112,382  |
| Investigator (Surveillance)<br>ICAC Officer Grade 3 - Salary Point 3      | 94,617                            |                                     | 8,610                               | 11,543                                | 114,770  |
| Investigator (Surveillance)<br>ICAC Officer Grade 3 - Salary Point 4      | 97,563                            |                                     | 8,878                               | 11,903                                | 118,344  |
| Investigator (Surveillance)<br>ICAC Officer Grade 3 -Salary Point 5       | 100,022                           |                                     | 9,102                               | 12,203                                | 121,327  |
|   |                                   |                                     |                                     |                                       |  |
| Investigator/Forensic Accountant<br>ICAC Officer Grade 4 - Salary Point 1 | 102,234                           |                                     | 9,303                               |                                       | 111,537  |
| Investigator/Forensic Accountant<br>ICAC Officer Grade 4 - Salary Point 2 | 104,692                           |                                     | 9,527                               |                                       | 114,219  |
| Investigator/Forensic Accountant<br>ICAC Officer Grade 4 - Salary Point 3 | 107,891                           |                                     | 9,818                               |                                       | 117,709  |
| Investigator/Forensic Accountant<br>ICAC Officer Grade 4 - Salary Point 4 | 110,837                           |                                     | 10,086                              |                                       | 120,923  |
| Investigator/Forensic Accountant<br>ICAC Officer Grade 4 - Salary Point 5 | 113,791                           |                                     | 10,355                              |                                       | 124,146  |
| Technical Officer<br>ICAC Officer Grade 4 - Salary Point 1                | 102,234                           |                                     | 9,303                               | 12,473                                | 124,010  |
| Technical Officer<br>ICAC Officer Grade 4 - Salary Point 2                | 104,692                           |                                     | 9,527                               | 12,772                                | 126,991  |

|  |         |        |        |        |         |
|--|---------|--------|--------|--------|---------|
| Technical Officer<br>ICAC Officer Grade 4 - Salary Point 3                                   | 107,891 |        | 9,818  | 13,163 | 130,872 |
| Technical Officer<br>ICAC Officer Grade 4 - Salary Point 4                                   | 110,837 |        | 10,086 | 13,522 | 134,445 |
| Technical Officer<br>ICAC Officer Grade 4 - Salary Point 5                                   | 113,791 |        | 10,355 | 13,883 | 138,029 |
|  |         |        |        |        |         |
| Senior Investigator /Senior Forensic<br>Accountant<br>ICAC Officer Grade 5 - Salary Point 1  | 115,993 | 10,091 |        |        | 126,084 |
| Senior Investigator /Senior Forensic<br>Accountant<br>ICAC Officer Grade 5 - Salary Point 2  | 118,696 | 10,327 |        |        | 129,023 |
| Senior Investigator /Senior Forensic<br>Accountant<br>ICAC Officer Grade 5 - Salary Point 3  | 122,140 | 10,626 |        |        | 132,766 |
| Senior Investigator /Senior Forensic<br>Accountant<br>ICAC Officer Grade 5 - Salary Point 4  | 126,072 | 10,968 |        |        | 137,040 |
| Senior Investigator /Senior Forensic<br>Accountant<br>ICAC Officer Grade 5 - Salary Point 5  | 129,021 | 11,225 |        |        | 140,246 |
|  |         |        |        |        |         |
| Surveillance Team Leader/Senior<br>Technical Officer<br>ICAC Officer Grade 5 -Salary Point 1 | 115,993 | 10,091 |        | 14,151 | 140,235 |
| Surveillance Team Leader/Senior<br>Technical Officer<br>ICAC Officer Grade 5 -Salary Point 2 | 118,696 | 10,327 |        | 14,481 | 143,504 |
| Surveillance Team Leader/Senior<br>Technical Officer<br>ICAC Officer Grade 5 -Salary Point 3 | 122,140 | 10,626 |        | 14,901 | 147,667 |
| Surveillance Team Leader/Senior<br>Technical Officer<br>ICAC Officer Grade 5 -Salary Point 4 | 126,072 | 10,968 |        | 15,381 | 152,421 |
| Surveillance Team Leader/Senior<br>Technical Officer<br>ICAC Officer Grade 5 -Salary Point 5 | 129,021 | 11,225 |        | 15,741 | 155,987 |
|  |         |        |        |        |         |
| Special Investigator<br>ICAC Officer Grade 6 - Salary Point 1                                | 129,757 | 11,289 |        |        | 141,046 |
| Special Investigator<br>ICAC Officer Grade 6 - Salary Point 2                                | 133,688 | 11,631 |        |        | 145,319 |
| Special Investigator<br>ICAC Officer Grade 6 - Salary Point 3                                | 136,399 | 11,867 |        |        | 148,266 |
| Special Investigator<br>ICAC Officer Grade 6 - Salary Point 4                                | 139,836 | 12,166 |        |        | 152,002 |
| Special Investigator<br>ICAC Officer Grade 6 - Salary Point 5                                | 144,263 | 12,551 |        |        | 156,814 |

3. Delete Schedule 2, Allowances Rates and insert in lieu thereof the following:

## SCHEDULE 2

### ALLOWANCE RATES

- (1) Associate's Allowance, Community Language Allowance Scheme and First Aid Allowance

| Allowance   | FFP 1.7.19<br>\$ | FFP 1.7.20<br>\$ |
|---|------------------|------------------|
| Associate's Allowance subclause 28(2)   |                  |                  |
| - Total allowance payable in 12 month financial period not to exceed                    | 6664 p.a.        | 6,684 p.a.       |
| - 50% allowance payable to approved staff members on basis of training and availability | 3332 p.a.        | 3,342 p.a.       |
| - Daily Rate  | 83.30 pd         | 83.55 pd         |
| Community Language Allowance Scheme subclause 28(3)                                     | 1448 p.a.        | 1,452 p.a.       |
| Alarm Allowance (on call allowance)<br>- For officers that are required to be on call   | 1.00 ph/6940 pa  | 1.01 ph/7,009 pa |
| First Aid Allowance (Senior)  | 1401 p.a.        | 1,405 p.a.       |
| First Aid Officer Allowance subclause 28(4)   | 933 p.a.         | 936 p.a.         |

4. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

Printed by the authority of the Industrial Registrar.

**LANDCOM AWARD 2019****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. 145086 of 2020)

Before Chief Commissioner Constant

15 December 2020

**VARIATION**

1. Delete clause 78, Monetary Rates Table, of the award published 28 February 2020 (386 I.G. 840) and insert in lieu thereof the following:

**78. Monetary Rates Table**

| Item No. | Clause No. | Summary Description of Allowances   | 1 July 2019<br>\$ | 1 July 2020<br>\$ |
|----------|------------|---|-------------------|-------------------|
| 1        | 28         | First Aid allowance:  | Per Annum         | Per Annum         |
|          |            | (a) Holder of a current First Aid Certificate and designated First Aid Officer              | 940               | 943               |
|          |            | (b) Holder of a Current Occupational First Aid Certificate and designated First Aid Officer | 1,416             | 1,420             |
| 2        | 34(4)      | On call allowance   | 1.00 per hour     | 1.01 per hour     |
| 3        | 73         | Community Language Allowance  | 1,463 Per annum   | 1,467 Per annum   |
| 4        | 29         | Weekend and Public Holiday Allowance  | Per annum<br>\$   | Per annum<br>\$   |
|          |            | Work on 3 of 4 weekends   | 14,311            | 14,354            |
|          |            | Work on 2 of 4 weekends   | 9,540             | 9,569             |

2. Delete Appendix B - Salary Schedule, and insert in lieu thereof the following:

**APPENDIX B****SALARY SCHEDULE**

| Landcom Officer Classification Officer | 1 July 2019<br>Per annum<br>\$ | 1 July 2020<br>Per annum<br>\$ |
|--|--------------------------------|--------------------------------|
| Level 1 Salary point 1                 | 54,046                         | 54,208                         |
| Level 1 Salary point 2                 | 57,455                         | 57,627                         |
| Level 1 Salary point 3                 | 59,984                         | 60,164                         |
| Level 1 Salary point 4                 | 62,831                         | 63,019                         |
|  |                                |                                |
| Level 2 Salary point 5                 | 67,550                         | 67,753                         |
| Level 2 Salary point 6                 | 70,144                         | 70,354                         |
| Level 2 Salary point 7                 | 73,391                         | 73,611                         |
|  |                                |                                |

|                          |         |         |
|--------------------------|---------|---------|
| Level 3 Salary point 8   | 77,067  | 77,298  |
| Level 3 Salary point 9   | 80,331  | 80,572  |
| Level 3 Salary point 10  | 84,337  | 84,590  |
|                          |         |         |
| Level 4 Salary point 11  | 89,208  | 89,476  |
| Level 4 Salary point 12  | 92,780  | 93,058  |
| Level 4 Salary point 13  | 98,444  | 98,739  |
|                          |         |         |
| Management               |         |         |
| Level 5 Salary point 14  | 106,667 | 106,987 |
| Level 5 Salary point 15  | 112,250 | 112,587 |
| Level 5 Salary point 16  | 117,710 | 118,063 |
|                          |         |         |
| Level 6 Salary point 17  | 124,894 | 125,269 |
| Level 6 Salary point 18  | 129,812 | 130,201 |
| Level 6 Salary point 19  | 135,171 | 135,577 |
|                          |         |         |
| Level 7 Salary point 20  | 142,075 | 142,501 |
| Level 7 Salary point 21  | 148,262 | 148,707 |
| Level 7 Salary point 22  | 156,306 | 156,775 |
|                          |         |         |
| Senior Management        |         |         |
| Level 8 Salary point 23  | 169,626 | 170,135 |
| Level 8 Salary point 24  | 177,095 | 177,626 |
| Level 8 Salary point 25  | 185,495 | 186,051 |
|                          |         |         |
| Level 9 Salary point 26  | 185,869 | 186,427 |
| Level 9 Salary point 27  | 198,974 | 199,571 |
|                          |         |         |
| Level 10 Salary point 28 | 205,633 | 206,250 |
| Level 10 Salary point 29 | 225,724 | 226,401 |

3. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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(1915)

**SERIAL C9170****LOCAL LAND SERVICES AWARD 2019****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. 143934 of 2020)

Before Chief Commissioner Constant

15 December 2020

**VARIATION**

- Delete Table 1 - Salary Pay Points of Schedule A - Classification Structure and Rates of Pay, of the award published 25 October 2019 (385 I.G. 392) and insert in lieu thereof the following:

**Table 1 - Salary Pay Points**

| Pay Point | Effective from first full pay<br>after 1 July 2019<br>2.50%<br>\$ | Effective from first full pay<br>after 1 July 2020<br>0.3%<br>\$ | Grade |
|-----------|---|--|-------|
| 1         | 48,261  | 48,406   | 1.1   |
| 2         | 49,095  | 49,242   | 1.2   |
| 3         | 50,718  | 50,870   | 1.3   |
| 4         | 53,991  | 54,153   | 1.4   |
| 5         | 57,262  | 57,434   | 2.1   |
| 6         | 59,841  | 60,021   | 2.2   |
| 7         | 62,081  | 62,267   | 2.3   |
| 8         | 64,779  | 64,973   | 3.1   |
| 9         | 66,682  | 66,882   | 3.2   |
| 10        | 68,543  | 68,749   | 3.3   |
| 11        | 70,425  | 70,636   | 3.4   |
| 12        | 72,418  | 72,635   | 4.1   |
| 13        | 74,603  | 74,827   | 4.2   |
| 14        | 76,931  | 77,162   | 4.3   |
| 15        | 79,297  | 79,535   | 4.4   |
| 16        | 83,527  | 83,778   | 5.1   |
| 17        | 85,488  | 85,744   | 5.2   |
| 18        | 86,757  | 87,017   | 5.3   |
| 19        | 88,184  | 88,449   | 5.4   |
| 20        | 91,641  | 91,916   | 5.5   |
| 21        | 94,327  | 94,610   | 5.6   |
| 22        | 97,152  | 97,443   | 6.1   |
| 23        | 100,056   | 100,356  | 6.2   |
| 24        | 102,707   | 103,015  | 6.3   |
| 25        | 104,226   | 104,539  | 6.4   |
| 26        | 107,541   | 107,864  | 6.5   |
| 27        | 110,745   | 111,077  | 7.1   |
| 28        | 113,859   | 114,201  | 7.2   |
| 29        | 118,507   | 118,863  | 7.3   |
| 30        | 122,038   | 122,404  | 7.4   |
| 31        | 124,413   | 124,786  | 7.5   |
| 32        | 128,089   | 128,473  | 8.1   |
| 33        | 133,519   | 133,920  | 8.2   |

|    |         |         |     |
|----|---------|---------|-----|
| 34 | 136,489 | 136,898 | 8.3 |
| 35 | 141,882 | 142,308 | 8.4 |
| 36 | 148,134 | 148,578 | 8.5 |

2. Delete Tables 1 and 2 of Schedule B - Allowances and Expenses and insert in lieu thereof the following:

**Table 1 - Work Related Allowances**

| Item No. | Clause No. | Allowance         | Effective from first full pay after 1 July 2019<br>2.5% | Effective from first full pay after 1 July 2020<br>0.3% |
|----------|------------|-------------------|---|---|
| 1        | 33.1       | On-call allowance | \$1.00 per hour   | 1.01 per hour   |
| 2        | 42.3       | Flying allowance  | \$21.70 per hour  | 21.80 per hour  |

**Table 2 - Meal, Travel and Other Expense Related Allowances**

| Item No. | Clause No.      | Description   | Rates effective from<br>1 July 2019<br>\$ | Rates effective from<br>1 July 2020<br>\$ |
|----------|-----------------|---|---|---|
| 1        | 42.1.5          | Camping allowance   | Per night                                 |   |
|          |                 | Established camp  | 33.45                                     | 34.10                                     |
|          |                 | Non-established camp  | 44.15                                     | 45.05                                     |
|          |                 | Additional allowance for employees who camp in excess of 40 nights per year | 10.55                                     | 10.80                                     |
| 2        | 42.1.4 & 42.1.5 | Camping equipment allowance   | Per night                                 |   |
|          |                 | Camping equipment allowance   | 33.15                                     | 33.80                                     |
|          |                 | Bedding and sleeping bag  | 5.55                                      | 5.65                                      |
| 3        | 41              | Remote areas allowance  | Per annum                                 |   |
|          |                 | With dependants   |   |   |
|          | 41.2.1          | - Grade A   | 2,114                                     | 2,156                                     |
|          | 41.2.2          | - Grade B   | 2,804                                     | 2,860                                     |
|          | 41.2.3          | - Grade C   | 3,744                                     | 3,819                                     |
|          |                 | Without dependants  |   |   |
|          | 41.2.1          | - Grade A   | 1,475                                     | 1,505                                     |
|          | 41.2.2          | - Grade B   | 1,966                                     | 2,005                                     |
|          | 41.2.3          | - Grade C   | 2,623                                     | 2,675                                     |
| 4        | 42.2.4          | Home Office Allowance   | 963                                       | 983                                       |
| 5        | 42.4            | Horse Allowance   | 11.25 per week                            | 11.50 per week                            |
| 6        | 42.5            | Dog Allowance   | \$5.75 per week                           | 5.90 per week                             |

3. Delete Tables 4 and 5 of Schedule D - Transition to New Classification, and insert in lieu thereof the following:

**Table 4 - Field Operations Stream**

| Field Operations Stream                                |   |           |
|--|---|-----------|
| Classification   | Grade   | Pay Point |
| Conservation Field Officer Level 1                     | 1.3   | 3         |
| Conservation Field Officer Level 2                     | 1.4   | 4         |
|  |   |           |
| Field Officer (Travelling Stock Routes) Level 1        | 1.3   | 3         |
| Field Officer (Travelling Stock Routes). Level 2       | 1.4   | 4         |
| Hard Barrier - Comparative Assessment Required         |   |           |
| Conservation Field Officer Levels 3 and 4              | 2.1   | 5         |
| Conservation Field Officer Level 5                     | 2.3   | 7         |
|  |   |           |
| Senior Field Officer (Travelling Stock Routes) Level 1 | 2.1   | 5         |
| Senior Field Officer (Travelling Stock Routes) Level 2 | 2.2   | 6         |
| Senior Field Officer (Travelling Stock Routes) Level 3 | 2.3   | 7         |
| Hard Barrier - Comparative Assessment Required         |   |           |
| Conservation Field Officer Level 6                     | 3.2   | 9         |
| Conservation Field Officer Level 7                     | 3.3   | 10        |
|  |   |           |
| Biosecurity Support Officer Level 1                    | 3.1   | 8         |
| Biosecurity Support Officer Level 2                    | 3.2   | 9         |
| Biosecurity Support Officer Level 3                    | 3.3   | 10        |
| Biosecurity Support Officer Level 4                    | 3.4   | 11        |
| Hard Barrier - Comparative Assessment Required         |   |           |
| Biosecurity Officer Level 1                            | 4.1   | 12        |
| Biosecurity Officer Level 2                            | 4.2   | 13        |
| Biosecurity Officer Level 3                            | 4.3   | 14        |
| Biosecurity Officer Level 4                            | 4.4   | 15        |
|  |   |           |
| Ranger (Travelling Stock Routes) Level 1               | 4.1   | 12        |
| Ranger (Travelling Stock Routes) Level 2               | 4.2   | 13        |
| Ranger (Travelling Stock Routes) Level 3               | 4.3   | 14        |
| Ranger (Travelling Stock Routes) Level 4               | 4.4   | 15        |
| Hard Barrier - Comparative Assessment Required         |   |           |
| Managing Ranger (Grand-parented for present occupants) | 5.1 (\$83,527 p/a from FFPP 1.7.19 & \$83,778 p/a from FFPP 1.7.2020) | 16        |

**Table 5 - District Veterinarian Stream**

| District Veterinarian Stream (Personal Progression) |       |           |
|---|-------|-----------|
| Classification                                      | Grade | Pay Point |
| District Vet Level 1                                | 4.4   | 15        |
| District Vet Level 2.1                              | 5.1   | 16        |
| District Vet Level 2.2                              | 5.3   | 18        |
| District Vet Level 2.3                              | 5.6   | 21        |
| District Vet Level 3.1                              | 6.2   | 23        |
| District Vet Level 3.2                              | 6.3   | 24        |
| District Vet Level 3.3                              | 7.2   | 28        |

|  |   |    |
|--|---|----|
| District Vet Level 4.1                                     | 7.3   | 29 |
| District Vet Level 4.2                                     | 7.4   | 30 |
| District Vet Level 4.3                                     | 7.5   | 31 |
| Hard Barrier - Comparative Assessment Required             |   |    |
| Team Leader Animal Biosecurity and Welfare Level 1         | 8.1   | 32 |
| Team Leader Animal Biosecurity and Welfare Level 2         | 8.2   | 33 |
| Senior District VET (Grand-parented for present occupants) | 8.3 (\$136,489 p/a from FFPP 1.7.2019 & \$136,898 p/a from FFPP 1.7.20) | 34 |

4. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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(1932)

**SERIAL C9192**

## NSW HEALTH SERVICE ALLIED HEALTH ASSISTANTS (STATE) AWARD 2019

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 163146 of 2020)

Before Chief Commissioner Constant

15 December 2020

### VARIATION

1. Delete Table 1 -Salaries of Part B, Monetary Rates, of the award published 24 January 2020 (386 I.G. 263) and insert in lieu thereof the following:

| Classification          | Rate from ffppoa<br>01/07/2019<br>Per week<br>\$ | Rate from ffppoa<br>01/07/2020<br>Per week<br>\$ |
|-------------------------|--|--|
| Level 1                 |  |  |
| Entry                   |  |  |
| Level 2                 | 1,007.98   | 1,011.01   |
| 1st Year                | 1,032.18   | 1,035.28   |
| 2nd Year                | 1,051.47   | 1,054.62   |
| 3rd Year and Thereafter |  |  |
| Level 3                 | 1,065.08   | 1,068.28   |
| 1st Year                | 1,098.29   | 1,101.58   |
| 2nd Year                | 1,120.32   | 1,123.69   |
| 3rd Year and Thereafter | 1,148.00   | 1,151.44   |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

Printed by the authority of the Industrial Registrar.

# NSW HEALTH SERVICE HEALTH PROFESSIONALS (STATE) AWARD 2019

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 163179 of 2020)

Before Chief Commissioner Constant

15 December 2020

## VARIATION

- Delete Part B, Monetary Rates, of the award published 1 November 2019 (385 I.G. 665) and insert in lieu thereof the following:

## PART B

### MONETARY RATES

Table 1 - Salaries

| Classification  | Rate from ffppoa<br>01/07/2019<br>\$ per annum | Rate from ffppoa<br>01/07/202<br>\$ per annum |
|---|--|---|
| Health Professional Classifications   |  |   |
| Audiologist, Art Therapist, Counsellor, Dietician, Diversional Therapist, Exercise Physiologist, Genetics Counsellor, Music Therapist, Occupational Therapist, Orthoptist, Orthotists/Prosthetist, Physiotherapist, Play Therapist, Podiatrist, Sexual Assault Worker, Social Worker, Speech Pathologist, Welfare Officer |  |   |
| Level 1   |  |   |
| Year 1  | 64,270   | 64,463  |
| Year 2  | 66,690   | 66,890  |
| Year 3  | 70,800   | 71,012  |
| Year 4  | 75,663   | 75,890  |
| Level 2   |  |   |
| Year 1  | 80,885   | 81,128  |
| Year 2  | 86,016   | 86,274  |
| Year 3  | 90,201   | 90,472  |
| Year 4  | 93,114   | 93,393  |
| Level 3   |  |   |
| Year 1  | 100,151  | 100,451                                       |
| Year 2  | 103,503  | 103,814                                       |
| Level 4   |  |   |
| Year 1  | 108,678  | 109,004                                       |
| Year 2  | 111,394  | 111,728                                       |
| Level 5   |  |   |
| Year 1  | 116,965  | 117,316                                       |
| Year 2  | 119,890  | 120,250                                       |
| Level 6   |  |   |
| Year 1  | 125,832  | 126,209                                       |
| Year 2  | 129,030  | 129,417                                       |
| Level 7   |  |   |
| Grade 1   | 135,481  | 135,887                                       |
| Grade 2   | 142,256  | 142,683                                       |
| Grade 3   | 149,367  | 149,815                                       |

|         |         |         |
|---------|---------|---------|
| Level 8 |         |         |
| Grade 1 | 142,256 | 142,683 |
| Grade 2 | 149,367 | 149,815 |
| Grade 3 | 156,837 | 157,308 |
| Grade 4 | 164,679 | 165,173 |

**Table 2 - Sole Practitioner Allowance**

| Clause | Allowance Description                             | Rate from<br>ffppoa<br>01/07/2019<br>\$ per annum | Rate from<br>ffppoa<br>01/07/2020<br>\$ per annum |
|--------|---|---|---|
| 6      | Sole Practitioner Allowance (Health Professional) | 7,037   | 7,058   |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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(018)

**SERIAL C9178**

# **NURSES' (DEPARTMENT OF COMMUNITIES AND JUSTICE - AGEING, DISABILITY AND HOME CARE) (STATE) AWARD 2019**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by New South Wales Nurses and Midwives' Association, Industrial Organisation of Employees.

(Case No. 143576 of 2020)

Before Chief Commissioner Constant

15 December 2020

**VARIATION**

1. Delete Part B, Monetary Rates of the award published 25 October 2019 (385 I.G. 455) and insert in lieu thereof the following:

**PART B****MONETARY RATES****Table 1 - Salaries**

|  | 1st full pay period<br>to commence on or<br>after 01.07.19<br>per annum<br>(2.5%)<br>\$ | 1st full pay period<br>to commence on or<br>after 01.07.20<br>per annum<br>(0.3%)<br>\$ |
|--|---|---|
| Assistant in Nursing   |   |   |
| Under 18 years - 1st Year of Experience                      | 37,532  | 37,645  |
| Under 18 years - 2nd Year of Experience                      | 39,226  | 39,344  |
| Under 18 years - Thereafter                                  | 40,771  | 40,893  |
| Assistant in Nursing and Trainee Enrolled Nurse's Aide Adult |   |   |
| Over 18 years - 1st Year of Experience                       | 44,297  | 44,430  |
| Over 18 years - 2nd Year of Experience                       | 45,711  | 45,848  |
| Over 18 years - 3rd Year of Experience                       | 47,139  | 47,280  |
| Over 18 years - 4th Year of Experience                       | 48,598  | 48,744  |
| Trainee Enrolled Nurse                                       |   |   |
| Under 18 years - 1st Year of Experience                      | 37,590  | 37,703  |
| Under 18 years - 2nd Year of Experience                      | 39,246  | 39,364  |
| Under 18 years - Thereafter                                  | 40,818  | 40,940  |
| Trainee Enrolled Nurse                                       |   |   |
| Over 18 years - 1st Year of Experience                       | 44,343  | 44,476  |
| Over 18 years - 2nd Year of Experience                       | 45,756  | 45,893  |
| Over 18 years - 3rd Year of Experience                       | 47,192  | 47,334  |
| Thereafter   | 48,668  | 48,814  |
| Enrolled Nurse   |   |   |
| 1st Year of Service  | 54,423  | 54,586  |
| 2nd Year of Service  | 55,615  | 55,782  |
| 3rd Year of Service  | 56,816  | 56,986  |
| 4th Year of Service  | 58,018  | 58,192  |



|   |         |         |
|---|---------|---------|
| Thereafter  | 59,229  | 59,407  |
| Enrolled Nurse - Medication Endorsement                             |         |         |
| 1st Year  | 57,284  | 57,456  |
| 2nd Year  | 58,516  | 58,692  |
| 3rd Year  | 59,758  | 59,937  |
| 4th Year  | 61,002  | 61,185  |
| 5th Year & Thereafter   | 62,252  | 62,439  |
|   |         |         |
| Nurses undergoing pre-registration training other than as a student | 53,202  | 53,362  |
|   |         |         |
| Registered Nurse  |         |         |
| 1st Year of Service   | 61,700  | 61,885  |
| 2nd Year of Service   | 65,071  | 65,266  |
| 3rd Year of Service   | 68,424  | 68,629  |
| 4th Year of Service   | 72,022  | 72,238  |
| 5th Year of Service   | 75,590  | 75,817  |
| 6th Year of Service   | 79,168  | 79,406  |
| 7th Year of Service   | 83,227  | 83,477  |
| 8th Year of Service   | 86,659  | 86,919  |
|   |         |         |
| Clinical Nurse Consultant   |         |         |
| 1st Year  | 108,407 | 108,732 |
| 2nd Year  | 110,887 | 111,220 |
|   |         |         |
| Clinical Nurse Specialist   | 90,192  | 90,463  |
| *No further appointments to this classification after 30 June 2004  |         |         |
|   |         |         |
| Clinical Nurse Educator   | 90,192  | 90,463  |
|   |         |         |
| Nurse Learning and Development Officer                              |         |         |
| 1st Year  | 100,048 | 100,348 |
| 2nd Year  | 102,863 | 103,172 |
| 3rd Year  | 105,387 | 105,703 |
| 4th Year  | 110,888 | 111,221 |
|   |         |         |
| Residential Unit Nurse Manager                                      |         |         |
| Level 1   | 108,705 | 109,031 |
| Residential Unit Nurse Manager                                      |         |         |
| Level 2   | 113,864 | 114,206 |
| Residential Unit Nurse Manager                                      |         |         |
| Level 3   | 116,924 | 117,275 |
|   |         |         |
| Nurse Systems Support Officer                                       |         |         |
| Level 1   | 97,401  | 97,693  |
| Level 2   | 103,584 | 103,895 |
| Level 3 - 1st Year  | 108,407 | 108,732 |
| Level 3 - 2nd Year  | 110,613 | 110,945 |
|   |         |         |
| Nurse Systems Support Co-ordinator                                  |         |         |
| Level 1   | 103,584 | 103,895 |
| Level 2 - 1st Year  | 108,407 | 108,732 |
| Level 2 - 2nd Year  | 110,613 | 110,945 |
| Level 3 - 1st Year  | 108,407 | 108,732 |
| Level 3 - 2nd Year  | 110,613 | 110,945 |

|   |         |         |
|---|---------|---------|
| Level 3 - 3rd Year  | 112,809 | 113,147 |
| Level 3 - 4th Year  | 115,045 | 115,390 |
| Level 4 - 1st Year  | 112,809 | 113,147 |
| Level 4 - 2nd Year  | 115,045 | 115,390 |
| Nurse Manager Learning and Development Unit   |         |         |
| 1st Year  | 119,458 | 119,816 |
| 2nd Year  | 121,684 | 122,049 |
|   |         |         |
| Nurse Manager Resource Support Unit   |         |         |
| 1st Year  | 119,458 | 119,816 |
| 2nd Year  | 121,684 | 122,049 |
| Nurse Manager   |         |         |
| Grade 1 - 1st Year  | 108,407 | 108,732 |
| Grade 1 - 2nd Year  | 110,613 | 110,945 |
| Grade 2 - 1st Year  | 112,809 | 113,147 |
| Grade 2 - 2nd Year  | 115,045 | 115,390 |
| Grade 3 - 1st Year  | 119,458 | 119,816 |
| Grade 3 - 2nd Year  | 121,684 | 122,049 |
| Grade 4 - 1st Year  | 126,105 | 126,483 |
| Grade 4 - 2nd Year  | 128,314 | 128,699 |
| Grade 5 - 1st Year  | 132,720 | 133,118 |
| Grade 5 - 2nd Year  | 134,962 | 135,367 |
| Grade 6 - 1st Year  | 139,384 | 139,802 |
| Grade 6 - 2nd Year  | 141,442 | 141,866 |
| Grade 7 - 1st Year  | 150,434 | 150,885 |
| Grade 7 - 2nd Year  | 152,659 | 153,117 |
| Grade 8 - 1st Year  | 161,493 | 161,977 |
| Grade 8 - 2nd Year  | 163,703 | 164,194 |
|   |         |         |
| Nurse Manager After Hours   |         |         |
| Westmead, Rydalmere and Stockton, Casuarina Grove                                   |         |         |
| 1st Year  | 108,407 | 108,732 |
| 2nd Year  | 110,613 | 110,945 |
|   |         |         |
| Principal Nurse Manager Accommodation and Nursing Services                          |         |         |
| 1st Year  | 150,434 | 150,885 |
| 2nd Year  | 152,659 | 153,117 |
|   |         |         |
| Nurse Manager Accommodation and Nursing Services                                    |         |         |
| Tomaree, Summer Hill Group Homes, Summer Hill Respite and Liverpool Respite         |         |         |
|   |         |         |
| 1st Year  | 126,105 | 126,483 |
| 2nd Year  | 128,314 | 128,699 |
|   |         |         |
| Casuarina Grove, Kanangra, Norton Road, Riverside, Stockton, Rydalmere and Westmead |         |         |
| 1st Year  | 132,720 | 133,118 |
| 2nd Year  | 134,962 | 135,367 |

**Table Two - Other Rates and Allowances**

| Clause No.  | Allowance<br>(Wage Type)  | 1st Full Pay Period<br>to commence on or<br>after 01.07.19<br>(2.5%) per shift<br>\$ | 2nd Full Pay Period<br>to commence on or<br>after 01.07.20<br>(0.3%) per shift<br>\$ |
|-------------|---|--|--|
| 9(i) & (ii) | Registered Nurse in charge of Unit in absence of RUNM or in charge of Residence of not more than 100 resident clients | 33.75  | 33.85  |
| 9(iv)       | Registered Nurse designated as the Rover in charge of a residence after hours (Norton Road, Riverside)                | 33.75  | 33.85  |
| 9 (iii)     | Registered Nurse in charge in absence of RUNM and in charge of a residence of not more than 100 resident clients      | 50.73  | 50.88  |
| 9(v)        | Registered Nurse designated as the Rover in charge of a residential centre after hours (Casuarina Grove and Kanangra) | 50.73  | 50.88  |
|             |   | Per week<br>\$   | Per week<br>\$   |
| 11(i)       | Uniform Allowance   | 6.26   | 6.28   |
| 11(iii)(a)  | Shoe Allowance  | 1.93   | 1.94   |
| 11(iii)(b)  | Stocking Allowance  | 3.25   | 3.26   |
| 11(iii)c    | Sock Allowance  | 0.6  | 0.60   |
| 11(iv)      | Laundry Allowance   | 5.21   | 5.23   |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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(009)

SERIAL C9183

**OPERATIONAL AMBULANCE MANAGERS (STATE) AWARD 2019**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 168263 of 2020)

Before Chief Commissioner Constant

15 December 2020

**VARIATION**

1. Delete Section - Monetary Rates, of the award published 24 April 2020 (387 IG 770) and insert in lieu thereof the following:

**SECTION 7 - MONETARY RATES****Table 1 - Salaries**

| Classification            | Rates from first full pay period<br>on or after 01/07/2019<br>Per Annum Minimum<br>\$ | Rates from first full pay period<br>on or after 01/07/2019<br>Per Annum Maximum<br>\$ |
|---------------------------|---|---|
| Operational Manager       |   |   |
| Level 1                   | 111,891   | 117,221   |
| Level 2                   | 114,552   | 135,871   |
| Level 3                   | 133,203   | 151,853   |
| Level 4                   | 149,186   | 178,497   |
| Level 5                   | 175,828   | 197,145   |
| Operations Centre Manager |   |   |
| Level 1                   | 109,021   | 114,212   |
| Level 2                   | 111,613   | 132,381   |
| Level 3                   | 129,784   | 147,955   |
| Level 4                   | 145,355   | 173,913   |
| Level 5                   | 171,314   | 192,083   |
| Classification            | Rates from first full pay period<br>on or after 01/07/2020<br>Per Annum Minimum<br>\$ | Rates from first full pay period<br>on or after 01/07/2020<br>Per Annum Maximum<br>\$ |
| Operational Manager       |   |   |
| Level 1                   | 112,227   | 117,573   |
| Level 2                   | 114,896   | 136,279   |
| Level 3                   | 113,603   | 152,309   |
| Level 4                   | 149,634   | 179,032   |
| Level 5                   | 176,355   | 197,736   |
| Operations Centre Manager |   |   |
| Level 1                   | 109,248   | 114,555   |
| Level 2                   | 111,948   | 132,778   |
| Level 3                   | 130,173   | 148,399   |
| Level 4                   | 145,791   | 147,435   |
| Level 5                   | 171,828   | 192,659   |

**Table 2 - Allowances**

| Item No. | Clause No. | Allowance Description   | Rates from first full pay period on or After 01/07/2019<br>\$ | Rates from first full pay period on or After 01/07/2020<br>\$ |
|----------|------------|---|---|---|
| 1        | 16         | Climatic and Isolation Allowance - Time and Half Zone - (per week)* | 4.70  | 4.80  |
| 2        | 16         | Climatic and Isolation Allowance - Double Zone (per week)*          | 9.40  | 9.60  |
| 3        | 29         | Laundry (per week)*   | 13.50   | 13.80   |

\* Rate moves independently to Award wages increase.

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

Printed by the authority of the Industrial Registrar.

## **PUBLIC HEALTH SYSTEM NURSES' AND MIDWIVES' (STATE) AWARD 2019**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by New South Wales Nurses and Midwives' Association, Industrial Organisation of Employees.

(Case No. 141054 of 2020)

Before Chief Commissioner Constant

15 December 2020

### **VARIATION**

1. Delete clause 19, Occupational Health and Safety for Employees of Contractors and Labour Hire Businesses of clause 1, Arrangement, of the award published 20 March 2020 (387 I.G. 171) and insert in lieu thereof the following:

19. Work Health and Safety for Employees of Contractors and Labour Hire Business

2. Delete the title of clause 19, Occupational Health and Safety for Employees of Contractors and Labour Hire Businesses, in the body of the award and insert in lieu thereof the following:

#### **19. Work Health and Safety for Employees of Contractors and Labour Hire Business**

3. Delete paragraph (b) of subclause (ii) of clause 19, Work Health and Safety for Employees of Contractors and Labour Hire Business, and insert in lieu thereof the following:
  - (b) provide employees of the labour hire business and/or contract business with appropriate work, health and safety induction training including the appropriate training required for such employees to perform their jobs safely;"
4. Delete clause 21, Car Allowance, and insert in lieu thereof the following:

#### **21. Car Allowance**

An employee who, with the approval of the Chief Executive Officer or their nominee, uses on official business a motor vehicle maintained primarily for other than official business, shall be paid an allowance based on the rates prescribed by Item 6 (ref clause 36.3) of Table 1 of the Department of Premier and Cabinet Circular C2019-03-Meal, Travelling and Other Allowances for 2019-20 (as amended or replaced)."

5. Delete clause 47, Right of Entry, and insert in lieu thereof the following:

#### **47. Right of Entry**

See Chapter 5, Part 7 of the *Industrial Relations Act* 1996 and Part 7 of the *Work Health and Safety Act* 2011 (as amended or replaced)."

6. Delete paragraph (i) of subclause (c) of clause 54, Trade Union Activities, and insert in lieu thereof the following:
  - (i) accredited Work Health and Safety (WH&S) courses and any other accredited WH&S training for WH&S Committee members. The provider(s) of accredited WH&S training courses and the conditions on which paid trade union leave for such courses will be granted shall be negotiated between the Chief Executive and the Association."

7. Delete subclauses (iv) and (v) of clause 58, Area, Incidence and Duration, and insert in lieu thereof the following:
- (iv) This Award commences on and from 1 July 2019. It shall remain in force until 30 June 2021.
- (v) The increases shown in the third column of Schedule A commence from the first full pay period commencing on or after ('FFPPCOOA') 1 July 2020.
8. Delete Part B, Monetary Rates of Schedule A, and insert in lieu the following:

## SCHEDULE A

### PART B

#### MONETARY RATES

**Table 1 - Salaries**

| Description                                     | Rates as at<br>1/7/2019<br>per week | FFPPCOOA<br>01/07/2019<br>per week | FFPPCOOA<br>01/07/2020<br>per week |
|---|-------------------------------------|------------------------------------|------------------------------------|
| Assistant in Nursing/Midwifery                  |                                     |                                    |                                    |
| 1st Year  | \$862.30                            | \$883.90                           | \$886.60                           |
| 2nd Year  | \$889.90                            | \$912.10                           | \$914.80                           |
| 3rd Year  | \$917.90                            | \$940.80                           | \$943.60                           |
| 4th Year and Thereafter                         | \$946.20                            | \$969.90                           | \$972.80                           |
| Enrolled Nurse without medication qualification |                                     |                                    |                                    |
| 1st Year  | \$1,058.30                          | \$1,084.80                         | \$1088.10                          |
| 2nd Year  | \$1,081.70                          | \$1,108.70                         | \$1112.00                          |
| 3rd Year  | \$1,104.60                          | \$1,132.20                         | \$1135.60                          |
| 4th Year  | \$1,128.10                          | \$1,156.30                         | \$1159.80                          |
| 5th Year and Thereafter                         | \$1,151.90                          | \$1,180.70                         | \$1184.20                          |
| Special Grade >08.12.99                         | \$1,187.80                          | \$1,217.50                         | \$1221.20                          |
| Enrolled Nurse                                  |                                     |                                    |                                    |
| 1st Year  | \$1,081.70                          | \$1,108.70                         | \$1112.00                          |
| 2nd Year  | \$1,104.60                          | \$1,132.20                         | \$1135.60                          |
| 3rd Year  | \$1,128.10                          | \$1,156.30                         | \$1159.80                          |
| 4th Year  | \$1,151.90                          | \$1,180.70                         | \$1184.20                          |
| 5th Year and Thereafter                         | \$1,175.30                          | \$1,204.70                         | \$1208.30                          |
| Special Grade                                   | \$1,211.30                          | \$1,241.60                         | \$1245.30                          |
| Registered Nurse/Midwife                        |                                     |                                    |                                    |
| 1st Year  | \$1,200.10                          | \$1,230.10                         | \$1233.80                          |
| 2nd Year  | \$1,265.30                          | \$1,296.90                         | \$1300.80                          |
| 3rd Year  | \$1,330.60                          | \$1,363.90                         | \$1368.00                          |
| 4th Year  | \$1,400.60                          | \$1,435.60                         | \$1439.90                          |
| 5th Year  | \$1,470.20                          | \$1,507.00                         | \$1511.50                          |
| 6th Year  | \$1,539.30                          | \$1,577.80                         | \$1582.50                          |
| 7th Year  | \$1,618.50                          | \$1,659.00                         | \$1664.00                          |
| 8th Year and Thereafter                         | \$1,685.10                          | \$1,727.20                         | \$1732.40                          |
| Clinical Nurse/Midwife Specialist               |                                     |                                    |                                    |
| Grade 1 - 1st Year and Thereafter               | \$1,753.60                          | \$1,797.40                         | \$1802.80                          |
| Grade 2 - 1st Year                              | \$1,883.70                          | \$1,930.80                         | \$1936.60                          |
| Grade 2 - 2nd Year and Thereafter               | \$1,945.60                          | \$1,994.20                         | \$2000.20                          |
| Clinical Nurse/Midwife Consultant               |                                     |                                    |                                    |
| Appointed prior to 31.12.99                     | \$2,156.40                          | \$2,210.30                         | \$2216.90                          |
| Grade 1 - 1st Year >31.12.99                    | \$2,107.90                          | \$2,160.60                         | \$2167.10                          |
| Grade 1 - 2nd Year >31.12.99                    | \$2,151.00                          | \$2,204.80                         | \$2211.40                          |

|   |            |            |           |
|---|------------|------------|-----------|
| Grade 2 - 1st Year >31.12.99  | \$2,193.60 | \$2,248.40 | \$2255.10 |
| Grade 2 - 2nd Year >31.12.99  | \$2,237.20 | \$2,293.10 | \$2300.00 |
| Grade 3 - 1st Year >31.12.99  | \$2,323.10 | \$2,381.20 | \$2388.30 |
| Grade 3 - 2nd Year >31.12.99  | \$2,366.20 | \$2,425.40 | \$2432.70 |
| Clinical Nurse/Midwife Educator   |            |            |           |
| Year 1  | \$1,824.50 | \$1,870.10 | \$1875.70 |
| Year 2 and Thereafter   | \$1,883.70 | \$1,930.80 | \$1936.60 |
| Nurse/Midwife Educator  |            |            |           |
| 4th Year as at 1/7/08   | \$2,156.40 | \$2,210.30 | \$2216.90 |
| Grade 1 - 1st Year  | \$2,049.40 | \$2,100.60 | \$2106.90 |
| Grade 1 - 2nd Year and Thereafter   | \$2,107.90 | \$2,160.60 | \$2167.10 |
| Grade 2 - 1st Year  | \$2,193.60 | \$2,248.40 | \$2255.10 |
| Grade 2 - 2nd Year and Thereafter   | \$2,237.20 | \$2,293.10 | \$2300.00 |
| Grade 3 - 1st Year  | \$2,323.10 | \$2,381.20 | \$2388.30 |
| Grade 3 - 2nd Year and Thereafter   | \$2,366.20 | \$2,425.40 | \$2432.70 |
| Nurse/Midwife Practitioner  |            |            |           |
| 1st Year  | \$2,323.10 | \$2,381.20 | \$2388.30 |
| 2nd Year  | \$2,366.20 | \$2,425.40 | \$2432.70 |
| 3rd Year  | \$2,426.60 | \$2,487.30 | \$2494.80 |
| 4th Year and Thereafter   | \$2,487.40 | \$2,549.60 | \$2557.20 |
| Nursing/Midwifery Unit Manager  |            |            |           |
| Level 1   | \$2,114.00 | \$2,166.90 | \$2173.40 |
| Level 2   | \$2,214.10 | \$2,269.50 | \$2276.30 |
| Level 3   | \$2,273.80 | \$2,330.60 | \$2337.60 |
| Nurse/Midwife Manager   |            |            |           |
| Grade 1 - 1st Year  | \$2,107.90 | \$2,160.60 | \$2167.10 |
| Grade 1 - 2nd Year and Thereafter   | \$2,151.00 | \$2,204.80 | \$2211.40 |
| Grade 2 - 1st Year  | \$2,193.60 | \$2,248.40 | \$2255.10 |
| Grade 2 - 2nd Year and Thereafter   | \$2,237.20 | \$2,293.10 | \$2300.00 |
| Grade 3 - 1st Year  | \$2,323.10 | \$2,381.20 | \$2388.30 |
| Grade 3 - 2nd Year and Thereafter   | \$2,366.20 | \$2,425.40 | \$2432.70 |
| Grade 4 - 1st Year  | \$2,452.20 | \$2,513.50 | \$2521.00 |
| Grade 4 - 2nd Year and Thereafter   | \$2,495.20 | \$2,557.60 | \$2565.30 |
| Grade 5 - 1st Year  | \$2,580.70 | \$2,645.20 | \$2653.10 |
| Grade 5 - 2nd Year and Thereafter   | \$2,624.30 | \$2,689.90 | \$2698.00 |
| Grade 6 - 1st Year  | \$2,710.40 | \$2,778.20 | \$2786.50 |
| Grade 6 - 2nd Year and Thereafter   | \$2,753.70 | \$2,822.50 | \$2831.00 |
| Grade 7 - 1st Year  | \$2,925.10 | \$2,998.20 | \$3007.20 |
| Grade 7 - 2nd Year and Thereafter   | \$2,968.60 | \$3,042.80 | \$3051.90 |
| Grade 8 - 1st Year  | \$3,140.70 | \$3,219.20 | \$3228.90 |
| Grade 8 - 2nd Year and Thereafter   | \$3,183.50 | \$3,263.10 | \$3272.90 |
| Grade 9 - 1st Year  | \$3,355.40 | \$3,439.30 | \$3449.60 |
| Grade 9 - 2nd Year and Thereafter   | \$3,398.70 | \$3,483.70 | \$3494.20 |
| Registered Mothercraft Nurse  |            |            |           |
| 9th Year  | \$1,430.00 | \$1,465.80 | \$1470.20 |
| The mothercraft classification applies only to persons employed in this classification as at 31 December 1988. Persons employed after that date are classified as Enrolled Nurses. As at 30 June 2015, all existing Registered Mothercraft Nurses were classified as Registered Mothercraft Nurse 9th Year. |            |            |           |
| Registered Nurse - Pre-Registration   |            |            |           |
| 1st Year and Thereafter   | \$1,034.70 | \$1,060.60 | \$1063.80 |



**Table 2 - Other Rates and Allowances**

| Item No. | Clause No.   | Allowance   | As at<br>1/07/2019 | FFPPCOOA<br>1/07/2019 | FFPPCOOA<br>1/07/2020 |
|----------|--------------|---|--------------------|-----------------------|-----------------------|
|          |              | In charge of hospital   |                    |                       |                       |
| 1        | 12(i)(a)     | RN in charge of hospital - per shift                                      | \$34.31            | \$35.17               | \$35.28               |
|          |              | On Call   |                    |                       |                       |
| 2        | 12(ii)(a)    | On Call Allowance - per hour  | \$3.76             | \$3.85                | \$3.86                |
| 2        | 12(ii)(a)    | On Call Allowance<br>minimum payment                                      | \$30.09            | \$30.84               | \$30.88               |
| 3        | 12(ii)(b)    | On Call Allowance on RDO - per<br>hour                                    | \$7.49             | \$7.68                | \$7.70                |
| 3        | 12(ii)(b)    | On Call Allowance on RDO<br>minimum payment                               | \$59.94            | \$61.44               | \$61.60               |
| 4        | 12(ii)(c)    | On call during meal break - per break                                     | \$14.76            | \$15.13               | \$15.18               |
|          |              | Radiographic  |                    |                       |                       |
| 5        | 12(iii)(a)   | Director of Nursing<br>performing radiographic duties - per<br>week       | \$41.85            | \$42.90               | \$43.03               |
| 6        | 12(iii)(c)   | Employee in absence of DON - per<br>day                                   | \$8.37             | \$8.58                | \$8.61                |
| 6        | 12(iii)(c)   | Maximum payment - per week  | \$41.85            | \$42.90               | \$43.03               |
| 7        | 12(iv)       | Employee wearing lead apron - per<br>hour                                 | \$2.08             | \$2.13                | \$2.14                |
|          |              | In Charge of Ward/Hospital  |                    |                       |                       |
| 8        | 12(v)(a)&(b) | RN in charge of ward - per shift  | \$34.31            | \$35.17               | \$35.28               |
| 9        | 12(vi)       | RN in charge of ward also in charge<br>of hospital <100 beds - per shift  | \$51.46            | \$52.75               | \$52.91               |
| 9(b)     | 12(ix)       | RN in charge of ward also in charge<br>of hospital >100 beds - per shift  | \$65.79            | \$67.43               | \$67.63               |
|          |              | Climatic/Isolation  |                    |                       |                       |
| 10       | 14(i)        | Climatic Allowance - per week   | \$3.85             | \$3.90                | \$3.99                |
| 10       | 14(ii)       | Isolation Allowance - per week  | \$7.56             | \$7.66                | \$7.83                |
| 11       | 17(i)        | Special rate for RN - Tibooburra and<br>Ivanhoe Hospitals - per week      | \$33.96            | \$34.40               | \$35.16               |
| 11       | 17(i)        | Special rate for EN, AIN - Tibooburra<br>and Ivanhoe Hospitals - per week | \$14.80            | \$14.99               | \$15.32               |
|          |              | Justice Health  |                    |                       |                       |
| 11a.     | 17(iii)      | Justice Health Service Environmental<br>Allowance per annum               | \$3,010            | \$3,085               | \$3,094               |
| 11b.     | 17(iv)       | Justice Health Service Productivity<br>Allowance - per week               | \$74.19            | \$76.04               | \$76.27               |
|          |              | Excess Fares  |                    |                       |                       |
| 12       | 20(iv)(b)    | Excess Fares - per day  | \$5.33             | \$5.40                | \$5.52                |
|          |              | Uniform and Laundry Allowance   |                    |                       |                       |
| 13       | 23(iii)(a)   | Uniform Allowance - per week  | \$7.63             | \$7.73                | \$7.90                |
| 13       | 23(iii)(a)   | Shoes Allowance - per week  | \$2.36             | \$2.39                | \$2.44                |
| 13       | 23(iii)(a)   | Uniform (including shoes allowance)<br>- per week                         | \$9.99             | \$10.12               | \$10.34               |
| 13       | 23(iii)(a)   | Cardigan or Jacket<br>Allowance - per week                                | \$2.29             | \$2.32                | \$2.37                |
| 14       | 23(iv)       | Laundry Allowance - per week  | \$6.37             | \$6.45                | \$6.59                |
|          |              | Accommodation and Board<br>Deductions                                     |                    |                       |                       |
| 15       | 38(iii)(a)   | Separate bedroom - per week   | \$71.84            | \$73.64               | \$73.86               |
| 15       | 38(iii)(b)   | Self-contained flat - per week  | \$87.54            | \$89.73               | \$90.00               |
| 16       | 38(iv)       | Deduction for meals (per week)  | \$155.08           | \$158.96              | \$159.44              |

|    |            |   |         |         |         |
|----|------------|---|---------|---------|---------|
| 17 | 38(v)(b)   | Breakfast - per meal  | \$5.24  | \$5.37  | \$5.39  |
| 17 | 38(v)(b)   | Other meals - per meal  | \$9.55  | \$9.79  | \$9.82  |
|    |            | CSSD  |         |         |         |
| 18 | 12(viii)   | EN employed in CSSD unit with CSSD Cert - per week  | \$16.27 | \$16.68 | \$16.73 |
|    |            | Flight Nurses   |         |         |         |
| 19 | 17(v)      | Industry Allowance, Flight Nurses, Ambulance Service - per week                           | \$16.61 | \$17.03 | \$17.08 |
|    |            | Continuing Education Allowance (CEA)  |         |         |         |
| 20 | 13(ii)     | CEA - Post Registration Hospital Certificate - per week                                   | \$40.00 | \$41.00 | \$41.10 |
| 21 | 13(iii)    | CEA - Post Graduate Certificate - pw  | \$40.00 | \$41.00 | \$41.10 |
| 22 | 13(iv)&(x) | CEA - Post Graduate Diploma or Degree - per week  | \$60.00 | \$61.50 | \$61.70 |
| 23 | 13(v)&(x)  | CEA - Master's Degree or Doctorate - per week   | \$72.00 | \$74.00 | \$74.20 |
| 24 | 13(vii)    | CEA - Enrolled Nurse Certificate 4 - per week   | \$29.00 | \$29.50 | \$29.60 |
| 25 | 13(viii)   | CEA - Enrolled Nurse Advanced Diploma of Nursing (Enrolled/Division 2 Nursing) - per week | \$36.00 | \$37.00 | \$37.10 |

9. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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(318)

**SERIAL C9206**

## PUBLIC HOSPITAL CAREER MEDICAL OFFICERS (STATE) AWARD 2019

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(Case No. 162849 of 2020)

Before Chief Commissioner Constant

15 December 2019

### VARIATION

1. Delete Table 1 - Allowances of Part B, of the award published 1 November 2019 (385 I.G. 681) and insert in lieu thereof the following:

| Item No. | Clause    | Allowance Description   | Frequency                            | Rate from first pay period on or after 01-Jul-2019 \$ | Rate from first pay period on or after 01-Jul-2020 \$ |
|----------|-----------|---|--------------------------------------|---|---|
|          |           | <b>In-Charge</b>  |                                      |   |   |
| 1        | 6         | In-charge allowance   | Per 12 hours of duty or part thereof | 36.00   | 36.10   |
|          |           | <b>On Call</b>  |                                      |   |   |
| 2        | 11(iii)   | On-call Allowance per on-call period which coincides with a day rostered on duty  | Per Day                              | 39.40   | 39.50   |
| 2        | 11(iii)   | On-call allowance per on-call period which coincides with a day rostered off duty | Per Day                              | 78.80   | 79.00   |
| 2        | 11(iii)   | On Call Per Week (Career Med. Officers)   | Per Week                             | 275.80  | 276.60  |
|          |           | <b>Uniform</b>  |                                      |   |   |
| 3        | 16(ii)(a) | Full uniform including special shoes if required                                  | Per Week                             | 2.49  | 2.54  |
| 3        | 16(ii)(a) | Other cases   | Per Week                             | 1.83  | 1.87  |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

Printed by the authority of the Industrial Registrar.

(564)

SERIAL C9167

**PUBLIC HOSPITAL MEDICAL OFFICERS (STATE) AWARD 2019**

## INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(Case No. 162860 of 2020)

Before Chief Commissioner Constant

15 December 2020

**VARIATION**

1. Delete Table 1 of Part B of the award published 6 March 2020 (386 I.G. 1165) and insert in lieu thereof the following:

**Table 1 - Allowances and Other Rates**

| Item. No | Clause No. | Allowance Description   | Frequency                            | Rate from first full pay period on or after 1 July 2019 \$ | Rate from first full pay period on or after 1 July 2020 \$ |
|----------|------------|---|--------------------------------------|--|--|
|          |            | In Charge   |                                      |  |  |
| 1        | 5          | In charge Allowance   | Per 12 hours of duty or part thereof | 20.90  | 21.00  |
|          |            | Meal Allowance for Overtime   |                                      |  |  |
| 2        | 11(ii)     | (a) Breakfast at or before 6.00a.m.   | Each                                 | 30.60  | 31.25*   |
| 2        | 11(ii)     | (b) Evening at least 1 hour after normal ceasing time and extends beyond or is worked wholly after 7.00 pm. | Each                                 | 30.60  | 31.25*   |
| 2        | 11(ii)     | (c) Lunch beyond 2.00pm Saturdays, Sundays or Holidays  | Each                                 | 30.60  | 31.25*   |
|          |            | On-call   |                                      |  |  |
| 3        | 12(iii)    | On-call allowance per on-call period z coincides with a day rostered on duty.                               | Per Day                              | 16.30  | 16.30  |
| 3        | 12(iii)    | On-call allowance per on-call period which coincides with a day rostered off duty                           | Per Day                              | 32.60  | 32.60  |
| 3        | 12(iii)    | On Call Per Week (Medical Officers)   | Per Week                             | 113.80   | 114.10   |
|          |            | Uniform   |                                      |  |  |
| 4        | 21(iii)    | Full uniform including special shoes if required  | Per Week                             | 2.49   | 2.54   |
| 4        | 21(iii)    | Other Cases   | Per Week                             | 1.83   | 1.87   |

\* NB: These rates are varied in accordance with any variations in the rates payable under Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009.

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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(1889)

SERIAL C9189

**PUBLIC HOSPITAL MEDICAL PHYSICISTS (STATE) AWARD 2019**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 163207 of 2020)

Before Chief Commissioner Constant

24 April 2020

**VARIATION**

1. Delete Part B, of the award published 24 April 2020 (387 I.G. 864) and insert in lieu thereof the following:

**PART B****Table 1 - Salary Rates for Accredited Medical Physicists**

| Classification                              | Rates from ffppoa<br>01/07/2019<br>Per Annum<br>\$ | Rates from ffppoa<br>01/07/2020<br>Per Annum<br>\$ |
|---|--|--|
| <b>Accredited Medical Physicists</b>        |  |  |
| <b>Medical Physics Registrar</b>            |  |  |
| Year 1                                      | 70,586   | 70,798   |
| Year 2                                      | 78,429   | 78,664   |
| Year 3                                      | 86,276   | 86,535   |
| Year 4                                      | 94,124   | 94,406   |
| Year 5 and Thereafter                       | 101,953  | 102,259  |
| <b>Medical Physics Specialist</b>           |  |  |
| Year 1                                      | 117,646  | 117,999  |
| Year 2                                      | 133,337  | 133,737  |
| Year 3                                      | 149,012  | 149,459  |
| Year 4                                      | 164,704  | 165,198  |
| Year 5 and Thereafter                       | 180,383  | 180,924  |
| <b>Senior Medical Physics Specialist</b>    |  |  |
| Year 1                                      | 188,230  | 188,795  |
| Year 2                                      | 196,076  | 196,664  |
| Year 3                                      | 203,922  | 204,534  |
| Year 4 and Thereafter                       | 211,766  | 212,401  |
| <b>Principal Medical Physics Specialist</b> |  |  |
| Year 1 and Thereafter                       | 219,597  | 220,256  |
| <b>Director Medical Physics Specialist</b>  |  |  |
| Year 1                                      | 219,597  | 220,256  |
| Year 2                                      | 230,591  | 231,283  |
| Year 3                                      | 243,134  | 243,863  |

**Table 2 - Salary Rates for Non-Accredited Medical Physicists**

| Classification                                      | Rates from ffppoa<br>01/07/2019<br>Per Annum<br>\$ | Rates from ffppoa<br>01/07/2020<br>Per Annum<br>\$ |
|---|--|--|
| <b>Non-Accredited Medical Physicists</b>            |  |  |
| <b>Medical Physics Registrar</b>                    |  |  |
| Year 1  | 70,586   | 70,798   |
| Year 2  | 78,429   | 78,664   |
| Year 3  | 86,276   | 86,535   |
| Year 4  | 94,124   | 94,406   |
| Year 5 and Thereafter                               | 101,953  | 102,259  |
| <b>Medical Physics Specialist (-10%) *</b>          |  |  |
| Year 1  | 105,881  | 106,199  |
| Year 2  | 120,003  | 120,363  |
| Year 3  | 134,111  | 134,513  |
| Year 4  | 148,234  | 148,678  |
| Year 5 and Thereafter                               | 162,345  | 162,832  |
| <b>Senior Medical Physics Specialist (-4%) #</b>    |  |  |
| Year 1  | 180,701  | 181,243  |
| Year 2  | 188,233  | 188,797  |
| Year 3  | 195,765  | 196,353  |
| Year 4 and Thereafter                               | 203,295  | 203,905  |
| <b>Principal Medical Physics Specialist (-3%) ^</b> |  |  |
| Year 1 and Thereafter                               | 213,009  | 213,648  |
| <b>Director Medical Physics Specialist (-3%) ^</b>  |  |  |
| Year 1  | 213,009  | 213,648  |
| Year 2  | 223,673  | 224,345  |
| Year 3 and Thereafter                               | 235,840  | 236,547  |
| Note:   |  |  |
| * Reduced by 10%                                    |  |  |
| # Reduced by 4%                                     |  |  |
| ^ Reduced by 3%                                     |  |  |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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# PUBLIC HOSPITALS (PROFESSIONAL AND ASSOCIATED STAFF) CONDITIONS OF EMPLOYMENT (STATE) AWARD 2019

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 163257 of 2020)

Before Chief Commissioner Constant

15 December 2020

## VARIATION

1. Delete Table 1 - Rates and Allowances of Part B, Monetary Rates, of the award published 24 April 2020 (387 I.G. 874) and insert in lieu thereof the following:

**Table 1 - Rates and Allowances**

| Item No. | Clause No. | Allowance Description   | Rate from<br>ffppoa<br>01/07/2019<br>\$ | Rate from<br>ffppoa<br>01/07/2020<br>\$ |
|----------|------------|---|---|---|
| 1        | 4(i)       | Climatic and Isolation Allowance for persons employed in hospitals upon or west of the line commencing at Tocumwal, etc. (per week)     | 3.67                                    | 3.75                                    |
| 2        | 4(ii)      | Climatic and Isolation Allowance for persons employed in hospitals upon or west of the line commencing at Murray River, etc. (per week) | 7.36                                    | 7.52                                    |
| 3        | 10(ii)(a)  | Breakfast Allowance* (each)   | 30.60                                   | 31.25*                                  |
| 4        | 10(ii)(b)  | Luncheon Allowance* (each)  | 30.60                                   | 31.25*                                  |
| 5        | 10(ii)(c)  | Evening Meal Allowance*(each)   | 30.60                                   | 31.25*                                  |
| 6        | 19(i)(c)   | Uniform Allowance (Prof. Assoc. Staff) (per week)   | 1.42                                    | 1.45                                    |
| 7        | 19(i)(d)   | Laundering Allowance (Prof. Assoc. Staff) (per week)  | 2.81                                    | 2.87                                    |
| 8        | 8a(iv)     | On call - Physiotherapists, Occupational Therapists (per period)  | 9.43                                    | 9.46                                    |
| 8        | 8a(iv)     | On call - Physiotherapists, Occupational Therapists - (per week)  | 46.64                                   | 46.78                                   |

\* NB: These allowances are varied in accordance with Department of Premier and Cabinet Circular C2019-03 Meal, Traveling and other Allowances for 2019-20, as varied or replaced from time to time.

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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(566)

SERIAL C9186

**PUBLIC HOSPITAL PROFESSIONAL ENGINEERS' (BIO-MEDICAL ENGINEERS) (STATE) AWARD 2019**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 163272 of 2020)

Before Chief Commissioner Constant

15 December 2020

**VARIATION**

1. Delete Part B, of the award published 24 April 2020 (387 I.G. 870) and insert in lieu thereof the following:

**PART B****Table 1 - On-call Rates**

| Item No. | Clause No. | Allowance Description         | Rate from ffppoa<br>01/07/2019<br>\$ | Rate from ffppoa<br>01/07/2020<br>\$ |
|----------|------------|-------------------------------|--------------------------------------|--------------------------------------|
| 1        | 4          | On-Call Allowance (per annum) | 9.08                                 | 9.11                                 |
| 1        | 4          | Per on-call period (per week) | 45.38                                | 45.52                                |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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(1321)

SERIAL C9184

## PUBLIC HOSPITAL RESIDENTIAL SERVICES ASSISTANTS (STATE) AWARD 2018

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 163927 of 2020)

Before Chief Commissioner Constant

15 December 2020

### VARIATION

1. Delete Part B, Monetary Rates, of the award published 31 May 2019 (384 I.G 579) and insert in lieu thereof the following:

### PART B

#### MONETARY RATES

**Table 1 - Salaries**

| Classification                 | Rate from ffppoa<br>01/07/2019<br>2.5%<br>Per week<br>\$ | Rate from ffppoa<br>01/07/2020<br>3%<br>Per week<br>\$ |
|--------------------------------|--|--|
| Residential Services Assistant |  |  |
| 1st year of service            | 1,046.30   | 1,049.44   |
| 2nd year of service            | 1,067.20   | 1,070.40   |
| 3rd year of service            | 1,087.80   | 1,091.06   |
| 4th year of service            | 1,113.60   | 1,116.94   |
| 5th year of service            | 1,162.10   | 1,165.59   |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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(1201)

**SERIAL C9188****PUBLIC HOSPITAL (TRAINING WAGE) (STATE) AWARD 2019**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 163241 of 2020)

Before Chief Commissioner Constant

15 December 2020

**VARIATION**

1. Delete Part B, Monetary Rates, of the award published 24 April 2020 (387 I.G. 853) and insert in lieu thereof the following:

**PART B****MONETARY RATES****Table 1 - Industry/Skill Level A:**

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

| Classification                   | Rate from ffppoa<br>01/07/2019<br>Per week<br>\$ | Rate from ffppoa<br>01/07/2020<br>Per week<br>\$ |
|----------------------------------|--|--|
| Trainee - Skill/Industry Level A |  |  |
| Completed Year 10                |  |  |
| School Leaver (50%)              | 254.98   | 255.74   |
| School Leaver (33%)              | 300.26   | 301.16   |
| Plus 1 year out of school        | 360.99   | 362.07   |
| Plus 2 years out of school       | 434.96   | 436.26   |
| Plus 3 years out of school       | 505.56   | 507.08   |
| Plus 4 years out of school       | 587.20   | 588.96   |
| Plus 5 years or more             | 672.18   | 674.20   |
| Completed Year 11                |  |  |
| School Leaver (33%)              | 321.28   | 322.24   |
| School Leaver (25%)              | 360.99   | 362.07   |
| Plus 1 year out of school        | 434.96   | 436.26   |
| Plus 2 years out of school       | 505.56   | 507.08   |
| Plus 3 years out of school       | 587.20   | 588.96   |
| Plus 4 years out of school       | 672.18   | 674.20   |
| Plus 5 years or more             | 672.18   | 674.20   |
| Completed Year 12                |  |  |
| School Leaver (33%)              | 434.96   | 436.26   |
| Plus 1 year out of school        | 505.56   | 507.08   |
| Plus 2 years out of school       | 587.20   | 588.96   |
| Plus 3 years out of school       | 672.18   | 674.20   |
| Plus 4 years out of school       | 672.18   | 674.20   |
| Plus 5 years or more             | 672.18   | 674.20   |

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

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

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

| Classification                   | Rate from ffppoa<br>01/07/2019<br>Per week<br>\$ | Rate from ffppoa<br>01/07/2020<br>Per week<br>\$ |
|----------------------------------|--|--|
| Trainee - Skill/Industry Level B |  |  |
| Completed Year 10                |  |  |
| School Leaver (50%)              | 254.98   | 255.74   |
| School Leaver (33%)              | 300.26   | 301.16   |
| Plus 1 year out of school        | 360.99   | 362.07   |
| Plus 2 years out of school       | 419.40   | 420.66   |
| Plus 3 years out of school       | 483.50   | 484.95   |
| Plus 4 years out of school       | 568.50   | 570.21   |
| Plus 5 years or more             | 646.88   | 648.82   |
| Completed Year 11                |  |  |
| School Leaver (33%)              | 321.28   | 322.24   |
| School Leaver (25%)              | 360.99   | 362.07   |
| Plus 1 year out of school        | 419.40   | 420.66   |
| Plus 2 years out of school       | 483.50   | 484.95   |
| Plus 3 years out of school       | 568.50   | 570.21   |
| Plus 4 years out of school       | 646.88   | 648.82   |
| Plus 5 years or more             | 646.88   | 648.82   |
| Completed Year 12                |  |  |
| School Leaver (33%)              | 419.40   | 420.66   |
| Plus 1 year out of school        | 483.50   | 484.95   |
| Plus 2 years out of school       | 568.50   | 570.21   |
| Plus 3 years out of school       | 646.88   | 648.82   |
| Plus 4 years out of school       | 646.88   | 648.82   |
| Plus 5 years or more             | 646.88   | 648.82   |

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

**Table 3 - School Based Trainees**

| Classification        | Rate from ffppoa<br>01/07/2019<br>Per week<br>\$ | Rate from ffppoa<br>01/07/2020<br>Per week<br>\$ |
|-----------------------|--|--|
| Trainee- School Based |  |  |
| Year 11               | 327.81   | 328.79   |
| Year 12               | 360.99   | 362.07   |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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(1919)

SERIAL C9173

## SERVICE NSW (SALARIES AND CONDITIONS) EMPLOYEES AWARD 2018

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. 142592 of 2020)

Before Chief Commissioner Constant

15 December 2020

### VARIATION

1. Delete subclauses 4.2 & 4.3 of clause 4, Area, Incidence and Duration, of the award published 29 March 2019 (384 I.G. 177) and insert in lieu thereof the following:
- 4.2 This Award varies the Service NSW (Salaries and Conditions) Employees Award 2018 published on 29 March 2019 (384 I.G. 177) and will come into effect on and from 1 July 2020 and will remain in force until 30 June 2021.
2. Delete Schedules A and B and insert in lieu thereof the following:

### SCHEDULE A - SERVICE NSW SALARIES

| SNSW Salary Scale Grades | 1.7.19<br>Per annum<br>\$ | 1.7.20<br>Per annum<br>\$ |
|--------------------------|---------------------------|---------------------------|
| Grade 1                  |                           |                           |
| Year 1                   | 40,428                    | 40,549                    |
| Year 2                   | 44,342                    | 44,475                    |
| Year 3                   | 50,693                    | 50,845                    |
|                          |                           |                           |
| Year 1                   | 53,464                    | 53,624                    |
| Year 2                   | 55,891                    | 56,059                    |
| Year 3                   | 57,970                    | 58,144                    |
|                          |                           |                           |
| Year 1                   | 61,554                    | 61,739                    |
| Year 2                   | 64,437                    | 64,630                    |
| Year 3                   | 67,440                    | 67,642                    |
|                          |                           |                           |
| Year 1                   | 69,496                    | 69,704                    |
| Year 2                   | 72,223                    | 72,440                    |
| Year 3                   | 75,064                    | 75,289                    |
|                          |                           |                           |
| Year 1                   | 77,643                    | 77,876                    |
| Year 2                   | 80,153                    | 80,393                    |
| Year 3                   | 81,597                    | 81,842                    |
|                          |                           |                           |
| Year 1                   | 83,389                    | 83,639                    |
| Year 2                   | 85,921                    | 86,179                    |
| Year 3                   | 88,731                    | 88,997                    |
|                          |                           |                           |
| Year 1                   | 90,661                    | 90,933                    |
| Year 2                   | 93,861                    | 94,143                    |

|        |         |         |
|--------|---------|---------|
| Year 3 | 95,682  | 95,969  |
| Year 1 | 99,607  | 99,906  |
| Year 2 | 103,651 | 103,962 |
| Year 3 | 106,888 | 107,209 |
| Year 1 | 111,806 | 112,141 |
| Year 2 | 115,017 | 115,362 |
| Year 3 | 120,194 | 120,555 |
| Year 1 | 123,229 | 123,599 |
| Year 2 | 128,089 | 128,473 |
| Year 3 | 134,667 | 135,071 |
| Year 1 | 138,830 | 139,246 |
| Year 2 | 144,871 | 145,306 |
| Year 3 | 148,134 | 148,578 |
| Year 1 | 156,802 | 157,272 |
| Year 2 | 161,379 | 161,863 |
| Year 3 | 167,017 | 167,518 |

### SCHEDULE B - SERVICE NSW RATES AND ALLOWANCES

The following rates and allowance amounts for Service NSW are effective from 1 July 2019. These will be adjusted in accordance with NSW Treasury Circular - Rates in relation to annual Review of meal, travelling and other allowances, as amended on an annual basis.

Meal and travelling allowances listed in Items 1, 2, 3, 4 and 5 have been adjusted from 1 July 2019 in line with NSWTC19-03. Work related allowances in Items 6 and 7 are increased by 2.5 per cent on and from the first fully pay period on or after 1 July 2019 and 0.3 per cent on and from the first full pay period on or after 1 July 2020, being the same increase as applied to salaries under the Service NSW (Salaries and Conditions) Employees Award 2018.

| Item No. | Clause No. | Description                                  | Amount   |
|----------|------------|--|----------|
| 1        | 19.4 (b)   | Meal expenses on one day journeys            | Per day  |
|          |            | Capital cities and high cost country centres |          |
|          |            | Breakfast (no overnight stay)                | \$28.15  |
|          |            | Lunch (no overnight stay)                    | \$31.65  |
|          |            | Dinner (no overnight stay)                   | \$53.90  |
|          |            | Tier 2 and other country centres             |          |
|          |            | Breakfast (no overnight stay)                | \$25.20  |
|          |            | Lunch (no overnight stay)                    | \$28.75  |
|          |            | Dinner (no overnight stay)                   | \$49.60  |
| 2        | 19.4 (a)   | Travelling allowances                        |          |
|          |            | Capital cities                               | Per day  |
|          |            | Adelaide                                     | \$290.75 |
|          |            | Brisbane                                     | \$308.75 |
|          |            | Canberra                                     | \$301.75 |
|          |            | Darwin                                       | \$353.75 |
|          |            | Hobart                                       | \$280.75 |
|          |            | Melbourne                                    | \$306.75 |
|          |            | Perth  | \$313.75 |
|          |            | Sydney                                       | \$321.75 |

|  |  |                                 |          |
|--|--|---------------------------------|----------|
|  |  | High cost country centres (NSW) | Per day  |
|  |  | Bathurst                        | \$268.75 |
|  |  | Bega                            | \$278.75 |
|  |  | Bourke                          | \$298.75 |
|  |  | Broken Hill                     | \$272.75 |
|  |  | Coffs Harbour                   | \$270.75 |
|  |  | Gosford                         | \$273.75 |
|  |  | Maitland                        | \$285.75 |
|  |  | Mudgee                          | \$279.75 |
|  |  | Muswellbrook                    | \$276.75 |
|  |  | Newcastle                       | \$302.75 |
|  |  | Norfolk Island                  | \$323.75 |
|  |  | Queanbeyan                      | 272.75   |
|  |  | Orange                          | \$288.75 |
|  |  | Port Macquarie                  | \$291.75 |
|  |  | Wagga Wagga                     | \$277.75 |
|  |  | Wollongong                      | \$288.75 |

| Item No. | Clause No. | Description   | Amount                               |
|----------|------------|---|--------------------------------------|
|          |            | Tier 2 country centres (NSW)  | Per day                              |
|          |            | Albury  | \$257.60                             |
|          |            | Armidale  | \$257.60                             |
|          |            | Cooma   | \$257.60                             |
|          |            | Dubbo   | \$257.60                             |
|          |            | Goulburn  | \$257.60                             |
|          |            | Griffith  | \$257.60                             |
|          |            | Gunnedah  | \$257.60                             |
|          |            | Lismore   | \$257.60                             |
|          |            | Nowra   | \$257.60                             |
|          |            | Tamworth  | \$257.60                             |
|          |            | Tumut   | \$257.60                             |
|          |            |   |                                      |
|          |            | All Other country centres (NSW)   | \$237.60                             |
| 3        | 19         | Incidental expenses when claiming actual expenses - all locations                             | \$20.05                              |
|          |            | Daily allowance payable after 35 days and up to 6 months in the same location - all locations | 50% of the appropriate location rate |
| 4        | 17.11      | Overtime meal allowances  |                                      |
|          |            | Breakfast   | \$31.25                              |
|          |            | Lunch   | \$31.25                              |
|          |            | Dinner  | \$31.25                              |
|          |            | Supper  | \$11.55                              |

| Item No. | Clause No. | Description            | Amount<br>1.7.2019 | Amount<br>1.7.2020 |
|----------|------------|------------------------|--------------------|--------------------|
| 5        | 22         | Remote areas allowance | Per annum          | Per annum          |
|          |            | With dependants        |                    |                    |
|          |            | - Grade A              | \$2114 pa          |                    |
|          |            | - Grade B              | \$2804 pa          |                    |
|          |            | - Grade C              | \$3744 pa          |                    |
|          |            |                        |                    |                    |
|          |            | Without dependants     |                    |                    |
|          |            | - Grade A              | \$1475 pa          |                    |
|          |            | - Grade B              | \$1966 pa          |                    |
|          |            | - Grade C              | \$2623 pa          |                    |
|          |            |                        |                    |                    |



|   |  |   |                 |                 |
|---|--|---|-----------------|-----------------|
| 6 |  | Community language allowance scheme                     |                 |                 |
|   |  | - Base Level Rate                                       | \$1448 pa       | \$1,452 pa      |
|   |  | - Higher Level Rate                                     | \$2177 pa       | %2,184 pa       |
| 7 |  | First aid allowance                                     |                 |                 |
|   |  | - Holders of basic qualifications                       | \$933 pa        | \$936 pa        |
|   |  | - Holders of current occupational first aid certificate | \$1401 pa       | \$1,405 pa      |
| 8 |  | On-call (stand-by) and on-call allowance                | \$1.00 per hour | \$1.01 per hour |

3. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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**STAFF SPECIALISTS (STATE) AWARD 2019**

## INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(Case No. 162844 of 2020)

Before Chief Commissioner Constant

15 December 2020

**VARIATION**

- Delete Part B, Monetary Rates, of the award published 1 November 2019 (385 I.G. 717) and insert in lieu thereof the following:

**PART B****MONETARY RATES****SCHEDULE 1 - STAFF SPECIALISTS SALARY RATES**

| Staff Specialist    | Frequency | Rates from first pay period on or after 01 July 2019<br>\$ | Rates from first pay period on or after 01 July 2020<br>\$ |
|---------------------|-----------|--|--|
| Staff Specialists   |           |  |  |
| 1                   | Annual    | 170,655  | 171,167  |
| 2                   | Annual    | 180,635  | 181,177  |
| 3                   | Annual    | 190,608  | 191,180  |
| 4                   | Annual    | 200,611  | 201,213  |
| 5                   | Annual    | 210,592  | 211,224  |
| Senior              | Annual    | 230,560  | 231,252  |
| Postgraduate Fellow |           |  |  |
| Postgraduate Fellow | Annual    | 198,234  | 198,829  |

**SCHEDULE 2 - ALLOWANCES**

| Managerial Allowances | Allowance Description | Frequency | Rates from first pay period on or after 1 July 2019<br>\$ | Rates from first pay period on or after 1-Jul-2020<br>\$ |
|-----------------------|-----------------------|-----------|---|--|
| Level 1               | Managerial Allowance  | Annual    | 23,670  | 23,741   |
| Level 2               | Managerial Allowance  | Annual    | 41,424  | 41,548   |
| Level 3               | Managerial Allowance  | Annual    | 59,176  | 59,354   |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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(1912)

SERIAL C9185

# TEACHERS' (NSW HEALTH EARLY CHILDHOOD SERVICE CENTRES) SALARIES AND MISCELLANEOUS CONDITIONS AWARD 2019

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union NSW, Industrial Organisation of Employees.

(Case No. 163286 of 2020)

Before Chief Commissioner Constant

15 December 2020

## VARIATION

- Delete Part B, Monetary Rates, of the award published 6 March 2020 (386 I.G. 1210) and insert in lieu thereof the following:

## PART B

### MONETARY RATES

**Table 1 - Rates of Pay**

The following minimum annual salaries have effect from the dates specified at the head of each column:

| Classification/Incremental Salary Step | Rate as at<br>FFPPOA<br>1 July 2019<br>Per Annum<br>\$ | Increased Annual<br>Rate FFPPOA<br>1 July 2020<br>Per Annum<br>\$ |
|--|--|---|
| <b>Three Years Trained Teachers</b>    |  |   |
| Step 1                                 | 56,181   | 56,350  |
| Step 2                                 | 59,042   | 59,219  |
| Step 3                                 | 62,126   | 62,312  |
| Step 4                                 | 64,980   | 65,175  |
| Step 5                                 | 67,983   | 68,187  |
| Step 6                                 | 71,223   | 71,437  |
| Step 7                                 | 73,013   | 73,232  |
| Step 8                                 | 74,790   | 75,014  |
| Step 9                                 | 77,769   | 78,002  |
| Step 10                                | 80,879   | 81,122  |
| Step 11 and Thereafter                 | 83,057   | 83,306  |
| <b>Four Years Trained Teachers</b>     |  |   |
| Step 1                                 | 59,739   | 59,918  |
| Step 2                                 | 63,440   | 63,630  |
| Step 3                                 | 67,010   | 67,211  |
| Step 4                                 | 70,965   | 71,178  |
| Step 5                                 | 74,643   | 74,867  |
| Step 6                                 | 77,769   | 78,002  |
| Step 7                                 | 80,879   | 81,122  |
| Step 8                                 | 84,383   | 84,636  |
| Step 9 and Thereafter                  | 87,756   | 88,019  |

**Table 2 - Director's Allowance (Clause 3.1)**

| Units | Allowance Description         | Rate as at<br>FFPPOA<br>1 July 2019<br>Per annum<br>\$ | Increased Annual<br>Rate FFPPOA<br>1 July 2020<br>Per annum<br>\$ |
|-------|-------------------------------|--|---|
| 1     | Director's Allowance - Unit 1 | 6,273  | 6,292   |
| 2     | Director's Allowance - Unit 2 | 7,654  | 7,677   |
| 3     | Director's Allowance - Unit 3 | 9,554  | 9,583   |
| 4     | Director's Allowance - Unit 4 | 11,935   | 11,971  |

**Table 3 - Nominated Supervisor's Allowance (Clause 3.2)**

| Units | Allowance Description                     | Rate as at<br>FFPPOA<br>1 July 2019<br>Per annum<br>\$ | Increased Annual<br>Rate FFPPOA<br>1 July 2020<br>Per annum<br>\$ |
|-------|---|--|---|
| 1     | Nominated Supervisor's Allowance - Unit 1 | 2,037  | 2,043   |
| 2     | Nominated Supervisor's Allowance - Unit 2 | 2,487  | 2,494   |
| 3     | Nominated Supervisor's Allowance - Unit 3 | 3,111  | 3,120   |
| 4     | Nominated Supervisor's Allowance - Unit 4 | 3,888  | 3,900   |

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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SERIAL C9164

**ENTERPRISE AGREEMENTS APPROVED  
BY THE INDUSTRIAL RELATIONS COMMISSION**(Published pursuant to s.331(2) of the *Industrial Relations Act 1996*)**EA20/10 - Sutherland Shire Council Casual to Permanent Transitional Enterprise Agreement 2020**

**Made Between:** Sutherland Shire Council -&- New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union.

**New/Variation:** New

**Approval and Commencement Date:** Approved 14 September 2020 and commenced 14 September 2020.

**Description of Employees:** The agreement applies to all casual employees and all employees who transfer from casual to permanent employment and part time employees after the commencement date of this agreement employed by the Sutherland Shire Council within the Council's Shire Services and Infrastructure Directorates listed under Schedule 1 of the agreement, who fall within the coverage of the Local Government (State) Award 2020. The agreement shall not apply to all employees who commenced employment on a permanent basis prior to the commencement date of this Agreement..

**Nominal Term:** 12 Months

**EA20/11 - North Sydney Council Retirement Gratuity Transitional Enterprise Agreement 2020**

**Made Between:** North Sydney 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:** Replaces Industrial Agreements 6768 and 6781

**Approval and Commencement Date:** Approved 29 September 2020 and commenced 29 September 2020.

**Description of Employees:** The agreement applies to all employees employed by the North Sydney Council located at 200 Miller Street, North Sydney NSW 2060, who fall within the coverage of the Local Government (State) Award 2020..

**Nominal Term:** 36 Months.

**CONTRACT AGREEMENTS APPROVED  
BY THE INDUSTRIAL RELATIONS COMMISSION**

(Published pursuant to s.331(2) of the *Industrial Relations Act 1996*)

**CA20/02 - Toll Express Parcels (Bungarribee) Contract Agreement 2019**

**Made Between:** Toll Transport Pty Limited -&- the Transport Workers' Union of New South Wales.

**New/Variation:** New.

**Approval and Commencement Date:** Approved 16 August 2019 and commenced 16 August 2019

**Description of Employees:** The agreement applies to contract carriers engaged by Toll Transport Pty Limited, in its Express Parcels business unit, operating from its depot located at 7 William Dean Street, Eastern Creek NSW 2766, who fall within the coverage of the Transport Industry - General Carriers Contract Determination 2017.

**Nominal Term:** 12 Months.

**CA20/03 - Toll Express Parcels (Banksmeadow and Managed Solutions, Bankstown) Contract Agreement 2020**

**Made Between:** Toll Transport Pty Limited -&- the Transport Workers' Union of New South Wales.

**New/Variation:** Replaces CA06/3.

**Approval and Commencement Date:** Approved 16 August 2019 and commenced 16 August 2019

**Description of Employees:** The agreement applies to contract carriers engaged by Toll Transport Pty Limited, in its Express Parcels business unit, operating from its depot located at 26 McPherson Street, Banksmeadow NSW 2019 and provides services in connection with Managed Solutions located at 125 Nancy Ellis Leebold Drive, Bankstown Airport NSW 2200, who fall within the coverage of the Transport Industry - General Carriers Contract Determination 2017.

**Nominal Term:** 12 Months.