

Vol. 375, Part 8

1 November 2013

Pages 939 - 1075



NEW SOUTH WALES  
**INDUSTRIAL GAZETTE**

Printed by the authority of the  
**Industrial Registrar**  
47 Bridge Street, Sydney, N.S.W.

ISSN 0028-677X

# CONTENTS

Vol. 375, Part 8

1 November 2013

Pages 939 - 1075

		Page
Awards and Determinations -		
Ambulance Service of New South Wales Administrative and Clerical Employees (State) Award	AIRC	939
Canteen, &c., Workers (State) Award	VSW	974
Charitable Institutions (Professional Paramedical Staff) (State) Award 2006	VSW	976
Charitable Sector Aged and Disability Care Services (State) Award 2003	VSW	981
Charitable, Aged and Disability Care Services (State) Award	VSW	986
Clerical and Administrative Employees (State) Award	VSW	991
Crown Employees (Education Employees Department of Attorney General and Justice - Corrective Services NSW) Reviewed Award 2012	VIRC	994
Crown Employees (Fire and Rescue NSW Permanent Firefighting Staff) Award 2011	VIRC	995
Crown Employees (Fire and Rescue NSW Retained Firefighting Staff) Award 2011	VIRC	996
Crown Employees (NSW Police Force (Nurses')) Award	VIRC	997
Crown Employees (Public Service Training Wage) Reviewed Award 2008	VIRC	999
Hair and Beauty (State) Award	VSW	1003
Health Employees' Conditions of Employment (State) Award	VIRC	1006
Health, Fitness and Indoor Sports Centres (State) Award	VSW	1007
Local Government (Electricians) (State) Award	VSW	1013
Marine Charter Vessels (State) Award	VSW	1015
Miscellaneous Workers' - Kindergartens and Child Care Centres, &c. (State) Award	VSW	1017
Miscellaneous Workers Home Care Industry (State) Award	VSW	1021
Miscellaneous Workers' Kindergarten and Child Care Centres (State) Training Wage Award	VSW	1024
Motels, Accommodation and Resorts, &c. (State) Award	VSW	1026
Nurses' (Department of Family and Community Services - Ageing, Disability and Home Care) (State) Award 2011	VIRC	1029
Nurses' (Private Sector) Training Wage (State) Award	VSW	1033
Nurses, Other Than in Hospitals, &c. (State) Award 2006	VSW	1037
Nursing Homes, &c., Nurses' (State) Award	VSW	1040
Private Hospitals, Aged Care and Disability Services Industry (Training) (State) Award	VSW	1044
Professional Engineers (Roads and Maritime Services Division of the Government Service of New South Wales - Salaries) Award 2012	VIRC	1051
Restaurants, &c., Employees (State) Award	VSW	1055
Security Industry (State) Award	VSW	1057
Shop Employees (State) Award	VSW	1059
Teachers (Non-Government Early Childhood Service Centres Other Than Pre-Schools) (State) Award 2009	VSW	1065
Teachers (Non-Government Early Childhood Service Centres Other Than Pre-Schools) (State) Award 2009	OIRC	1068
Teachers' (NSW Health Early Childhood Service Centres) Salaries and Miscellaneous Conditions Award 2012	VIRC	1069
Transport Industry (State) Award	VSW	1071

# AMBULANCE SERVICE OF NEW SOUTH WALES ADMINISTRATIVE AND CLERICAL EMPLOYEES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Ministry of Health.

(No. IRC 806 of 2013)

Before The Honourable Mr Justice Staff

16 October 2013

## AWARD

### PART A

#### 1. Arrangement

This Award is arranged in the following manner:

#### PART A

Clause No.	Subject Matter
1.	Arrangement
2.	Objectives of the Award
3.	Definitions
4.	Employees' Duties
5.	Work Arrangements
6.	Wages
7.	Hours of Duty
8.	Roster of Hours
9.	Overtime
10.	Time off In Lieu of Overtime
11.	Accrual of Additional Days off (ADOS)
12.	Penalty Rates for Shift Work and Weekend Work
13.	Promotion and Vacancies
14.	Appointment of officers
15.	Termination of Employment
16.	Travelling Time and Expenses
17.	Relieving Other Members of Staff
18.	Flexible Work Practices
19.	Annual Leave
20.	Annual Leave Loading
21.	Public Holidays
22.	Family and Community Services Leave and Personal/Carer's Leave
23.	Maternity, Adoption and Parental Leave
24.	Study Leave
25.	Trade Union Leave
26.	Long Service Leave
27.	Sick Leave
28.	Climatic and Isolation Allowance
29.	Benefits Not to Be Withdrawn
30.	Payment and Particulars of Wages
31.	Issues Resolution
32.	Union Subscriptions

33. Union Noticeboards
34. Anti-Discrimination
35. Reasonable Hours
36. Salary Sacrifice to Superannuation
37. Salary Packaging
38. No Extra Claims
39. Area, Incidence and Duration

## **PART B**

### **MONETARY RATES**

40. Classification Structure
41. Climatic and Isolation Allowance

### **2. Objectives of the Award**

- a. The Parties agree to work co-operatively and positively to facilitate implementation of the programs and initiatives set out below:
  - i. service delivery reform and change and associated workforce reform, within the Ambulance Service of New South Wales;
  - ii. better management of overtime and sick leave; and
  - iii. to achieve a targeted reduction in the number and average cost of workers compensation claims and in sick leave and work cooperatively to improve return to work programs and the rate of successful return of injured employees to work
- b. The Parties are committed to the satisfactory and timely resolution of any differences or disagreements and agree that all disputes arising between the parties will be dealt with in accordance with clause 31, Issues Resolution, of this Award. The Parties acknowledge their wider social obligations and will consider their actions in this context.

### **3. Definitions**

‘Ministry’ means the NSW Ministry of Health.

‘The Service’ means the Ambulance Service of New South Wales.

‘Administrative and Clerical Employee’ means an employee of the Service who is employed pursuant to this Award.

‘Employee’ means an Administrative & Clerical employee of the Service who is employed pursuant to this Award.

‘Day Worker’ means an employee who works ordinary hours from Monday to Friday inclusive and who commences work on such days between 6.00 a.m. and at or before 10.00 a.m. inclusive.

‘Permanent Part-Time Employee’ means a person appointed in accordance with clause 18 (a) of this Award.

‘Shift Worker’ means an employee who is not a day worker as defined.

‘Union’ means the New South Wales Local Government, Clerical, Administrative, Energy, Airlines and Utilities Union.

‘Accustomed Place of Work’ means the location where an employee is regularly required to commence duty by the Service.

#### **4. Employees' Duties**

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

#### **5. Work Arrangements**

- a.
  - i. It is the view of the Service that a position description and a performance appraisal system should be developed for each of the classifications set out in clause 40, Classification Structure, of this Award.
  - ii. The Service will consult with the Union regarding the effect that position descriptions and the performance appraisal system will have on employees who are members of the Union.
- b. Work will be performed by the most efficient means. To achieve this end the Service will deploy skills based on operational needs.
- c. The parties agree that there will be no forced transfers as a result of the implementation of sub-clause (b) of this clause.
- d. Any proposal that will significantly affect employees who are members of the Union covered by this Award will be the subject of genuine consultation between the parties.
- e. Any dispute arising from the operation of this sub-clause will be dealt with in accordance with clause 31, Issues Resolution, of this Award.

#### **6. Wages**

- a. Employees shall not be paid less than the minimum wages for their classification as set out in clause 40, Classification Structure, of this Award.
- b. The Service may, at its discretion, pay an employee any amount over and above the minimum wages as it sees fit.

#### **7. Hours of Duty**

- a. The ordinary hours of work for day workers, exclusive of meal times, shall be 152 hours per 28 calendar days to be worked Monday to Friday inclusive and should commence between the hours of 6.00am and 10.00am.
- b. The ordinary hours of work for shift workers, exclusive of meal times, shall not exceed an average of 38 hours per week in each roster cycle.
- c. Each day worker shall be free from duty for not less than two full days in each week and each shift worker shall be free from duty for not less than two full days in each week or four full days in each fortnight. Where practicable such days off duty shall be consecutive.

- d. The hours of work prescribed in sub-clauses (a) and (b) shall, where possible, be arranged in such a manner that in each cycle of 28 days each employee shall work his or her ordinary hours of work on not more than nineteen days in the cycle.
- e. The employees' allocated day off duty, arising out of sub-clause (d) shall be determined by mutual agreement between the employee and the Service having regard to the needs of the Service.
- f. Where there is agreement between an employer and an employee, an employee's allocated day off duty prescribed by sub-clause (d) of this clause may be accumulated and be taken at a time mutually agreed upon between the employer and the employee, provided that the maximum number of allocated days off duty which may accumulate under this sub-clause shall be three. Any allocated day off duty accumulated but not taken at the date of termination, shall be paid out at ordinary rates applicable at date of termination as part of the usual termination entitlement.
- g. Employees in a work unit or location may agree that the ordinary hours of duty will be worked over nine days in a fourteen day cycle (a nine day fortnight). Agreement by the Service to this nine day fortnight working arrangement, in each case, shall be dependent upon the operational requirements of the Service.
- h. Where agreement cannot be reached, to work a nine day fortnight in accordance with sub-clause (g) in any area or location, the employee or employees concerned, or the Union may raise the issue with the appropriate manager, that is the General Manager, Corporate Services or the General Manager, Operations. They shall review the decision and, if it is considered appropriate to meet the operational requirements of the Service, may approve a nine day fortnight.
- i. Where an employee's allocated days off duty falls on a public holiday as prescribed by clause 21, of this Award, the next working day shall be taken in lieu thereof.
- j. All time worked between the normal starting and normal ceasing time each day shall be at ordinary rates of pay.
- k. A period of twenty minutes shall be allowed to employees for a work break and such period shall be included in the ordinary hours of work.
- l.
  - i. Time not exceeding one hour and not less than thirty minutes shall be allowed for a meal break, provided that where an employee is called upon to work for any portion of his or her meal break such time shall count as part of his or her ordinary working time.
  - ii. The provision of paragraph (j) of this sub-clause shall not apply to employees employed in one of the Services Operations Centres who work their ordinary roster of hours on a straight shift basis (i.e. a shift that does not include a meal break).
- m. Where practicable, employees shall not be required to work more than five (5) hours without a work/meal break.

#### **8. Roster of Hours**

- a. The ordinary hours of duty prescribed by clause 7, Hours of Duty, of this Award, shall be worked according to rosters which shall be exhibited at least fourteen (14) days before the commencement date of the roster and shall show the hours of duty for the agreed roster period or twenty eight (28) days whichever is the greater.
- b. There shall be a minimum break of eight (8) hours between rostered shifts except in case of an emergency or agreement between the Service and the employee.
- c. The roster of an employee may be altered by the Service at any time during the agreed roster period upon the provision of at least seven (7) days notice or less than seven (7) days in the event of an emergency eg. Sick leave, Family and Community Service Leave etc.

- d. A day off duty shall be twenty-four (24) hours.
- e. Where an employee is rostered to an allocated day off that day is to be shown on the roster.
- f. The rosters of employees shall provide for an equitable distribution of Saturday and Sunday work between employees working the same agreed roster.
- g. The provisions of this clause do not apply to Day Workers.
- h. Any dispute arising from the operation of this clause shall be dealt with in accordance with clause 31, Issues Resolution, of this Award.

### **9. Overtime**

- a. Employees are expected to work reasonable overtime in accordance with Clause 35, Reasonable Hours of this Award.
- b. All time worked by employees outside the ordinary hours in accordance with clause 7, Hours of Duty, of this Award, shall be paid for at the rate of time and one half for the first two hours each day and thereafter at the rate of double time, provided however, that all overtime worked on a Sunday shall be paid for at the rate of double time and all overtime worked on public holidays shall be paid for at the rate of double time and one-half.
- c. An employee who is required to work overtime in excess of two hours shall, at the option of the Service, be supplied with a meal or shall be paid an amount as varied from time to time by the Service unless he or she has been notified on his or her previous shift or duty that he or she would be required to work overtime.
- d. Employees recalled to work overtime after leaving the Service's premises, shall be paid for a minimum of two hours work at the appropriate rate for each time he or she is so recalled; provided that, except in unforeseen circumstances arising, an employee shall not be required to work the full minimum number of hours prescribed above if the job he or she was recalled to perform is completed within a shorter period.
- e. The employer must have processes in place for the formal release of employees from recall duty.
- f. Employees who are not formally released and who are recalled again during the two hour minimum payment period are not entitled to any additional payment until the expiration of the two hour period.
- g. Employees who are advised they will not be required to perform any additional work and are formally released and who are subsequently recalled again during the two hour minimum payment period, shall be entitled to another two hour minimum payment.
- h. Employees required to work overtime after leaving the employer's premises to provide a technology support resolution remotely without onsite presence, shall be paid for such work at the appropriate overtime rate, with a minimum payment of one hour at such rates.
- i. When overtime work is necessary it shall, wherever reasonably practical, be so arranged that employees have at least eight consecutive hours off duty between the work on successive days or shifts.
- j. An employee who works so much overtime:
  - i. between the termination of his or her ordinary work on any day or shift and the commencement of his or her ordinary work on the next day or shift that he or she has not had at least eight consecutive hours off duty between these times; or
  - ii. on a Saturday, a Sunday and a public holiday, not being ordinary working days, or on a rostered day off without having had eight consecutive hours off duty in the twenty-four hours preceding his or her ordinary commencing time on his or her next day or shift:

shall, subject to this sub-clause, be released after completion of such overtime until he or she has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence. If on the instruction of the Service such an employee resumes or continues to work without having had such eight consecutive hours off duty he or she shall be paid at double rates until he or she is released from duty for such period that he or she then shall be entitled to be absent until he or she has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

- k. For the purposes of assessing overtime each day shall stand alone, provided however that where any one period of overtime is continuous and extends beyond midnight, all overtime hours in this period shall be regarded as if they had occurred within the one day.
- l. All overtime worked by shift workers on Saturdays, Sundays and Public Holidays shall be paid for at the appropriate overtime rate prescribed in sub-clause (a) of this clause, such overtime to be cumulative upon the ordinary time penalties applicable to such days of work.
- m. The Conditions of Employment relating to Overtime for employees covered by this Award are to be determined by reference to the "New South Wales Ambulance Service Administrative and Clerical Agreement, 1988" and the "Ambulance Service of New South Wales Administration and Staff Clerical Enterprise Agreement, 1994" and all variations thereof. This provision only applies to those employees covered by this Award who were employees of the Service immediately prior to 1 July 1998.

#### **10. Time Off in Lieu of Overtime**

- a. The parties agree that any employee who is required to work overtime outside normal rostered hours may be compensated by way of time off in lieu of overtime.
- b. This agreement is subject to the following provisos:
  - i. Time off in lieu must be taken within three months of it being accrued at ordinary rates;
  - ii. The option of taking time off in lieu is subject to the active agreement of the Service management, so that it is conceivable that employees in one unit or location within the Service may be permitted to take time off in lieu but employees working in other locations and settings within the Service may not;
  - iii. Employees cannot be compelled to take time off in lieu of overtime; and
  - iv. Records of time off in lieu owing to employees and taken by employees must be maintained.
- c. Where an employee is unable to take time off in lieu of overtime within three months of it being accrued the time so accrued shall be paid out at the overtime rate applicable at the time of payment.

#### **11. Accrual of Additional Days Off (ADOs)**

- a. The parties agree that employees should have the capacity to accumulate up to three (3) days additional days off duty (ADOs) as measured at any one point in time, which accrue in accordance with clause 7, Hours of Duty of this Award. This limit on the accumulation right means that any employee who has a current accumulation of three ADOs must take the fourth ADO occurring to him or her when it falls due in accordance with the roster.
- b. This agreement is subject to the following provisos:
  - i. Employees cannot be compelled to accumulate their ADOs. It is merely an option available to employees.
  - ii. This option of accumulation of ADOs is subject always to the active agreement of the Service management, so that it is conceivable that employees in one unit or location within the Service



- may be permitted to accumulate ADOs but employees working in other locations and settings within the Service may not.
- iii. The accumulation of ADOs should be considered in those units, departments or other discrete service areas where the service needs during periods when employees are utilising their accumulated ADOs.
  - iv. Any ADOs accumulated but not taken as at the date of termination shall be paid out.
  - v. The accumulation of ADOS should not apply to employees who have elected to work a nine day fortnight in accordance with subclause (f) of clause 7, Hours of Duty.
- c. Further to the above, the parties agree that ADOs, whether accrued in accordance with clause 7, Hours of Duty, of this Award, or subclause (i) above, can be taken at a mutually convenient time to the Service and the employee.

### **12. Penalty Rates for Shift Work and Weekend Work**

- a. Shift workers working afternoon or night shift shall be paid the following percentage in addition to the ordinary rate for such shift:
- Afternoon shift -
- Commencing at 10 a.m. and before 1 p.m. - 10 per cent  
Commencing at 1 p.m. and before 4 p.m. - 12.5 per cent
- Night shift -
- Commencing at 4 p.m. and before 4 a.m. - 15 per cent  
Commencing at 4 a.m. and before 6 a.m. - 10 per cent
- b. Employees whose ordinary working hours include work on a Saturday and/or Sunday, shall be paid for ordinary working hours worked between midnight on Friday and midnight on Saturday at the rate of time and one half and for ordinary hours worked between midnight on Saturday and midnight on Sunday at the rate of time and three quarters. These extra rates shall be in substitution for an not cumulative upon the shift premiums prescribed in sub-clause (a) of this clause.

### **13. Promotion and Vacancies**

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

### **14. Appointment of Officers**

- a. All employees shall be appointed on probation for a period of six months from the date of their appointment or re-appointment to the Service.
- b. An employee engaged under this Award shall be engaged as a Full Time employee, a Permanent Part Time employee and/or a Temporary employee.
- c. Every employee will be provided with a Position Description commensurate with his or her position which he or she will be required to sign.

**15. Termination of Employment**

- a. Employment shall be terminated by one (1) week notice in writing by either party or by the giving or forfeiting, as the case may be, of one (1) week's wages in lieu of notice.
- b. The provisions of subclause (a) of this clause does not limit the Service's right to terminate an employee's employment without notice or payment in lieu of notice in the event of misconduct of the employee.
- c.
  - i. Employees with a credit of hours accrued towards an allocated day/s off duty shall be paid for such accrual upon termination.
  - ii. Employees with a credit of hours accrued as a result of working a roster in accordance with subclause (a) of clause 7, Hours of Duty, of this Award, shall be paid such accrual upon termination.
  - iii. Employees with a debit of hours accrued as a result of working a roster in accordance with subclause (a) of clause 7, Hours of Duty, of this Award, shall reimburse the Service for such accrual upon termination.
  - iv. Employees with a credit of hours accrued as a result of optioning for time off in lieu of overtime in accordance with sub-clause (a) of clause 10, Time Off in Lieu of Overtime, of this Award shall be paid for such accrual upon termination at the appropriate overtime rate based on the rate of pay applying at the time of termination.
- d. The Service shall, upon request by the employee, give the employee a signed statement outlining the period of employment.

**16. Travelling Time and Expenses**

- a.
  - i. Where an employee is directed to report for duty to a place of work other than the employees accustomed place of work, the employee shall travel to and from the alternative place of work in the Service's time for those periods in excess of time normally taken to travel to and from the employees accustomed place of work.
  - ii. Fares incurred by such employee in excess of the fares normally incurred in travelling to the employee's accustomed place of work and returning home from the accustomed place of work, shall be reimbursed by the Service.
  - iii. Where the employee is required to report to an alternative place of work and has the prior approval of the Service to travel by his or her own mode of conveyance, the employee shall be paid a kilometre allowance for kilometres travelled in excess of the kilometres the employee normally travels between the accustomed place of work and home. The kilometre allowance will be the specified journey rate as prescribed from time to time by the Ministry.
- b.
  - i. Where the Service has determined that an employee should report to a new accustomed place of work on a permanent basis, the decision must be discussed with the affected employee(s) and their representative prior to notice of changed accustomed place of work being given.
  - ii. The Service shall give the employee reasonable notice of the requirement to report to a new accustomed place of work. For the purposes of this sub-clause "reasonable notice" shall be 28 days prior to the date the employee is first required to report to the new accustomed place of work.

- iii. Where the accustomed place of work is changed on a permanent basis by the Service, the employee shall report to the new accustomed place of work on the date.

### **17. Relieving Other Members of Staff**

- a. Subject to the provision of subclause (b) of this clause, an employee who is called upon to relieve an employee in a higher classification continuously for five working days or more, and who satisfactorily performs the duties and assumes the responsibilities of the higher classification as required by the employer, shall be entitled to receive, for the period of relief, the minimum pay of such higher classification.
- b. The payment shall be made on the following basis:
  - i. Be paid at least the rate which would be applicable if 100% of such duties were performed on a permanent basis. Where relief is performed in a position at less than 100% the employee shall be paid a proportion equivalent to that lesser amount of relief, i.e. where 25% of the work of the position relieved is carried out, the relieving allowance shall be 25% of the difference between the rates applicable to the position.
  - ii. Higher duties allowance shall only be paid when the employee has been directed by the Service to relieve in such position.
- c. This clause shall not apply when an employee in a higher classification is absent by reason of his or her allocated day or days off duty.

### **18. Flexible Work Practices**

- a. Permanent part-time employee
  - i. A permanent part-time employee means an employee who is permanently appointed by the Service to work a specified number of hours to a maximum of thirty-two (32) hours per week except in emergency or urgent circumstances.
  - ii. Permanent part-time employees shall be paid an hourly rate calculated on the basis of one thirty-eighth of the rate prescribed in clause 40, Classification Structures, of this Award a minimum payment of two (2) hours for each start.
  - iii. Other than as set out in this clause, a permanent part-time employee is entitled to the terms of employment set out in this Award, calculated on a pro-rata basis, in the same proportion as the part-time hours bear to the full-time ordinary hours.
  - iv. Employees engaged under this clause shall not be entitled to allocated days off.
  - v. All time worked by permanent part-time employees in excess of the rostered daily ordinary hours of work prescribed for the majority of full-time employees employed on that shift in the unit or section concerned shall be paid for at the rate of time and one-half.
  - vi. Time worked up to the rostered daily ordinary hours of work prescribed for a majority of the full-time employees employed on that shift or section concerned shall not be regarded as overtime but an extension of the contract hours for that day and shall be paid at the ordinary rate of pay.
  - vii. Notwithstanding the provisions of this clause, the Service and the Union may agree in writing, to observe other conditions in order to meet special cases.
- b. Temporary employee
  - i. A temporary employee is one engaged for a set period not exceeding thirteen (13) weeks, provided that fixed term contracts of employment, whether for periods greater or lesser than thirteen (13) weeks, must not be offered in preference to ongoing contracts unless they are

necessary to meet the genuine requirements of the Service, which may include but not be limited to parental leave, limited term funding arrangements, long term leave relief, forthcoming service reductions, and anticipated peak demand times.

- ii. A temporary employee shall be paid in addition to all rates and allowances to which the said employee is entitled under this Award, an allowance equal to 10 per centum of the rates prescribed for his or her classification by clause 40, Classification Structures, of this Award, provided that this sub-clause shall cease to apply upon:
    - a. the said period of engagement being extended after the said period of thirteen (13) weeks;
    - b. the employer and the employee agreeing during the said period of thirteen (13) weeks, that the employee shall be employed on a permanent part-time or full-time basis.
  - iii. For entitlement for payment in respect of annual leave, see Annual Holidays Act 1944.
- c. Shift Changes
- i. Where the Service's prior consent is given to swap a shift, the employee working the shift shall record the working of that shift on his or her time sheet with payment made accordingly.
  - ii. When the shift is swapped back it shall be for the same duration as the shifts previously swapped so as to ensure each employee maintains a thirty eight (38) hours per week average.
  - iii. Where a shift is to be paid back it shall be done in the current agreed roster period or, where this is not practical, within the following agreed roster period, or in a future roster period approved by the Service.
- d. Secure Employment
- (a) Objective of this Clause

The objective of this clause is for the employer to take all reasonable steps to provide its employees with secure employment by maximising the number of permanent positions in the employer's workforce, in particular by ensuring that casual employees have an opportunity to elect to become full-time or part-time employees.
  - (b) Casual Conversion
    - (i) A casual employee engaged by a particular employer on a regular and systematic basis for a sequence of periods of employment under this Award during a calendar period of six months shall thereafter have the right to elect to have his or her ongoing contract of employment converted to permanent full-time employment or part-time employment if the employment is to continue beyond the conversion process prescribed by this subclause.
    - (ii) Every employer of such a casual employee shall give the employee notice in writing of the provisions of this sub-clause within four weeks of the employee having attained such period of six months. However, the employee retains his or her right of election under this subclause if the employer fails to comply with this notice requirement.
    - (iii) Any casual employee who has a right to elect under paragraph (b)(i), upon receiving notice under paragraph (b)(ii) or after the expiry of the time for giving such notice, may give four weeks' notice in writing to the employer that he or she seeks to elect to convert his or her ongoing contract of employment to full-time or part-time employment, and within four weeks of receiving such notice from the employee, the employer shall consent to or refuse the election, but shall not unreasonably so refuse. Where an employer refuses an election to convert, the reasons for doing so shall be fully stated and discussed with the employee concerned, and a genuine attempt shall be made to reach agreement. Any dispute about a refusal of an election to convert an ongoing contract of employment shall

be dealt with as far as practicable and with expedition through the disputes settlement procedure.

- (iv) Any casual employee who does not, within four weeks of receiving written notice from the employer, elect to convert his or her ongoing contract of employment to full-time employment or part-time employment will be deemed to have elected against any such conversion.
- (v) Once a casual employee has elected to become and been converted to a full-time employee or a part-time employee, the employee may only revert to casual employment by written agreement with the employer.
- (vi) If a casual employee has elected to have his or her contract of employment converted to full-time or part-time employment in accordance with paragraph (b)(iii), the employer and employee shall, in accordance with this paragraph, and subject to paragraph (b)(iii), discuss and agree upon:
  - (1) whether the employee will convert to full-time or part-time employment; and
  - (2) if it is agreed that the employee will become a part-time employee, the number of hours and the pattern of hours that will be worked either consistent with any other part-time employment provisions of this award or pursuant to a part time work agreement made under Chapter 2, Part 5 of the Industrial Relations Act 1996 (NSW);

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

- (vii) Following an agreement being reached pursuant to paragraph (vi), the employee shall convert to full-time or part-time employment. If there is any dispute about the arrangements to apply to an employee converting from casual employment to full-time or part-time employment, it shall be dealt with as far as practicable and with expedition through the disputes settlement procedure.
  - (viii) An employee must not be engaged and re-engaged, dismissed or replaced in order to avoid any obligation under this subclause.
- (c) Occupational Health and Safety
- (i) For the purposes of this subclause, the following definitions shall apply:
    - (1) A "labour hire business" is a business (whether an organisation, business enterprise, company, partnership, co-operative, sole trader, family trust or unit trust, corporation and/or person) which has as its business function, or one of its business functions, to supply staff employed or engaged by it to another employer for the purpose of such staff performing work or services for that other employer.
    - (2) A "contract business" is a business (whether an organisation, business enterprise, company, partnership, co-operative, sole trader, family trust or unit trust, corporation and/or person) which is contracted by another employer to provide a specified service or services or to produce a specific outcome or result for that other employer which might otherwise have been carried out by that other employer's own employees.

- (ii) Any employer which engages a labour hire business and/or a contract business to perform work wholly or partially on the employer's premises shall do the following (either directly, or through the agency of the labour hire or contract business):
  - (1) consult with employees of the labour hire business and/or contract business regarding the workplace occupational health and safety consultative arrangements;
  - (2) provide employees of the labour hire business and/or contract business with appropriate occupational health and safety induction training including the appropriate training required for such employees to perform their jobs safely;
  - (3) provide employees of the labour hire business and/or contract business with appropriate personal protective equipment and/or clothing and all safe work method statements that they would otherwise supply to their own employees; and
  - (4) ensure employees of the labour hire business and/or contract business are made aware of any risks identified in the workplace and the procedures to control those risks.
- (iii) Nothing in this subclause (c) is intended to affect or detract from any obligation or responsibility upon a labour hire business arising under the Occupational Health and Safety Act 2000 or the Workplace Injury Management and Workers Compensation Act 1998.

(d) Disputes Regarding the Application of this Clause

Where a dispute arises as to the application or implementation of this clause, the matter shall be dealt with pursuant to the disputes settlement procedure of this award.

- (e) This clause has no application in respect of organisations which are properly registered as Group Training Organisations under the Apprenticeship and Traineeship Act 2001 (or equivalent interstate legislation) and are deemed by the relevant State Training Authority to comply with the national standards for Group Training Organisations established by the ANTA Ministerial Council.

### **19. Annual Leave**

- a. As per the Annual Holidays Act, 1944, as amended from time to time.
- b. In addition to the leave provided for by subclause (a) of this clause, seven-day shift workers, (that is, shift workers who are rostered to work regularly on Sundays and Public Holidays), shall be allowed one week's leave; provided that if during the year of employment an employee has served for only portion of it as a seven-day shift worker the additional leave shall be one day for every thirty-six ordinary shifts worked as a seven-day shift worker. In this subclause, reference to one week and one day shall include holidays and non-working days.
- c. Except as otherwise provided in this sub-clause, the entitlement to the additional one week's leave shall be treated for all purposes (including termination), as an entitlement under the Annual Holidays Act, 1944.
- d. The Service agrees subject to at least twenty-eight (28) days prior written authorisation by the employee, to pay employees Annual Leave entitlements on a fortnightly basis which coincides with the normal fortnightly pay period.

### **20. Annual Leave Loading**

- a. In this clause the Annual Holidays Act, 1944, is referred to as "The Act".

- b. Before an employee is given and takes his or her annual holidays or, where by agreement between the Service and employee the annual holidays is given and taken in more than one separate period, then before each of such separate periods, the Service shall pay the employee a loading determined in accordance with this clause. (Note: the obligation to pay in advance does not apply where an employee takes an annual holiday wholly or partly in advance - see subclause (f)).
- c.
- i. The annual leave loading is payable in addition to the pay for the period of holiday given and taken and due to the employee under the Act and this Award.
- ii. The Service agrees subject to at least twenty-eight (28) days prior written authorisation by the employee, to pay employees Annual Leave Loading entitlements on a fortnightly basis which coincides with the normal fortnightly pay period.
- d. The loading is to be calculated in relation to any period of annual holiday to which the employee becomes entitled under the Act and this Award, or, where such a holiday is given and taken in separate periods, then in relation to each separate period. (Note: See sub-clause (f) as to holidays taken wholly or partly in advance).
- e. The loading is the amount payable for the period or the separate period, as the case may be, stated in sub-clause (f) at the rate of seventeen and one half percent of the appropriate ordinary weekly rate of pay prescribed by this Award for the classification in which the employee was employed immediately before commencing his or her annual holiday, but shall not include any allowances, penalty rates, shift allowances, overtime or any other payments prescribed by this Award.
- f. No loading is payable to an employee who takes an annual holiday wholly or partly in advance; provided that, if the employment of such an employee continues until the day when he or she would have become entitled under the Act to an annual holiday, the loading then becomes payable in respect of the period of such holiday and is to be calculated in accordance with subclause (e) of this clause applying the Award rates of wages payable on that day. This sub-clause applies where an annual holiday has been taken wholly or partly in advance.
- g.
- i. Where an employee terminates his or her service or where and at the time of the termination the employee has not been given and has not taken the whole of an annual holiday for which he or she became entitled, he or she shall be paid a loading calculated in accordance with sub-clause (d) for the period not taken.
- ii. Where the employment of an employee is terminated by his or her Service for a cause other than misconduct, he or she shall be paid a loading calculated in accordance with sub-clause (d) for the period not taken where at the time of the termination the employee has not been given and has not taken the whole of an annual holiday to which he or she became entitled.
- iii. Where the employment of an employee is terminated by his or her Service for other than misconduct, he or she shall be paid a loading calculated at seventeen and one half percent of all payment due to him or her under the Annual Holidays Act, 1944, where at the time of termination the employee has not become entitled to an annual holiday.

## 21. Public Holidays

- a.
- i. Public holidays shall be allowed to employees on full pay. Where an employee is required to and does work on any of the holidays set out in this subclause, whether for a full shift for not, the employee shall be paid one and one half day's pay in addition to the weekly rate, such payment to be in lieu of weekend or shift allowances which would otherwise be payable had the day not been a public holiday.

- ii. For the purposes of this clause the following shall be deemed Public Holidays, viz.: New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day, Boxing Day and any other day duly proclaimed and observed as a public holiday for the State shall be holidays for the purpose of this Award.
  - iii. Shift workers rostered off duty on a public holiday shall:
    - a. be paid one day's pay in addition to the weekly rate; or if the employee so elects,
    - b. have one day added to his or her period of annual leave.
  - iv. The election referred to in paragraph (iii) of this sub-clause is to be made in writing by the employee at the commencement of each year of employment and is irrevocable during the currency of that year of employment.
- b.
- i. In addition to those public holidays specified in subclause (a)(ii) of this clause, employees shall be entitled to an extra public holiday each year. Such public holiday will occur on a date which is agreed upon between the Union and the Service and shall be regarded for all purposes of this clause, as any other public holiday.
  - ii. The foregoing will not apply in areas where, in each year, a day in addition to the ten named public holidays specified in subclause (a)(ii) is proclaimed and observed as a public holiday for the area, and will not apply to those areas where, in each year, at least two half days, in addition to the ten named public holidays specified in sub-clause (a)(ii), are proclaimed and observed as half public holidays.
  - iii. Provided further, that in areas where each year, only one half day, in addition to the ten named public holidays specified in sub-clause (a)(ii) is proclaimed and observed as a half day holiday for the purposes of this Award, the whole day will be regarded as a public holiday and no additional public holiday which otherwise would, as a result of this sub-clause apply, will be observed.
- c. Special holidays proclaimed for any city or town are to be granted or equivalent payment made in lieu thereof to employees, either day workers or shift workers, employed in such towns or cities. Equivalent payment means double time and one half.

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

## **22. Family and Community Services Leave and Personal/Carers' Leave**

Family and Community Services (FACS) Leave and Personal/Carer's Leave are separate, stand alone entitlements.

### **A. FACS Leave**

#### **(a) FACS Leave - General**

- (i) For the purpose of this clause relating to FACS leave:

"relative" means a person related by blood, marriage or affinity;

"affinity" means a relationship that one spouse because of marriage has to blood relatives of the other; and

"household" means a family group living in the same domestic dwelling.



- (ii) A manager may grant FACS leave to an employee:
  - (1) to provide care and/or support for sick members of the employee's relatives or household; or
  - (2) for reasons related to the family responsibilities of the employee (e.g. to arrange and or attend a funeral of a relative; to accompany a relative to a medical appointment where there is an element of emergency; parent/teacher meetings; education week activities; to meet elder-care requirements of a relative); or
  - (3) for reasons related to the performance of community service by the employee (e.g. in matters relating to citizenship; to office holders in local government, other than as a mayor, for attendance at meetings, conferences or other associated duties; representing Australia or the State in major amateur sport other than in Olympic/Commonwealth Games); or
  - (4) in a case of pressing necessity (e.g. where an employee is unable to attend work because of adverse weather conditions which either prevent attendance or threaten life or property; the illness of a relative; where a child carer is unable to look after their charge).
- (iii) FACS leave replaces compassionate leave.
- (iv) An employee is not to be granted FACS leave for attendance at court to answer a criminal charge, unless the Chief Executive Officer or authorised delegate approves the grant of leave in the particular case.

Applications for FACS leave to attend court, for reasons other than criminal charges, will be assessed on an individual basis.

(b) FACS Leave - entitlement

- (i) The maximum amount of FACS leave on full pay that may be granted to an employee is:
  - (1) 3 working days during the first year of service, commencing on and from 1 January 1995, and thereafter 6 working days in any period of 2 years; or
  - (2) 1 working day, on a cumulative basis effective from 1 January 1995, for each year of service after 2 years' continuous service, minus any period of FACS leave already taken by the employee since 1 January 1995,whichever method provides the greater entitlement.
- (ii) For the purposes of calculating entitlements under (b)(i)(1) and (2) above, a working day for employees working 38 hours per week shall be deemed to consist of 8 hours. For shift workers the rate at which FACS leave is paid out and utilised shall be on actual hours absent from a rostered shift.

Example A: An employee working 38 hours per week will have an entitlement, in their first year of employment, to 24 hours of FACS leave. If the employee take FACS leave for a full 10 hour shift, the employee would be debited 10 hours of FACS leave.

Example B: An employee, employed prior to 1 January 1995, applies for FACS leave on 20 February 1997. The employee is entitled to 6 days in any period of two years. Therefore, to calculate the employee's available FACS leave as at 20 February 1997, add all FACS leave taken from 21 February 1995 to 20 February 1997 and deduct that amount from the 6 days entitlement.

- (iii) FACS leave is available to part-time employees on a pro rata basis, based on the average number of hours worked per week. A working day shall consist of one-fifth of the employee's average weekly hours during the preceding 12 months or during the employee's period of employment, whichever is the lesser period.

Example: An employee working an average of 30 hours per week will have an entitlement, in his/her first year of employment, of 18 hours of FACS leave. If the employee takes FACS leave for a full rostered shift eg of 4 hours, the employee would be debited 4 hours of FACS leave. Likewise, if the employee was rostered for 8 hours and was absent for the full 8 hours on FACS leave, he/she would be debited 8 hours of FACS leave.

- (c) Additional FACS leave for bereavement purposes

Where FACS leave has been exhausted, additional FACS leave of up to 2 days for bereavement may be granted on a discrete, "per occasion" basis to an employee on the death of a relative or member of a household as defined in subclause (a) (i) of Part A of this clause.

- (d) Use of other leave entitlements

A manager may grant an employee other leave entitlements for reasons related to family responsibilities or community service, by the employee.

An employee may elect, with the consent of the employer, to take annual leave; long service leave; or leave without pay.

## B. Personal/Carer's Leave

- (a) Use of sick leave to care for the person concerned - definitions

A person who needs the employee's care and support is referred to as the "person concerned" and is:

- (i) a spouse of the employee; or
- (ii) a de facto spouse, who, in relation to a person, is a person of the opposite sex to the first mentioned person who lives with the first mentioned person as the husband or wife of that person on a bona fide domestic basis although not legally married to that person; or
- (iii) a child or an adult child (including an adopted child, a step child, a foster child or an ex nuptial child), parent (including a foster parent and legal guardian), grandparent, grandchild or sibling of the employee or spouse or de facto spouse of the employee; or
- (iv) a same sex partner who lives with the employee as the de facto partner of that employee on a bona fide domestic basis; or
- (v) a relative of the employee who is a member of the same household, where for the purpose of this clause relating to Personal/Carer's Leave:

"relative" means a person related by blood, marriage or affinity;

"affinity" means a relationship that one spouse because of marriage has to blood relatives of the other; and

"household" means a family group living in the same domestic dwelling.

- (b) Use of sick leave to care for the person concerned - entitlement

- (i) The entitlement to use sick leave in accordance with this subclause is subject to:

- (1) the employee being responsible for the care and support of the person concerned; and
  - (2) the person concerned being as defined in subclause (a) of Part B of this clause.
- (ii) Other than an employee who receives a loading in lieu of sick leave, an employee with responsibilities in relation to a person who needs their care and support shall be entitled to use the untaken sick leave, from that year's annual sick leave entitlement, to provide care and support for such persons when they are ill.
  - (iii) Sick leave accumulates from year to year. In addition to the current year's grant of sick leave available under (ii) above, sick leave untaken from the previous 3 years may also be accessed by an employee with responsibilities in relation to a person who needs their care and support.
  - (iv) A manager may, in special circumstances, make a grant of additional sick leave. This grant can only be taken from sick leave untaken prior to the period referred to in subclause (iii) above.
  - (v) The employee shall, if required, establish either by production of a medical certificate or statutory declaration, that the illness of the person concerned is such as to require care by another person.
  - (vi) The employee has the right to choose the method by which the ground for leave is established, that is, by production of either a medical certificate or statutory declaration.
  - (vii) The employee is not required to state the exact nature of the relevant illness on either a medical certificate or statutory declaration.
  - (viii) The employee shall, wherever practicable, give the employer notice prior to the absence of the intention to take leave, the name of the person requiring care and that person's relationship to the employee, the reasons for taking such leave and the estimated length of absence. If it is not practicable for the employee to give prior notice of absence, the employee shall notify the employer by telephone of such absence at the first opportunity on the day of absence.
  - (ix) In normal circumstances, the employee must not take leave under this part where another person has taken leave to care for the same person.
- (c) Use of other leave entitlements

An employee may elect, with the consent of the employer, to take:

- (i) annual leave, including annual leave not exceeding 10 days in single day periods or part thereof, in any calendar year at a time or times agreed by the parties. An employee and employer may agree to defer payment of the annual leave loading in respect of single day absences, until at least 5 consecutive annual leave days are taken. An employee may elect with the employer's agreement to take annual leave at any time within a period of 24 months from the date at which it falls due.
  - (ii) long service leave; or
  - (iii) leave without pay for the purpose of providing care and support to the person concerned as defined in subclause (a) of Part B of this clause.
- (d) Time off in lieu of payment of overtime

- (i) An employee may elect, with the consent of the employer, to take time off in lieu of payment of overtime at a time or times agreed with the employer within 12 months of the said election
  - (ii) Overtime taken as time off during ordinary time shall be taken at the ordinary time rate, that is, one hour off for each hour of overtime worked.
  - (iii) If, having elected to take time as leave in accordance with (d)(i) above and the leave is not taken for whatever reason, payment for time accrued at overtime rates shall be made at the expiry of the twelve 12 month period from the date the overtime was worked, or earlier by agreement, or on termination.
  - (iv) Where no election is made in accordance with paragraph (d)(i) above, the employee shall be paid overtime rates in accordance with the provisions of clause 9, Overtime.
- (e) Use of make-up time
- (i) An employee may elect, with the consent of the employer, to work "make-up time". "Make-up time" is worked when the employee takes time off during ordinary hours for family or community service responsibilities, and works those hours at another time, during the spread of ordinary hours provided for in clause 7 and 8 of this Award, at the ordinary rate of pay.
  - (ii) An employee on shift work may elect, with the consent of the employer, to work "make-up time" (under which the employee takes time off during ordinary hours and works those hours at another time) at the applicable shift work rate which would have been applicable to the hours taken off.

### 23. Maternity, Adoption and Parental Leave

This clause is to be read in conjunction with the Service's Standard Operating Policy 2007-026 or subsequent replacement Standard Operating Policies as issued by the Service.

#### A. Maternity Leave

##### (a) Eligibility for Paid Maternity Leave

###### (i) Full time employees

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

###### (ii) Permanent part-time employees

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

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

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

maternity leave without pay, or leave without pay associated with an illness or injury compensable under workers' compensation legislation.

(b) Entitlements to Paid Maternity Leave

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

(ii) Paid maternity leave may be paid:

on a normal fortnightly basis; or

in advance in a lump sum; or

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

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

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

(c) Entitlements to Unpaid Maternity Leave

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

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

(d) Applications for Maternity Leave

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

(1) The intention to proceed on maternity leave;

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

(3) The period of leave to be taken;

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

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

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

(e) Applications for Further Maternity Leave

- (i) Where an employee becomes pregnant whilst on maternity leave a further period of maternity leave shall be granted. If an employee enters on the second period of maternity leave during the currency of the initial period of maternity leave, then any residual maternity leave from the initial entitlement ceases.
- (ii) An employee who commences a subsequent period of maternity leave while on unpaid maternity leave under subclause (c)(i) of Part A of this clause or subclause (a)(ii) of Part D of this clause is entitled to be paid at their normal rate (ie the rate at which they were paid before proceeding on maternity leave).
- (iii) An employee who commences a subsequent period of maternity leave during the first 12 months of a return to duty on a part time basis as provided under subclause (a)(iii) of Part D of this clause is entitled to be paid at their substantive full time rate for the subsequent period of maternity leave.
- (iv) An employee who commences a subsequent period of maternity leave more than 12 months after returning to duty on a part time basis under subclause (a)(iii) of Part D of this clause, will be entitled to paid maternity leave for the subsequent period of maternity leave at their part time rate.

(f) Variations of Maternity Leave

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

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

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

(g) Staffing Provisions

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

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

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

- (iv) When the employee has resumed duties, any period of full pay leave is counted in full for the accrual of annual leave and any period of maternity leave on half pay is taken into account to the extent of one half thereof when determining the accrual of annual leave.
- (v) Except in the case of employees who have completed ten (10) years service the period of maternity leave without pay does not count as service for long service leave purposes. Where the employee has completed ten (10) years service, the period of maternity leave without pay shall count as service provided such leave does not exceed six (6) months.
- (vi) Where public holidays occur during the period of paid maternity leave, payment is at the rate of maternity leave received, ie. public holidays occurring in a period of full pay maternity leave are paid at full rate and those occurring during a period of half pay leave are paid at half rate.
  - (i) **Illness Associated with Pregnancy**
    - (i) If, because of an illness associated with her pregnancy, an employee is unable to continue to work, then she can elect to use any available paid leave (sick, annual and/or long service leave) or to take any sick leave without pay.
    - (ii) Where an employee is entitled to paid maternity leave but, because of illness or injury, is on workers' compensation, sick, annual, long service leave, or sick leave without pay prior to the birth, such leave will cease nine (9) weeks prior to the expected date of birth. The employee will then commence on maternity leave with the normal provisions applying.
- (j) **Effect of Premature Birth on Payment of Maternity Leave**

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

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

In the event of a miscarriage, any absence from work is to be covered by the current sick leave provisions.
- (m) **Fitness to Continue Working During Pregnancy and Alternative Work**
  - (i) Whilst an employee may commence maternity leave up to fourteen (14) weeks, prior to the expected date of birth, this is not compulsory. However, if an employee decides to continue working prior to taking maternity leave, she must be able to satisfactorily perform her normal duties.
  - (ii) Where, because of an illness or risk associated with her pregnancy, an employee cannot carry out the duties of her position, an employer is obligated, as far as practicable, to provide alternative employment in some other position that she is able to satisfactorily perform, until maternity leave commences. A position to which an employee is transferred under these circumstances must be as close as possible in status and salary to her substantive position.
- (n) **Right to Return to Previous Position**

- (i) An employee who returns to work after maternity leave has a right to return to her former position.
  - (ii) Where this position no longer exists, the employee is entitled to be placed in a position nearest in status and salary to that of her former position and to which the employee is capable and/or qualified.
- (o) Portability of Service for Paid Maternity Leave

When determining an employee's eligibility for paid maternity leave, continuous service with an organisation that is part of the public sector service as defined in the Public Sector Employment and Management Act 2002 will be recognised, provided that:

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

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

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

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

## B. Adoption Leave

### (a) Eligibility for Adoption Leave

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

#### Full time employees

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

#### Permanent part-time employees

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

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



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

- (f) Staffing Provisions  
Same provisions as maternity leave.
- (g) Effect of Adoption Leave on Accrual of Leave, Increments, etc  
Same provisions as maternity leave.
- (h) Right to Return to Previous Position  
Same provisions as maternity leave.
- (i) Portability of Service for Paid Adoption Leave  
Same provisions as maternity leave.

C. Parental Leave

- (a) Eligibility for Parental Leave
  - (i) Full time employees  
Employees who, prior to the expected date of birth or to the date of taking custody of the child, have completed 40 weeks continuous service (of not less than 31.25 hours per week) are eligible for parental leave.
  - (ii) Permanent part-time employees  
Permanent part-time employees are employees engaged in a permanent part-time basis as defined by their Award. These employees are entitled to pro-rata paid parental leave after forty (40) weeks continuous service.
  - (iii) An employee who has once met conditions for parental leave will not be required to again work the forty (40) weeks continuous service in order to qualify for a further period of parental leave, unless:
    - (1) there has been a break in service where the employee has been re-employed or re-appointed after resignation, medical retirement, or after her services have been otherwise dispensed with; or
    - (2) the employee has completed a period of leave without pay of more than forty (40) weeks. In this context, leave without pay does not include sick leave without pay, maternity leave without pay, or leave without pay associated with an illness or injury compensable under workers' compensation legislation.
- (b) Entitlements  
Eligible employees whose spouse or partner (including a same sex partner) is pregnant or is taking custody of a child, are entitled to a period of leave not exceeding 52 weeks, which includes one week of paid leave, and may be taken as follows:
  - (i) an unbroken period of up to one week at the time of the birth of the child, taking custody of the child or other termination of the pregnancy (short parental leave).
  - (ii) the entitlement of one week's paid leave may be taken at anytime within the 52 week period and shall be paid:  
  
at the employees ordinary rate of pay for a period not exceeding one week on full pay, or

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

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

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

(c) Applications for Parental Leave

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

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

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

(d) Variations of Parental Leave

Same provisions as maternity leave.

(e) Staffing Provisions

Same provisions as maternity leave.

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

Same provisions as maternity leave.

(g) Right to Return to Previous Position

Same provisions as maternity leave.

(h) Portability of Service for Paid Parental Leave

Same provisions as maternity leave.

D. Right To Request

- (a) An employee entitled to maternity, adoption or parental leave may request the employer to allow the employee:
  - (i) to extend the period of simultaneous parental leave use up to a maximum of eight weeks;
  - (ii) to extend the period of unpaid maternity, adoption or extended parental leave for a further continuous period of leave not exceeding 12 months;
  - (iii) to return from a period of maternity, adoption or parental leave on a part time basis until the child reaches school age;to assist the employee in reconciling work and parental responsibilities.
- (b) The employer shall consider the request having regard to the employee's circumstances and, provided the request is genuinely based on the employee's parental responsibilities, may only refuse the request on reasonable grounds related to the effect on the workplace or the employer's business. Such grounds might include cost, lack of adequate replacement staff, loss of efficiency and the impact on customer service.
- (c) The employee's request and the employer's decision made under subclauses (a)(ii) and (iii) of this Part must be recorded in writing.
- (d) Where an employee wishes to make a request under subclause (a)(iii) of this Part:
  - (i) the employee is to make an application for leave without pay to reduce their full time weekly hours of work;
  - (ii) such application must be made as early as possible to enable the employer to make suitable staffing arrangements. At least four weeks notice must be given
  - (iii) salary and other conditions of employment are to be adjusted on a basis proportionate to the employee's full time hours, that is for long service leave the period of service is to be converted to the full time equivalent and accredited accordingly.

#### E. Communication During Leave

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

#### 24. Study Leave

Employees shall be granted Study Leave on such terms and conditions prescribed by the Services Standard Operating Policy 2007-077 as amended by the Service from time to time.

## 25. Trade Union Leave

Employees shall be granted Trade Union Leave on such terms and conditions prescribed by the Ministry's Policy Directive PD2006\_097 as amended from time to time.

## 26. Long Service Leave

- a. Employees shall be granted long service leave on such terms and conditions as may be applicable from time to time to employees employed under the provisions of the Public Sector Employment and Management Act 2002, and the regulations made thereunder. This includes the taking of long service leave on half pay.
- b. Where an employee has accrued a right to an allocated day of duty on pay prior to entering a period of long service leave such day shall be taken on the next working day immediately following the period of long service leave.

An employee returning to duty from long service leave shall be given the next allocated day off duty in sequence irrespective of whether sufficient credits have been accumulated or not.

## 27. Sick Leave

- a. Full-time employees shall, subject to the production of a medical certificate or other evidence satisfactory to the Service (which may include a statutory declaration) be entitled to sick leave as follows:
  - i. For service prior to 1 July 1985, five (5) days sick leave during the first year of service and eight (8) days' sick leave for the second and subsequent years of service, and
  - ii. For service from 1 July 1985, ten (10) days sick leave during each year of service, provided that any employee employed prior to 1 July 1985 shall not be entitled to accrue sick leave at the rate referred to in this paragraph until the employee's first anniversary date on or after 1 July 1985.
  - iii. All sick leave referred to in this sub-clause shall be granted on full pay.
  - iv. Each day of sick leave shall be equal to the number of hours an employee works in a normal rostered shift. This sub-clause shall only apply to Operations Centre Communications Assistants.
- b. An employee shall notify the Service, where practicable, of his or her inability to attend for duty at least four (4) hours but in any case no less than one (1) hour before the commencement time of duty and inform the Service as far as possible the estimated duration of same.
- c. The payment for any absence on sick leave in accordance with this clause during the first three months of employment of an employee may be withheld by the Service until the employee completes such three months of employment at which time the payment shall be made.
- d. An employee shall not be entitled to sick leave on full pay for any period in respect of which such employee is entitled to workers' compensation; provided, however, that the Service shall pay to an employee who has sick leave entitlement under this clause, the difference between the amount received as workers' compensation, and full pay. If the Service pays such difference, the employee's sick leave entitlement under this clause shall be proportionately reduced for each week during which such difference is paid.
- e. If the full period of sick leave is not taken in any year, the whole or any untaken portion shall be cumulative from year to year.
- f. Permanent part-time employees shall, subject to the provisions of this clause, be entitled to proportionate amount of sick leave. The amount of sick leave to which a permanent part-time employee is entitled in any year shall bear the same ratio to sick leave prescribed during that year of service for

full-time employees; as permanent part-time employee's normal ordinary hours of work for a week during such year would be borne to full-time employee's normal weekly hours of work.

- g. Service before the date of this Award shall be counted for the purpose of assessing the annual sick leave entitlement but accumulated leave at the credit of the employee at the commencement of this Award will not be increased or reduced by the operation of this clause.
- h. If an agreed holiday occurs during an employee's absence on sick leave then such agreed holiday shall not be counted as sick leave.

### **28. Climatic and Isolation Allowance**

- a. Subject to sub-clause (b) of this clause, employees attached to Ambulance Workplaces situated upon or to the West of a line drawn as herein specified, shall be paid the allowance specified in clause 41, Climatic and Isolation Allowance, of this Award in addition to the salary to which they are otherwise entitled. The line shall be drawn as follows, viz:

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

- b. Employees attached to Ambulance Workplaces situated upon or to the West of a line drawn as herein specified shall be paid an allowance specified in clause 41, Climatic and Isolation Allowance, of this Award, in addition to the salary to which they are otherwise entitled. The line shall be drawn as follows, viz:

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

- c. The allowances prescribed by this clause are not cumulative.
- d. Except for the computation of overtime the allowances prescribed by this clause shall be regarded as part of the salary for the purposes of this Award.
- e. This allowance was increased by 3% as of 1 January 2002.

### **29. Benefits Not to be Withdrawn**

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

### **30. Payment and Particulars of Wages**

- a. Wages shall be paid fortnightly by electronic transfer.
- b. On each pay day, employees shall be furnished with a statement showing the gross amount of ordinary wages and overtime together with separate details of all deductions.
- c. Overtime and penalty rates shall be paid within one week from the pay day succeeding the day or days on which such overtime or penalty rates were worked.
- d. Employees shall have their salary paid into one account with a bank or other financial institution in New South Wales as nominated by the employee except where agreement as to another method of payment has been reached between the Union and the Service due to the isolation of a workplace. Salaries shall be deposited by the Service in sufficient time to ensure that wages are available for withdrawal no later than pay day provided that this requirement shall not apply where employees nominate accounts of non-bank financial institutions which lack the technological or other facilities to process salary deposits within twenty four (24) hours of the Service making their deposits with such financial institutions but in

such cases the Service shall take all reasonable steps to ensure that the wages of such employees are available for withdrawal by no later than pay day.

e. Underpayment and overpayment of salaries - the following process will apply once the issue of underpayment or overpayment is substantiated.

(i) Underpayment

- (1) If the amount underpaid is equal to or greater than one day's gross base pay the underpayment will be rectified within three working days;
- (2) If the amount underpaid is less than one day's gross base pay it will be rectified by no later than the next normal pay. However, if the employee can demonstrate that rectification in this manner would result in undue hardship, every effort will be made by the employer to rectify the underpayment within three working days.

(ii) Overpayment

- (1) In all cases where overpayments have occurred, the employer shall as soon as possible advise the employee concerned of both the circumstances surrounding the overpayment and the amount involved. The employer will also advise the employee of the pay period from which the recovery of the overpayment is to commence.
- (2) One off overpayments will be recovered in the next normal pay, except that where the employee can demonstrate that undue hardship would result, the recover rate shall be at 10% of an employee's gross fortnightly base pay.
- (3) Unless the employee agrees otherwise, the maximum rate at which cumulative overpayments can be recovered is an amount, calculated on a per fortnight basis, equivalent to 10% of the employee's gross fortnightly base pay.
- (4) The recovery rate of 10% of an employee's gross fortnightly base pay referred to in subclause (ii)(3) above may be reduced by agreement, where the employee can demonstrate that undue hardship would result.
- (5) Where an employee's remaining period of service does not permit the full recovery of any overpayment to be achieved on the fortnightly basis prescribed in subclause (ii)(3) above, the employer shall have the right to deduct any balance of such overpayment from monies owing to the employee on the employee's date of termination, resignation or retirement, as the case may be.

### **31. Issues Resolution**

a. The parties must:

- i. use their best endeavours to co-operate in order to avoid grievances and disputes arising between the parties or between the Service and individual employees; and
- ii. abide by the procedures set out in this clause to resolve any issue which might arise; and
- iii. place emphasis on negotiating a settlement of any issue at the earliest possible stage in the process.

b. In this clause "issue" means any question, issue, grievance, dispute or difficulty which might arise between the parties about:

- i. the interpretation, application or operation of this Award; or

- ii. any allegation of discrimination in employment within the meaning of the Anti Discrimination Act 1977 which is not covered by established policies and procedures applicable to the Service, regardless of whether the issue relates to an individual employee or to a group of employees.
- c. Any issue, and in the case of a grievance or dispute any remedy sought, must be discussed in the first instance by the employee(s) (or the Union on behalf of the employee(s) if the employee(s) so request) and the immediate supervisor of the employee(s).
- d. If the issue is not resolved within a reasonable time it must be referred by the employee(s) immediate supervisor to his or her supervisor (or his or her nominee) and may be referred by the employee(s) to the Union Organiser for the Service. Discussions at this level must take place and be concluded within two working days
- e. If the issue remains unresolved, it may be referred by any of the parties to more senior officials of the Union who must then confer with the Chief Executive Officer (and/or his or her nominee(s)) of the Service. The conclusions reached by those representatives must be reported to the parties within two working days of referral or such extended periods may be agreed.
- f. If these procedures are exhausted without the issue being resolved, or if any of the time limits set out in those procedures are not met, either party may seek to have the matter mediated by an agreed third party, or the matter may be referred, in accordance with the provisions of the Industrial Relations Act 1996, to the Industrial Relations Commission for its assistance in resolving the issue.
- g. The parties agree that during these procedures normal work will continue and there will be no stoppages of work, lockouts, or any other bans or limitations on the performance of work.
- h. Throughout all the stages of these procedures adequate records must be kept of all discussions.
- i. These procedures are to be facilitated by the earliest possible advice by one party to the other of any issue or problem which may give rise to a grievance or dispute.

### **32. Union Subscriptions**

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

### **33. Union Noticeboards**

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

### **34. Anti-Discrimination**

- a. It is the intention of the parties bound by this Award to seek to achieve the object in section 3 (f) of the Industrial Relations Act 1996 to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- b. It follows that in fulfilling their obligations under the issues resolution procedure prescribed by this Award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this Award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations, has a direct or in direct discriminatory effect.
- c. Under the Anti-Discrimination Act 1977, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- d. Nothing in this clause is to be taken to affect:
  - i. any conduct or act which is specifically exempted from anti-discrimination legislation;



- ii. offering or providing junior rates of pay to persons under 21 years of age;
- iii. any act or practice of a body established to propagate religion which is exempted under section 56 (d) of the Anti-Discrimination Act 1977;
- iv. a party to this Award from pursuing matters of unlawful discrimination in any State or federal jurisdiction.

### **35. Reasonable Hours**

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

### **36. Salary Sacrifice to Superannuation**

- (i) Notwithstanding the salaries prescribed in Clause 6, Wages, as varied from time to time, an employee may elect, subject to the agreement of the employee's employer, to sacrifice a part or all of the salary payable under the salaries clause to additional employer superannuation contributions. Such election must be made prior to the commencement of the period of service to which the earnings relate. The amount sacrificed together with any salary packaging arrangements under Clause 37, Salary Packaging, of this award may be made up to one hundred (100) per cent of the salary payable under the salaries clause, or up to one hundred (100) per cent of the currently applicable superannuable salary, whichever is the lesser.

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

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

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

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

- (vii) Where, prior to electing to sacrifice a part or all of their salary to superannuation, an employee had entered into an agreement with their employer to have superannuation contributions made to a superannuation fund other than a fund established under legislation listed in subclause (vi) above, the employer will continue to base contributions to that fund on the salary payable under Clause 6, Wages, of the award to the same extent as applied before the employee sacrificed that amount of salary to superannuation. This clause applies even though the superannuation contributions made by the employer may be in excess of the superannuation guarantee requirements after the salary sacrifice is implemented.

### **37. Salary Packaging**

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

Any salary packaging above the fringe benefit exemption cap will attract fringe benefits tax as described in paragraph 4 below.

2. Where an employee elects to package an amount of salary:
  - (a) Subject to Australian taxation law, the packaged amount of salary will reduce the salary subject to PAYE taxation deductions by that packaged amount.

- (b) Any allowance, penalty rate, overtime payment, payment for unused leave entitlements, weekly workers' compensation, or other payment other than any payment for leave taken in service, to which an employee is entitled under this award or statute which is expressed to be determined by reference to an employee's salary, shall be calculated by reference to the salary which would have applied to the employee under this award in the absence of any salary packaging or salary sacrificing made under this award.
- (c) 'Salary' for the purpose of this clause, for superannuation purposes, and for the calculation of award entitlements, shall mean the award salary as specified in Clause 6, Wages and which shall include 'approved employment benefits' which refer to fringe benefit savings, administration costs, and the value of packaged benefits.
3. Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of available salary to be packaged. Such payroll deductions may include but are not limited to superannuation payments, HECS payments, child support payments, judgement debtor/garnishee orders, union fees, and private health fund membership fees.
4. The salary packaging scheme utilises a fringe benefit taxation exemption status conferred on public hospitals and local health districts, which provides for a fringe benefit tax exemption cap of \$17,000 per annum. The maximum amount of fringe benefits-free tax savings that can be achieved under the scheme is where the value of benefits when grossed-up, equal the fringe benefits exemption cap of \$17,000. Where the grossed-up value exceeds the cap, the employer is liable to pay fringe benefits tax on the amount in excess of \$17,000, but will pass this cost on to the employee. The employer's share of savings, the combined administration cost, and the value of the package benefits, are deducted from pre-tax dollars.
5. The parties agree that the application of the fringe benefits tax exemption status conferred on public hospitals and local health districts is subject to prevailing Australian taxation laws.
6. If an employee wishes to withdraw from the salary packaging scheme, the employee may only do so in accordance with the required period of notice as set out in the Salary Packaging Policy and Procedure Manual.
7. Where an employee ceases to salary package, arrangements will be made to convert the agreed package amount to salary. Any costs associated with the conversion will be borne by the employee, and the employer shall not be liable to make up any salary lost as a consequence of the employee's decision to convert to salary.
8. Employees accepting the offer to salary package do so voluntarily. Employees are advised to seek independent financial advice and counselling to apprise them of the implications of salary packaging on their individual personal financial situations.
9. The employer and the employee shall comply with the procedures set out in the NSW Health Services Salary Packaging Policy and Procedure Manual as amended from time to time.

### **38. No Extra Claims**

- a. Except as otherwise permitted by s17 of the Industrial Relations Act 1996, the parties shall not make any further claims as to conditions of employment during the nominal term of this award. This clause does not prevent claims seeking compliance with the paramount policies declared under the Industrial Relations (Public Sector Conditions of Employment) Regulation 2011. "Conditions of employment" has the meaning given to that term in the Dictionary of the Industrial Relations Act 1996.

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

- a. This Award shall take effect on and from 1 July 2013 and shall remain in force thereafter for a period of one year.

- b. This Award replaces and rescinds the Ambulance Service of New South Wales Administrative and Clerical Employees (State) Award published 5 October 2012 (374 I.G. 1142) and all variations thereof.

## PART B

### 40. Classification Structure

Each date referred to in the table is a reference to the first full pay period to commence on or after that date.

Ambulance Service of New South Wales Administrative and Clerical Employees (State) Award	
Classification	01/07/2013 (2.27%) p.w
Administrative Assistants - Junior	
At 16 Years	\$605.90
At 17 Years	\$632.80
Administrative Assistant - Grade 1	
1st Year	\$678.70
2nd Year	\$693.40
3rd Year	\$711.10
4th Year	\$742.20
5th Year	\$768.40
Administrative Assistant - Grade 2	
1st Year	\$796.20
2nd Year	\$814.80
3rd Year	\$828.00
4th Year	\$847.00
Administrative Assistant - Grade 3	
1st Year	\$862.70
2nd Year	\$885.50
3rd Year	\$922.90
4th Year	\$943.00
Administrative Assistant - Grade 4	
1st Year	\$964.10
2nd Year	\$984.50
3rd Year	\$1,005.40
4th Year	\$1,026.40
Pay Clerks - Grade 3/4	
1st Year	\$987.80
2nd Year	\$1,073.60
Pay Clerk - Senior	
1st Year & Thereafter	\$1,131.70
Senior Administrative Assistant - Grade 1	
1st Year	\$1,046.30
2nd Year	\$1,071.80
Senior Administrative Assistant - Grade 2	
1st Year	\$1,104.30
2nd Year	\$1,131.70
Senior Administrative Assistant - Grade 3	
1st Year	\$1,169.30
2nd Year	\$1,198.30
Administrative Officer - Grade 1	
1st Year	\$1,242.60
2nd Year	\$1,276.30
Administrative Officer - Grade 2	
1st Year	\$1,297.30
2nd Year	\$1,331.80

Administrative Officer - Grade 3	
1st Year	\$1,374.70
2nd Year	\$1,417.00
Senior Administrative Officer - Grade 1	
1st Year	\$1,473.60
2nd Year	\$1,516.60
Senior Administrative Officer - Grade 2	
1st Year	\$1,563.80
2nd Year	\$1,611.10
Computer Operator - Grade 1	
1st Year	\$813.70
2nd Year	\$834.50
3rd Year	\$866.70
4th Year	\$888.50
Computer Operator - Grade 2	
1st Year	\$895.50
2nd Year	\$950.90
3rd Year	\$983.80
Computer Programmer	
1st Year	\$1,166.90
2nd Year	\$1,240.10
3rd Year	\$1,371.10
4th Year	\$1,470.90
Operations Centre Communications Assistants	
Trainee	\$950.90
1st Year	\$1,013.20
2nd Year	\$1,035.50
3rd Year	\$1,057.10
4th Year	\$1,079.60
Operations Centre Assistant Supervisor	
1st Year	\$1,027.70
2nd Year	\$1,049.50
3rd Year	\$1,071.60
4th Year	\$1,093.70
Operations Centre Senior Supervisor	
1st Year	\$1,115.20
2nd Year	\$1,142.70

## 41. Climatic and Isolation Allowance

Climatic and Isolation Allowance		
Clause	Description	Rate per week \$
28 (a)	Climatic and Isolation Allowance	4.50
28 (b)	Climatic and Isolation Allowance	9.00

C.G. STAFF J

**CANTEEN, &c., WORKERS (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 545 of 2013)

Before The Honourable Justice Boland, President

16 August 2013

**VARIATION**

1. Delete paragraph 7.1.2 of subclause 7.1 of clause 7, wages of the award published 17 March 2000 (314 I.G. 155) and award reprinted 27 January 2012 (372 I.G. 2), and insert in lieu thereof the following:

7.1.2 The parties agree that, during the term of this award, there will be no extra wage claims, claims for improved conditions of employment or demands made with respect to the employees covered by the award and, further, that no proceedings, claims or demands concerning wages or conditions of employment with respect to those employees will be instituted before the Industrial Relations Commission or any other industrial tribunal.

The terms of the preceding paragraph do not prevent the parties from taking any proceedings to respect to the interpretation, application or enforcement of existing award provisions.

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

**PART B****MONETARY RATES****Table 1 - Rates Of Pay Per 38-Hour Week**

Classification	Previous Rate per week \$	New Rate Per week Incl. SWC 2011 (2.5%) \$	New rate Per week Incl. SWC 2011 (2.5%) & SWC 2012 (2.5%) \$
Grade 1	592.20	607.01	622.20
Grade 2	611.10	626.38	642.00
Grade 3	639.70	655.69	672.10
Grade 4	660.50	677.01	693.90
Grade 5	698.90	716.37	734.30
Grade 6	746.30	764.96	784.10

**Table 2 - Other Rates and Allowances**

Item No.	Clause No.	Brief Description	Amount Incl SWC 2011 (2.5%) & SWC 2012 (2.5%) \$
1	9	Tool Allowance	0.80 per week
2	11	Meal Allowance	12.91 per week
3	13	First Aid Allowance	14.12 per week

4	19	Laundry Allowance: - special clothing requiring ironing  - special clothing not requiring ironing	3.74 per day to a maximum of 11.22 per week  2.10 per day to a maximum of 6.34 per week
---	----	--	---

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

R. P. BOLAND J , *President*

---

Printed by the authority of the Industrial Registrar.

## CHARITABLE INSTITUTIONS (PROFESSIONAL PARAMEDICAL STAFF) (STATE) AWARD 2006

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 547 of 2013)

Before The Honourable Justice Boland, President

16 August 2013

### VARIATION

1. Delete subclause 3.10 of clause 3, Salaries, of the published 31 August 2001, (327 I.G. 399), and insert in lieu thereof the following:
  - 3.10 The rates of pay in this award include the adjustments payable under the State Wage Case 2011 and 2012. These adjustments may be offset against:
    - (a) any equivalent over-award payments, and/or
    - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustment.
  
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

### PART B

#### MONETARY RATES

**Table 1 - Salaries**

Classification	Wage Rate as from SWC 2010 per week \$	% Change	SWC 2011 Adjustment FPP15/5/13 per week %	% Change	SWC 2012 Adjustment FPP15/5/13 per week \$
Scientific Officer					
1 <sup>st</sup> year of service	762.60	3.40%	788.50	2.9%	811.40
2nd year of service	782.90	3.40%	809.50	2.9%	833.00
3rd year of service	817.30	3.40%	845.10	2.9%	869.60
4th year of service	858.30	3.40%	887.50	2.9%	913.20
5th year of service	902.20	3.40%	932.90	2.9%	960.00
6th year of service	943.30	3.40%	975.40	2.9%	1,003.70
7th year of service	976.00	3.40%	1,009.20	2.9%	1,038.50
8th year of service & thereafter	1000.60	3.40%	1,034.60	2.9%	1,064.60
Senior Scientific Officer					
1st year of service	1059.80	3.40%	1,095.80	2.9%	1,127.60
2nd year of service	1088.20	3.40%	1,125.20	2.9%	1,157.80
3rd year of service	1112.50	3.40%	1,150.30	2.9%	1,183.70
4th year of service	1136.80	3.40%	1,175.50	2.9%	1,209.60
5th year of service	1162.20	3.40%	1,201.70	2.9%	1,236.50
6th year of service	1194.20	3.40%	1,234.80	2.9%	1,270.60



7th year of service	1223.80	3.40%	1,265.40	2.9%	1,302.10
8th year of service & thereafter	1249.40	3.40%	1,291.90	2.9%	1,329.40
Senior Scientific Officer in Charge In charge of a section of a laboratory					
1st year	1059.80	3.40%	1,095.80	2.9%	1,127.60
2nd year	1088.20	3.40%	1,125.20	2.9%	1,157.80
3rd year & thereafter	1112.50	3.40%	1,150.30	2.9%	1,183.70
In charge of a laboratory of an agency having an ADA of					
Less than 200 ADA					
1st year	1136.80	3.40%	1,175.50	2.9%	1,209.60
2nd year	1162.20	3.40%	1,201.70	2.9%	1,236.50
3rd year & thereafter	1194.20	3.40%	1,234.80	2.9%	1,270.60
More that 200 ADA					
1st year	1194.20	3.40%	1,234.80	2.9%	1,270.60
2nd year	1223.90	3.40%	1,265.50	2.9%	1,302.20
3rd year & thereafter	1249.40	3.40%	1,291.90	2.9%	1,329.40
Principal Scientific Officer					
1st year of service	1283.40	3.40%	1,327.00	2.9%	1,365.50
2nd year of service	1310.10	3.40%	1,354.60	2.9%	1,393.90
3rd year of service	1339.40	3.40%	1,384.90	2.9%	1,425.10
4th year of service	1366.20	3.40%	1,412.70	2.9%	1,453.70
5th year of service	1393.80	3.40%	1,441.20	2.9%	1,483.00
6th year of service	1421.60	3.40%	1,469.90	2.9%	1,512.50
7th year of service	1449.30	3.40%	1,449.30	2.9%	1,542.10
8th year of service	1477.30	3.40%	1,527.50	2.9%	1,571.80
9th year of service	1504.70	3.40%	1,555.90	2.9%	1,601.00
10th year of service & thereafter	1533.40	3.40%	1,585.50	2.9%	1,631.50
Trainee Scientific Officer					
1st year of service	513.60	3.40%	531.10	2.9%	546.50
2nd year of service	561.80	3.40%	580.90	2.9%	597.70
3rd year of service	584.80	3.40%	604.70	2.9%	622.20
4th year of service	638.10	3.40%	659.80	2.9%	678.90
5th year of service	693.70	3.40%	717.30	2.9%	738.10
6th year of service	738.80	3.40%	763.90	2.9%	786.10
Medical Records Administrator					
Grade 1	752.80	3.40%	778.40	2.9%	801.00
Grade 2	764.20	3.40%	790.20	2.9%	813.10
Grade 3	775.30	3.40%	801.70	2.9%	824.90
Grade 4	785.90	3.40%	812.60	2.9%	836.20
Grade 5	800.50	3.40%	827.70	2.9%	851.70
Grade 6	812.90	3.40%	840.50	2.9%	864.90
Grade 7	826.90	3.40%	855.00	2.9%	879.80
Grade 8	860.30	3.40%	889.60	2.9%	915.40
Nurse Counsellor					
1st year of service	752.60	3.40%	778.20	2.9%	800.80
2nd year of service	778.10	3.40%	804.60	2.9%	827.90
3rd year of service	812.90	3.40%	840.50	2.9%	864.90
4th year of service	844.40	3.40%	873.10	2.9%	898.40
5th year of service	881.10	3.40%	911.10	2.9%	937.50
6th year of service	911.40	3.40%	942.40	2.9%	969.70

7th year of service	937.40	3.40%	969.30	2.9%	997.40
8th year of service	960.00	3.40%	992.60	2.9%	1,021.40
9th year of service	996.00	3.40%	1,029.90	2.9%	1,059.80
Dental Officer On appointment		3.40%		2.9%	
Less than 2 years service	861.50	3.40%	890.80	2.9%	916.60
with 2 and less than 4 years service	916.30	3.40%	947.50	2.9%	975.00
with 4 and less than 5 years service	966.50	3.40%	999.40	2.9%	1,028.40
with 5 or more years' service	1024.50	3.40%	1,059.30	2.9%	1,090.00
on completion of 12 months on maximum of scale-					
1st year	1082.90	3.40%	1,119.70	2.9%	1,152.20
2nd year	1138.10	3.40%	1,176.80	2.9%	1,210.90
Senior Dentist					
1st year	1171.00	3.40%	1,210.80	2.9%	1,245.90
2nd year	1202.80	3.40%	1,243.70	2.9%	1,279.80
Dental Chairside Assistant					
1st year of service	452.00	3.40%	467.40	2.9%	481.00
2nd year of service	485.50	3.40%	502.00	2.9%	516.60
3rd year of service	517.00	3.40%	534.60	2.9%	550.10
4th year of service	553.80	3.40%	572.60	2.9%	589.20
5th year of service	582.80	3.40%	602.60	2.9%	620.10
6th year of service	619.30	3.40%	640.40	2.9%	659.00
7th year of service	634.50	3.40%	656.10	2.9%	675.10
8th year of service	643.30	3.40%	665.20	2.9%	684.50
9th year of service	651.50	3.40%	673.70	2.9%	693.20
Dietitians General Scale					
1st year of service	782.90	3.40%	809.50	2.9%	833.00
2nd year of service	817.30	3.40%	845.10	2.9%	869.60
3rd year of service	858.30	3.40%	887.50	2.9%	913.20
4th year of service	902.20	3.40%	932.90	2.9%	960.00
5th year of service	943.30	3.40%	975.40	2.9%	1,003.70
6th year of service	976.00	3.40%	1,009.20	2.9%	1,038.50
7th year of service	1000.60	3.40%	1,034.60	2.9%	1,064.60
Grade 1					
1st year	1059.80	3.40%	1,095.80	2.9%	1,127.60
2nd year	1088.20	3.40%	1,125.20	2.9%	1,157.60
Therapists (other than Speech Pathologists) Salaries					
1st year of service	762.60	3.40%	788.50	2.9%	811.40
2nd year of service	782.90	3.40%	809.50	2.9%	833.00
3rd year of service	817.30	3.40%	845.10	2.9%	869.60
4th year of service	858.30	3.40%	887.50	2.9%	913.20
5th year of service	902.20	3.40%	932.90	2.9%	960.00
6th year of service	943.30	3.40%	975.40	2.9%	1,003.70
7th year of service	976.00	3.40%	1,009.20	2.9%	1,038.50
8th year of service & thereafter	1000.60	3.40%	1,034.60	2.9%	1,064.60
Speech Pathologists 1st year of service	762.60	3.40%	788.50	2.9%	811.40

2nd year of service	782.90	3.40%	809.50	2.9%	833.00
3rd year of service	817.30	3.40%	845.10	2.9%	869.60
4th year of service	858.30	3.40%	887.50	2.9%	913.20
5th year of service	902.20	3.40%	932.90	2.9%	960.00
6th year of service	943.30	3.40%	975.40	2.9%	1,003.70
7th year of service	976.00	3.40%	1,009.20	2.9%	1,038.50
8th year of service & thereafter	1000.60	3.40%	1,034.60	2.9%	1,064.60
<b>Audiologists</b>					
1st year of service	746.20	3.40%	771.60	2.9%	794.00
2nd year of service	771.80	3.40%	798.00	2.9%	821.10
3rd year of service	806.80	3.40%	834.20	2.9%	858.40
4th year of service	840.60	3.40%	869.20	2.9%	894.40
5th year of service	876.50	3.40%	906.30	2.9%	932.60
6th year of service	910.10	3.40%	941.00	2.9%	968.30
7th year of service	937.10	3.40%	969.00	2.9%	997.10
8th year of service	963.40	3.40%	996.20	2.9%	1,025.10
9th year of service	995.60	3.40%	1,029.50	2.9%	1,059.40
<b>Psychologists</b>					
1st year of service	747.00	3.40%	772.40	2.9%	794.80
2nd year of service	772.20	3.40%	798.50	2.9%	821.70
3rd year of service	806.30	3.40%	833.70	2.9%	857.90
4th year of service	839.20	3.40%	867.70	2.9%	892.90
5th year of service	875.60	3.40%	905.40	2.9%	931.70
6th year of service	909.50	3.40%	940.40	2.9%	967.70
7th year of service	936.10	3.40%	967.90	2.9%	996.00
8th year of service	994.80	3.40%	1,028.60	2.9%	1,058.40
<b>Clinical Psychologists</b>					
1st year of service	962.30	3.40%	995.00	2.9%	1,023.90
2nd year of service	1009.30	3.40%	1,043.60	2.9%	1,073.90
3rd year of service	1052.80	3.40%	1,088.60	2.9%	1,120.20
4th year of service	1100.20	3.40%	1,137.60	2.9%	1,170.60
5th year of service	1143.90	3.40%	1,182.80	2.9%	1,217.10

**Table 2 - Allowances**

Item No.	Clause No.	Allowance	Current Rate \$	% Change	2011 Adjustment \$	% Change	2012 Adjustment \$
1	3.1 (d)	Qualification Allowance	41.40 p/wk	3.4%	42.81 p/wk	2.9%	44.05 p/wk
2	3.8 (c)	Audiologist's Allowance	51.20 p/wk	3.4%	52.94 p/wk	2.9%	54.48 p/wk
3	3.7 (c)	In Charge Allowance					
		In charge of 1 to 5 other therapists of the same discipline	118.00 p/wk	3.4%	122.01 p/wk	2.9%	125.55 p/wk
		In charge of 6 to 9 other therapists of the same discipline	158.40 p/wk	3.4%	163.79 p/wk	2.9%	168.54 p/wk
		In charge of 10 to 19 other therapists of the same discipline	191.90 p/wk	3.4%	198.42 p/wk	2.9%	204.17 p/wk

		In charge of 20 or more other therapists of same discipline	226.30 p/wk	3.4%	233.99 p/wk	2.9%	240.78 p/wk
4	3.7 (c)	Senior Assistant's Allowance	23.40 p/wk	3.4%	24.20 p/wk	2.9%	24.90 p/wk
5		Location Responsibility Allowance Responsible for 4 to 5 other therapists of the same discipline	47.10 p/wk	3.4%	48.70 p/wk	2.9%	50.11 p/wk
	3.7 (c)	Responsible for 6 to 9 other therapists of the same discipline	69.50 p/wk	3.4%	71.86 p/wk	2.9%	73.94 p/wk
		Responsible for 10 or more therapists of the same discipline	86.70 p/wk	3.4%	89.65 p/wk	2.9%	92.25 p/wk
6	3.7 (c)	Sole Therapist's Allowance	34.40	3.4%	35.57 p/wk	2.9%	\$36.60 p/wk
7	7.2	Scientific Officers - On-Call Allowance	12.40 p/on-call	3.4%	12.82 p/on-call	2.9%	13.19 p/on-call
8	7.3	Therapists - On-Call Allowance	8.20 p/on-call	3.4%	8.48 p/on-call	2.9%	8.73 p/on-call
			41.10 p/wk	3.4%	42.50 p/wk	2.9%	43.73 p/wk
9	7.4	Medical Records Administrators-On-Call Allowance	8.20 p/on-call	3.4%	8.48 p/on-call	2.9%	8.73 p/on-call
			41.10 p/wk	3.4%	42.50 p/wk	2.9%	43.73 p/wk
10	10.2 (a)	Breakfast Allowance *	6.00 p/shift	3.5%	6.21 p/shift	2.0%	6.33 p/shift
11	10.2 (b)	Evening Meal Allowance *	10.00 p/shift	3.5%	10.35 p/shift	2.0%	10.56 p/shift
12	10.2 (c)	Luncheon Allowance *	8.00 p/shift	3.5%	8.28 p/shift	2.0%	8.45 p/shift
13	21.2	Travelling Allowance *	0.53 p/km	3.5%	0.55 p/km	2.0%	0.56 p/km
14	22.3	Uniform Allowance *	1.66 p/wk	3.5%	1.72 p/wk	2.0%	1.75 p/wk
15	22.4	Laundry Allowance *	0.94 p/wk	3.5%	0.97 p/wk	2.0%	0.99 p/wk

Note - Allowances marked \* increased by 3.5% for 2011 and 2% for 2012

3. This variation shall take effect from the beginning of the first full pay period to commence on or after 15 May 2013 in accordance with the State Wage Case 2011 and 2012 decision.

R. P. BOLAND J , *President*

Printed by the authority of the Industrial Registrar.

(714)

SERIAL C8125

## CHARITABLE SECTOR AGED AND DISABILITY CARE SERVICES (STATE) AWARD 2003

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 550 of 2013)

Before The Honourable Justice Boland, President

16 August 2013

### VARIATION

1. Delete subclause (iv) of clause 5, Wages, of the award published 7 May 2004 (344 I.G. 331) and reprinted 27 January 2012 (372 I.G. 62), as varied, and insert in lieu thereof the following:

(iv) The rates of pay in this award include the adjustments payable under the State Wage case 2011 and 2012. These adjustments may be offset against:

- (i) Any equivalent over award payments, and/or
- (ii) Award wage increases other than State Wage Case adjustments

2. Delete Table 1 and 2 of Part B of the said award and insert in lieu thereof the following:

**Table 1 - Monetary Rates**

Classifications	Wage Rate as from SWC2010  \$	% Change	2011 Adjustment First Pay Period 15 May 2013 per week \$	% Change	2012 adjustment First Pay Period 15 May 2013 per week \$
Care Service Employees:					
New Entrant Grade 1 Junior	567.20	3.40	586.50	2.90	603.50
Grade 1	662.10	3.40	684.60	2.90	704.50
Grade 2	703.70	3.40	727.60	2.90	748.70
Grade 3	745.80	3.40	771.20	2.90	793.50
Grade 4					
- Level 1	784.60	3.40	811.30	2.90	834.80
- Level 2	851.50	3.40	880.50	2.90	906.00
Grade 5 from	908.30	3.40	939.20	2.90	966.40
to	1,342.10	3.40	1,387.70	2.90	1,428.00
<p>Note: Employees classified and paid as <b>Recreational Activities Officers</b> as at 10 November 1998 be reclassified in accordance with the new definitions of Care Service Employee. Employees reclassified at Grade 2 by virtue of the above exercise shall be paid at Grade 3 from the effective date of this award, and continue to be so paid whilst employed in the provision of recreational activities by their current employer. These employees may be required to perform the duties of a Level 3 Care Services Employee where they have the skill and competence to do so.</p>					
<p>Note: Salary Band-Grade 5 - Employers and employees may negotiate a rate within the salary band as shown. For the purposes of this award, the rate so negotiated shall be deemed to be the employee's award rate of pay. Salaries in excess of the salary band may also be negotiated between the parties.</p>					

Maintenance Supervisors -					
Maintenance Supervisor (Otherwise)	779.10	3.40	805.60	2.90	829.00
Maintenance Supervisor (Otherwise)-i/charge	795.90	3.40	823.00	2.90	846.90
Maintenance Supervisor (Tradesperson)	844.80	3.40	873.50	2.90	898.80
Catering Officer:					
Trainee Catering Officer -					
1st year	689.20	3.40	712.60	2.90	733.30
2nd year	701.70	3.40	725.60	2.90	746.60
3rd year	716.00	3.40	740.30	2.90	761.80
Assistant Catering Officer -					
80-120 beds	722.90	3.40	747.50	2.90	769.20
120-300 beds	770.00	3.40	796.20	2.90	819.30
300-500 beds	826.10	3.40	854.20	2.90	879.00
500-1000 beds	848.30	3.40	877.10	2.90	902.50
Catering Officer -					
80-120 beds	804.10	3.40	831.40	2.90	855.50
120-200 beds	826.10	3.40	854.20	2.90	879.00
200-300 beds	848.30	3.40	877.10	2.90	902.50
300-500 beds	890.60	3.40	920.90	2.90	947.60
500-1000 beds	961.30	3.40	994.00	2.90	1,022.80
Diversional Therapist:					
1st year of experience	719.10	3.40	743.50	2.90	765.10
2nd year of experience	754.90	3.40	780.60	2.90	803.20
3rd year of experience	790.20	3.40	817.10	2.90	840.80
4th year of experience	825.60	3.40	853.70	2.90	878.50
5th year of experience and thereafter	859.40	3.40	888.60	2.90	914.40
Apprentices:					
Apprentice Cook -					
1st year	447.50	60 CSE3	462.70	60 CSE3	476.20
2nd year	615.30	82.5 CSE3	636.20	82.5 CSE3	654.60
3rd year	689.90	92.5 CSE3	713.40	92.5 CSE3	734.00
Apprentice Gardener					
1st year	372.90	50 CSE 3	385.60	50 CSE 3	396.80
2nd year	447.50	60 CSE 3	462.70	60 CSE 3	476.20
3rd year	596.60	80 CSE 3	617.00	80 CSE 3	634.80
4th year	671.20	90 CSE 3	694.10	90 CSE 3	714.20
Homecare Employees:					
Homecare Employee -					
Grade 1	666.10	3.40	688.70	2.90	708.70
Grade 2	698.70	3.40	722.50	2.90	743.50
Grade 3	747.00	3.40	772.40	2.90	794.80
Live-in Housekeeper -					
Grade 1	865.90	130 HC 1	895.30	130 HC 1	921.30
Grade 2	978.20	140 HC 2	1,011.50	140 HC 2	1,040.90
Grade 3	1,133.50	Formula	1,172.10	Formula	1,206.10
Clerical & Administrative Employees:					
Juniors -					
At 16 years of age and under	362.20	3.40	374.50	2.90	385.40
At 17 years of age	410.50	3.40	424.50	2.90	436.80
At 18 years of age	470.80	3.40	486.80	2.90	500.90
At 19 years of age	530.40	3.40	548.40	2.90	564.30
At 20 years of age	584.80	3.40	604.70	2.90	622.20
Adults					
Grade 1	714.60	3.40	738.90	2.90	760.30
Grade 2	757.20	3.40	782.90	2.90	805.60
Grade 3	801.50	3.40	828.80	2.90	852.80
Grade 4	837.00	3.40	865.50	2.90	890.60
Grade 5	874.90	3.40	904.60	2.90	930.80

Note 1: Any employee paid on a classification/grade carrying a higher wage rate as at 10 November, 1998 shall have the difference between the higher rate and the new agreed grade/rate preserved whilst remaining to undertake the duties associated with the classification held prior to the date referred to above.

Note 2: Clerks who are paid at a grade above that of Grade 5 as at 10 November, 1998 shall have the difference between that grade, inclusive of the 1998 State Wage Case Increase and the new agreed grade preserved whilst employed in a clerical position with their current employer.

**Table 2 - Other Rates and Allowances**

Item No.	Clause No.	Brief Description		Current Rate \$	% Change	2011 Adjustment \$	% Change	2012 Adjustment \$
1	9(xi)(c)	Broken Shift	per shift	8.45	3.4	8.74	2.9	8.99
2	9(iii)(a)	Overtime - Breakfast *	per meal	11.41	3.5	11.81	2.0	12.05
3	9(iii)(b)	Overtime - Luncheon *	per meal	14.75	3.5	15.27	2.0	15.57
4	9(iii)(c)	Overtime - Evening Meal *	per meal	21.53	3.5	22.28	2.0	22.73
5	10(iii)(b)	Overtime - recall use of own vehicle *	per klm	0.31	3.5	0.32	2.0	0.33
6	10(iii)(c)	On Call Allowance	per day (24 hrs)	13.76	3.4	14.23	2.9	14.64
7	14(i)	Climatic & Isolation Allowance	per week	5.48	3.4	5.67	2.9	5.83
8	14(ii)	Climatic & Isolation Allowance	per week	10.35	3.4	10.70	2.9	11.01
9	17(i)(a)	Cleaning/Scraping Work - Confined Space	per hour	0.52	3.4	0.54	2.9	0.55
10	17(i)(b)	Cleaning Scraping Work - Boiler/Flue	per hour	0.83	3.4	0.86	2.9	0.88
11	17(iii)	Linen Handling - Nauseous Nature	per hour	0.25	3.4	0.26	2.9	0.27
12	17(v)	Use of own vehicle	per week	0.58	3.4	0.60	2.9	0.62
13	17(ix)	Laundry & Dry Cleaning certificate Allowance	per week	9.11	3.4	9.42	2.9	9.69
14	28(ii)	Leading Hand Allowance - in charge 2-5 employees	per week	22.41	3.4	23.17	2.9	23.84
15	28(ii)	Leading Hand Allowance - in charge 6-10 employees	per week	32.04	3.4	33.13	2.9	34.09
26	28(ii)	Leading Hand Allowance - in charge 11-15 employees	per week	40.46	3.4	41.84	2.9	43.05
17	28(ii)	Leading Hand Allowance - in charge 16-19 employees	per week	49.42	3.4	51.10	2.9	52.58
18	30(i)(c)	Uniform Allowance *	per week	5.84	3.5	6.04	2.0	6.17
19	30(i)(d)	Special Type Shoes Allowance *	per week	1.81	3.5	1.87	2.0	1.91
20	30(i)(e)	Cardigan or Jumper Allowance *	per week	1.74	3.5	1.80	2.0	1.84
21	30(i)(f)	laundry Allowance - Uniform *	per week	4.85	3.5	5.02	2.0	5.12
22	31(ii)(d)	Sleepover Allowance	per shift	40	3.4	41.36	2.9	42.56
23	41(vi)	Apprentice - TAFE Examination Allowance	per week	1.87	3.4	1.93	2.9	1.99

Note: Allowances marked \* increased by 3.5 for 2011 and 2.0 for 2012



3. This variation shall take effect from the beginning of the first full pay period to commence on or after 15 May 2013 in accordance with the State Wage Case 2011 and 2012 decision.

R. P. BOLAND J , *President*

---

Printed by the authority of the Industrial Registrar.

## CHARITABLE, AGED AND DISABILITY CARE SERVICES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 551 of 2013)

Before The Honourable Justice Boland, President

16 August 2013

### VARIATION

1. Insert a new subclause (iii) in clause 5, Wages, of the award published 21 June 2002 and reprinted 27 January 2012 ( 372I.G. 127) as follows:
  - (iii) The rates of pay in this award include the adjustments payable under the State Wage case 2011 and 2012. These adjustments may be offset against:
    - (i) Any equivalent over award payments, and/or
    - (ii) Award wage increases other than State Wage Case adjustments
2. Delete Table 1 and 2 in Part B of the said award and insert in lieu thereof the following:

**Table 1 - Monetary Rates**

Classifications	Wage Rate as from SWC 2010	% Change	2011 Adjustment First Pay Period 15 May 2013 per week \$	% Change	2012 Adjustment First Pay Period 15 May 2013 per week \$
Care Service Employees:					
New Entrant Grade 1 Junior	567.20	3.40	586.50	2.90	603.50
Grade 1	662.10	3.40	684.60	2.90	704.50
Grade 2	703.70	3.40	727.60	2.90	748.70
Grade 3	745.80	3.40	771.20	2.90	793.60
Grade 4					
- Level 1	784.60	3.40	811.30	2.90	834.80
- Level 2	851.50	3.40	880.50	2.90	906.00
Grade 5 from	908.30	3.40	939.20	2.90	966.40
to	1,342.10	3.40	1,387.70	2.90	1,427.90

Note: Employees classified and paid as Recreational Activities Officers as at 10 November, 1998 be reclassified in accordance with the new definitions of Care Service Employee. Employees reclassified at Grade 2 by virtue of the above exercise, shall be paid at Grade 3 from the effective date of this award, and continue to be so paid whilst employed in the provision of recreational activities by their current employer. These employees may be required to perform the duties of a Level 3 Care Services Employee where they have the skill and competence to do so.

Note:- Salary Band-Grade 5 - Employers and employees may negotiate a rate within the salary band as shown. For the purposes of this award, the rate so negotiated shall be deemed to be the employee's award rate of pay. Salaries in excess of the salary band may also be negotiated between the parties.

Maintenance Supervisors - Maintenance Supervisor (Otherwise)	779.10	3.40	805.60	2.90	829.00
Maintenance Supervisor (Otherwise)-i/charge	795.90	3.40	823.00	2.90	846.90
Maintenance Supervisor (Tradesperson)	844.80	3.40	873.50	2.90	898.80
Catering Officer: Trainee Catering Officer -					
1st year	689.20	3.40	712.60	2.90	733.30
2nd year	701.70	3.40	725.60	2.90	746.60
3rd year	716.00	3.40	740.30	2.90	761.80
Assistant Catering Officer -					
80-120 beds	722.90	3.40	747.50	2.90	769.20
120-300 beds	770.00	3.40	796.20	2.90	819.30
300-500 beds	826.10	3.40	854.20	2.90	879.00
500-1000 beds	848.30	3.40	877.10	2.90	902.50
Catering Officer -					
80-120 beds	804.10	3.40	831.40	2.90	855.50
120-200 beds	826.10	3.40	854.20	2.90	879.00
200-300 beds	848.30	3.40	877.10	2.90	902.50
300-500 beds	890.60	3.40	920.90	2.90	947.60
500-1000 beds	961.30	3.40	994.00	2.90	1,022.80
Diversional Therapist:					
1st year of experience	719.10	3.40	743.50	2.90	765.10
2nd year of experience	754.90	3.40	780.60	2.90	803.20
3rd year of experience	790.20	3.40	817.10	2.90	840.80
4th year of experience	825.60	3.40	853.70	2.90	878.50
5th year of experience and thereafter	859.40	3.40	888.60	2.90	914.40
Apprentices:					
Apprentice Cook -					
1st year	447.50	60 CSE3	462.70	60 CSE3	476.20
2nd year	615.30	82.5 CSE3	636.20	82.5 CSE3	654.70
3rd year	689.90	92.5 CSE3	713.40	92.5 CSE3	734.10
Apprentice Gardener					
1st year	372.90	50 CSE 3	385.60	50 CSE 3	396.80
2nd year	447.50	60 CSE 3	462.70	60 CSE 3	476.20
3rd year	596.60	80 CSE 3	617.00	80 CSE 3	634.90
4th year	671.20	90 CSE 3	694.10	90 CSE 3	714.20
Homecare Employees:					
Homecare Employee -					
Grade 1	666.10	3.40	688.70	2.90	708.70
Grade 2	698.70	3.40	722.50	2.90	743.50
Grade 3	747.00	3.40	772.40	2.90	794.80
Live-in Housekeeper -					
Grade 1	865.90	130 HC 1	895.30	130 HC 1	921.30
Grade 2	978.20	140 HC 2	1,011.50	140 HC 2	1,040.90
Grade 3	1,133.50	Formula	1,172.10	Formula	1,206.10
Clerical & Administrative Employees:					
Juniors -					
At 16 years of age and under	362.20	3.40	374.50	2.90	385.40
At 17 years of age	410.50	3.40	424.50	2.90	436.80
At 18 years of age	470.80	3.40	486.80	2.90	500.90
At 19 years of age	530.40	3.40	548.40	2.90	564.30
At 20 years of age	584.80	3.40	604.70	2.90	622.20
Adults					
Grade 1	714.60	3.40	738.90	2.90	760.30
Grade 2	757.20	3.40	782.90	2.90	805.60
Grade 3	801.50	3.40	828.80	2.90	852.80
Grade 4	837.00	3.40	865.50	2.90	890.60
Grade 5	874.90	3.40	904.60	2.90	930.80

**Note 1:**

Any employee paid on a classification/grade carrying a higher wage rate as at 10 November, 1998 shall have the difference between the higher rate and the new agreed grade/rate preserved whilst remaining to undertake the duties associated with the classification held prior to the date referred to above.

**Note 2:**

Clerks who are paid at a grade above that of Grade 5 as at 10 November, 1998 shall have the difference between that grade, inclusive of the 1998 State Wage Case Increase, and the new agreed grade preserved whilst employed in a clerical position with their current employer.

**Table 2 - Other Rates and Allowances**

Item No.	Clause No.	Brief Description		Current Rate \$	% Change	2011 Adjustment \$	% Change	2012 Adjustment \$
1	9(xi)(c)	Broken Shift	per shift	8.45	3.40	8.74	2.90	8.99
2	9(iii)(a)	Overtime - Breakfast *	per meal	11.41	3.50	11.81	2.00	12.05
3	9(iii)(b)	Overtime - Luncheon *	per meal	14.75	3.50	15.27	2.00	15.57
4	9(iii)(c)	Overtime - Evening Meal *	per meal	21.53	3.50	22.28	2.00	22.73
5	10(iii)(b)	Overtime - recall use of own vehicle *	per klm	0.31	3.50	0.32	2.00	0.33
6	10(iii)(c)	On Call Allowance	per day (24 hrs)	13.76	3.40	14.23	2.90	14.64
7	14(i)	Climatic & Isolation Allowance	per week	5.48	3.40	5.67	2.90	5.83
8	14(ii)	Climatic & Isolation Allowance	per week	10.35	3.40	10.70	2.90	11.01
9	17(i)(a)	Cleaning/Scraping Work - Confined Space	per hour	0.52	3.40	0.54	2.90	0.55
10	17(i)(b)	Cleaning Scraping Work - Boiler/Flue	per hour	0.83	3.40	0.86	2.90	0.88
11	17(iii)	Linen Handling - Nauseous Nature	per hour	0.25	3.40	0.26	2.90	0.27
12	17(v)	Use of own vehicle	per week	0.58	3.40	0.60	2.90	0.62
13	17(ix)	Laundry & Dry Cleaning certificate Allowance	per week	9.11	3.40	9.42	2.90	9.69
14	28(ii)	Leading Hand Allowance - in charge 2-5 employees	per week	22.41	3.40	23.17	2.90	23.84
15	28(ii)	Leading Hand Allowance - in charge 6-10 employees	per week	32.04	3.40	33.13	2.90	34.09
26	28(ii)	Leading Hand Allowance - in charge 11-15 employees	per week	40.46	3.40	41.84	2.90	43.05
17	28(ii)	Leading Hand Allowance - in charge 16-19 employees	per week	49.42	3.40	51.10	2.90	52.58
18	30(i)(c)	Uniform Allowance *	per week	5.84	3.50	6.04	2.00	6.17
19	30(i)(d)	Special Type Shoes Allowance *	per week	1.81	3.50	1.87	2.00	1.91
20	30(i)(e)	Cardigan or Jumper Allowance *	per week	1.74	3.50	1.80	2.00	1.84
21	30(i)(f)	laundry Allowance - Uniform *	per week	4.85	3.50	5.02	2.00	5.12
22	31(ii)(d)	Sleepover Allowance	per shift	40	3.40	41.36	2.90	42.56
23	41(vi)	Apprentice - TAFE Examination Allowance	per week	1.87	3.40	1.93	2.90	1.99

Note: Allowances marked \* increased by 3.5% for 2011 and 2.0% for 2012

3. This variation shall take effect from the beginning of the first full pay period to commence on or after 15 May 2013 in accordance with the State Wage Case 2011 and 2012 decision.

R. P. BOLAND J , *President*

---

Printed by the authority of the Industrial Registrar.

**CLERICAL AND ADMINISTRATIVE EMPLOYEES (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 552 of 2013)

Before The Honourable Justice Boland, President

16 August 2013

**VARIATION**

1. Delete subclause 7.4 of Clause 7 Payment of Wages, of the award published 17 March 2006 and reprinted 27 January 2012 (372 I.G. 187), and insert in lieu the following:

The parties agree that, during the period up to and including 16 December 2013, there will be no extra wage claims, claims for improved conditions of employment or demands made with respect to the employees covered by the award and, further, that no proceedings, claims or demands concerning wages or conditions of employment with respect to those employees will be instituted before the Industrial Relations Commission or any other industrial tribunal.

The terms of the preceding paragraph do not prevent the parties from taking any proceedings with respect to the interpretation, application or enforcement of existing award provisions.

2. Delete Part B Monetary Rates and insert in lieu the following:

**PART B****MONETARY RATES****Table 1 - Adult Wages**

The following Minimum rates of wages shall take effect from the first pay period to commence on or after 16 December 2012.

Grade	Weekly Rate Pre SWC 2011 \$	SWC 2011 %	Weekly Rate Including 2011 Increase \$	SWC 2012 %	Weekly Rate Including 2012 Increase \$
1	628.10	2.5	643.80	2.5	659.90
2	651.50	2.5	667.80	2.5	684.50
3	689.00	2.5	706.20	2.5	723.90
4	735.50	2.5	753.90	2.5	772.70
5	803.00	2.5	823.10	2.5	843.70

**Table 2 - Junior Wages**

The minimum rates of wages per week for junior employees shall be as follows:

(a) Equivalent to grade 3 or above

Age	Weekly Rate Pre SWC 2011 \$	SWC 2011 %	Weekly Rate \$	SWC 2012 %	Weekly Rate \$
At 17 years of age	331.55	2.5	339.85	2.5	348.40
At 18 years of age	409.70	2.5	419.95	2.5	430.50
At 19 years of age	468.30	2.5	480.00	2.5	492.00
At 20 years of age	552.90	2.5	566.70	2.5	580.90

(b) All other junior employees

Age	Weekly Rate Pre SWC 2011 \$	SWC 2011 %	Weekly Rate \$	SWC 2012 %	Weekly Rate \$
Under 17 years of age	248.90	2.5	255.10	2.5	261.50
At 17 years of age	311.60	2.5	319.40	2.5	327.40
At 18 years of age	381.90	2.5	391.45	2.5	401.30
At 19 years of age	433.00	2.5	443.85	2.5	455.00
At 20 years of age	509.55	2.5	522.30	2.5	535.40

**Table 3 - Telephone Canvassers (Other than For The Sale Of Goods)**

Classification	Weekly Rate pre SWC 2011 \$	SWC 2011 %	Weekly Rate Full- time \$	SWC 2012 %	Weekly Rate Full-time \$	Weekly Rate Part-time (Weekly rate divided by 38) \$	Hourly rate Casual (Weekly rate divided by 38 plus 20% loading Includes 1/12 holiday pay) \$
Telephone Canvasser	603.10	2.5	618.20	2.5	633.70	16.70	21.71

**Table 4 - Other Rates and Allowances**

Item No.	Clause	Brief Description	2011 Amount \$	2012 Amount \$
1	9.9.1	Saturday Loadings: Adult Employees under 21 years of age	18.54 12.45	18.90 12.75
2	10.3.2	Meal Money (shift Work)	13.30	13.65
3	13.1	Meal Allowance (Overtime)	13.30	13.65



4	13.5	Own Car Allowance: For vehicle 1,500cc and under For a vehicle over 1,500cc	99.45 122.90	100.45 124.15
5	13.5	Own Car allowance For use on a casual or incidental basis	0.66per km	0.67 per Km
6	13.7	First-Aid Allowance	11.00	11.30

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

R. P. BOLAND J , *President*

---

Printed by the authority of the Industrial Registrar.

(901)

SERIAL C8147

**CROWN EMPLOYEES (EDUCATION EMPLOYEES DEPARTMENT  
OF ATTORNEY GENERAL AND JUSTICE - CORRECTIVE  
SERVICES NSW) REVIEWED AWARD 2012**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by New South Wales Teachers Federation, Industrial Organisation of Employees.

(No. IRC 1025 of 2012)

Before The Honourable Justice Boland, President

10 December 2012

**VARIATION**

1. Delete Table 1 - Salaries, of Part B, Monetary Rates of the award published 27 July 2012 (373 I.G. 29), and insert in lieu thereof the following:

**Table 1 - Salaries**

	3.8% from the first pay period commencing on or after 1 January 2011 \$	2.5% from the first pay period commencing on or after 1 January 2012 \$	2.5% from the first pay period commencing on or after 1 January 2013 \$
Teacher and Correctional Education Officer			
Step 1	72,002	73,802	75,647
Step 2	74,033	75,884	77,781
Step 3	76,924	78,847	80,818
Step 4	80,717	82,735	84,803
SCEO			
Step 1	91,706	93,999	96,349
Step 2	94,540	96,904	99,327

2. This variation shall take effect from the first pay period commencing on or after 1 January 2013.

R. P. BOLAND J , *President*

Printed by the authority of the Industrial Registrar.

**CROWN EMPLOYEES (FIRE AND RESCUE NSW PERMANENT  
FIREFIGHTING STAFF) AWARD 2011**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Notification under s.130 by New South Wales Fire Brigade Employees Union, Industrial Organisation of Employees, of a dispute.

(No. IRC 1191 of 2012)

Before The Honourable Justice Boland, President

25 September 2013

**VARIATION**

1. Renumber subclause 36.2 as 36.2.1 of clause 36, Organisational Change under Subclause 36.2, of the award published 25 March 2011 (371 I.G. 198) and insert a new paragraph 36.2.2 as follows:  
  
36.2.2 This clause also applies in circumstances where the Commissioner decides to amend, revoke or replace the Procedural Guidelines specified in the Fire Brigades Amendment (Disciplinary Process) Regulation 2012, which amends Part 4 of the Fire Brigades Regulation 2008.
- 2 This variation shall operate from the date of commencement of the Fire Brigades Amendment (Disciplinary Process) Regulation 2012.

R. P. BOLAND J , *President*

---

Printed by the authority of the Industrial Registrar.

**CROWN EMPLOYEES (FIRE AND RESCUE NSW RETAINED  
FIREFIGHTING STAFF) AWARD 2011**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Notification under s.130 by New South Wales Fire Brigade Employees Union, Industrial Organisation of Employees, of a dispute.

(No. IRC 1191 of 2012)

Before The Honourable Justice Boland, President

25 September 2013

**VARIATION**

1. Renumber subclause 27.2 as 27.2.1 of clause 27, Organisational Change under Subclause 27.2, of the award published 25 March 2011 (371 I.G. 273) and insert a new paragraph 27.2.2 as follows:  
  
27.2.2 This clause also applies in circumstances where the Commissioner decides to amend, revoke or replace the Procedural Guidelines specified in the Fire Brigades Amendment (Disciplinary Process) Regulation 2012, which amends Part 4 of the Fire Brigades Regulation 2008.
- 2 This variation shall operate from the date of commencement of the Fire Brigades Amendment (Disciplinary Process) Regulation 2012.

R. P. BOLAND J , *President*

---

Printed by the authority of the Industrial Registrar.

**CROWN EMPLOYEES (NSW POLICE FORCE (NURSES')) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 558 of 2013)

Before Commissioner Newall

23 September 2013

**VARIATION**

1. Delete Part B, Monetary Rates of the award published 31 August 2012 (374 I.G. 431), as varied and insert in lieu thereof the following:

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

Registered Nurse	2.27% FFPP 1.7.13 \$
1st Yr	1016.50
2nd Yr	1072.50
3rd Yr	1127.60
4th Yr	1186.90
5th Yr	1245.80
6th Yr	1303.90
7th Yr	1371.00
8th Yr	1428.10
Clinical Nurse Specialist	
1st Yr and thereafter	1486.50
Clinical Nurse Consultant	
1st Yr and thereafter	1827.60

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	2.27% FFPP 1.7.13 \$
1	3	Team leader allowance per shift	24.90
2	7.8	On-call allowance during a meal break	12.51
3	18	Clothing allowance per week	7.50

2. This variation shall take effect from the first full pay period on or from 1 July 2013.

P. J. NEWALL, Commissioner

---

Printed by the authority of the Industrial Registrar.

## CROWN EMPLOYEES (PUBLIC SERVICE TRAINING WAGE) REVIEWED AWARD 2008

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Secretary of The Treasury.

(No. IRC 810 of 2013)

Before Commissioner Newall

24 October 2013

### VARIATION

1. Delete paragraph (iv) of subclause (a) of clause 7, Wages of the award published 31 August 2012 (374 I.G. 504) and insert in lieu thereof the following:
  - (iv) The rates of pay set out in Part B, Monetary Rates are payable from the first full pay period to commence on or after 16 December 2012. They include an increase calculated on the basis of 2.5% per annum compounded by a further increase of 2.5% per annum.
  - (v) The rates in this award recognise the 2011 and 2012 National Decisions for annual wage reviews and are paid in settlement of any claim for increased wages should these National Decisions be adopted for the purposes of this award under the Industrial Relations Act 1996.
2. Delete the calculation appearing under the words "So the wage rate in Year 10 is:" in subclause (d), of clause 10, Wage Rates for Part-time and School-Based Trainees, and insert in lieu thereof the following:
 
$$\frac{\$277.40 \times (15 - 3.5)}{28} = \$113.92 \text{ plus any applicable penalty rates under the relevant industrial instrument}$$
3. Delete Part B, Monetary Rates and insert in lieu thereof the following:

### PART B

#### MONETARY RATES

**Table 1 - Full-Time Weekly Wage Rates**

Effective from the first full pay period to commence on or after 16 December 2012

Diploma

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

Classification		
Trainee	16.12.10 \$	16.12.12 2.5% + 2.5%
Diploma level	598.00	628.30

## 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 Skill Level A:

	Highest Year of Schooling Completed					
	Year10 16.12.10 \$	16.12.12 2.5% + 2.5% \$	Year 11 16.12.10 \$	16.12.12 2.5% + 2.5% \$	Year 12 16.12.10 \$	16.12.12 2.5% + 2.5% \$
School leaver	264.00	277.40	291.00	305.80	349.00	366.60
Plus 1 year out of school	291.00	305.80	349.00	366.60	407.00	427.60
Plus 2 years	349.00	366.60	407.00	427.60	472.00	495.90
Plus 3 years	407.00	427.60	472.00	495.90	540.00	567.30
Plus 4 years	472.00	495.90	540.00	567.30	540.00	567.30
Plus 5 years or more	540.00	567.30	540.00	567.30	540.00	567.30

## 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 Skill Level B:

	Highest Year of Schooling Completed					
	Year10 16.12.10 \$	16.12.12 2.5% + 2.5% \$	Year 11 16.12.10 \$	16.12.12 2.5% + 2.5% \$	Year 12 16.12.10 \$	16.12.12 2.5% + 2.5% \$
School leaver	264.00	277.40	291.00	305.70	338.00	355.20
Plus 1 year out of school	291.00	305.80	338.00	355.20	389.00	408.70
Plus 2 years	338.00	355.20	389.00	408.70	457.00	480.10
Plus 3 years	389.00	408.70	457.00	480.10	521.00	547.40
Plus 4 years	457.00	480.10	521.00	547.40	521.00	547.40
Plus 5 years or more	521.00	547.40	521.00	547.40	521.00	547.40

## Skill Level C -

Where the accredited training course and work performed are for the purpose for generating skills which have been defined for work at Skill Level C:

	Highest Year of Schooling Completed					
	Year10 16.12.10 \$	16.12.12 2.5% + 2.5% \$	Year 11 16.12.10 \$	16.12.12 2.5% + 2.5% \$	Year 12 16.12.10 \$	16.12.12 2.5% + 2.5% \$
School leaver	264.00	277.40	291.00	305.70	335.00	352.00
Plus 1 year out of school	291.00	305.70	335.00	352.00	377.00	396.10
Plus 2 years	335.00	352.00	377.00	396.10	420.00	441.30
Plus 3 years	377.00	396.10	420.00	441.30	470.00	493.80
Plus 4 years	420.00	441.30	470.00	493.80	470.00	493.80
Plus 5 years or more	470.00	493.80	470.00	493.80	470.00	493.80



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

School-Based Traineeships -

	Year of Schooling			
	Year 11 16.12.10 \$	16.12.12 2.5% + 2.5% \$	Year 12 16.12.10 \$	16.12.12 2.5% + 2.5% \$
School based traineeships Skill Levels A, B, and C	264.00 *	277.40*	291.00 *	305.70

\* The average proportion of time spent in Structured Training which has been taken into account in setting the above rates is 20 per cent.

**Table 2 - Hourly Wage Rates**

Set out below are the hourly rates of pay for part-time or school-based trainees where the training is either fully off-the-job or where 20% of time is spent in approved training. These rates are derived from a 35 hour week. If the ordinary full-time weekly hours are not 35, the appropriate hourly rate may be obtained by multiplying the rate in the table by 35 and then dividing by the ordinary full time hours.

Trainees who have left school:

Diploma

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

Classification	16.12.10 \$	16.12.12 2.5% + 2.5% \$
Trainee Diploma level - part-time	21.37	22.45

Skill Level A -

Where the accredited training course and work performance are for the purpose of generating skills which have been defined for work at Skill level A:

	Highest Year of Schooling Completed					
	Year 10 16.12.10 \$	16.12.12 2.5% + 2.5% \$	Year 11 16.12.10 \$	16.12.12 2.5% + 2.5% \$	Year 12 16.12.10 \$	16.12.12 2.5% + 2.5% \$
School Leaver	9.42	9.90	10.38	10.91	12.47	13.10
Plus 1 year out of School	10.38	10.91	12.47	13.10	14.52	15.26
Plus 2 years	12.47	13.10	14.52	15.26	16.87	17.72
Plus 3 years	14.52	15.26	16.87	17.72	19.29	20.27
Plus 4 years	16.87	17.72	19.29	20.27	19.29	20.27
Plus 5 years or more	19.29	20.27	19.29	20.27	19.29	20.27

## Skill Level B -

Where the accredited training course and work performance are for the purpose of generating skills which have been defined for work at Skill level B:

	Highest Year of Schooling Completed					
	Year 10 16.12.10 \$	16.12.12 2.5% + 2.5% \$	Year 11 16.12.10 \$	16.12.12 2.5% + 2.5% \$	Year 12 16.12.10 \$	16.12.12 2.5% + 2.5% \$
School Leaver	9.42	9.90	10.38	10.91	12.06	12.67
Plus 1 year out of School	10.38	10.91	12.06	12.67	13.89	14.60
Plus 2 years	12.06	12.67	13.89	14.60	16.30	17.13
Plus 3 years	13.89	14.60	16.30	17.13	18.62	19.56
Plus 4 years	16.30	17.13	18.62	19.56	18.62	19.56
Plus 5 years or more	18.62	19.57	18.62	19.56	18.62	19.56

## Skill Level C -

Where the accredited training course and work performance are for the purpose of generating skills which have been defined for work at Skill level C:

	Highest Year of Schooling Completed					
	Year 10 16.12.10 \$	16.12.12 2.5% + 2.5% \$	Year 11 16.12.10 \$	16.12.12 2.5% + 2.5% \$	Year 12 16.12.10 \$	16.12.12 2.5% + 2.5% \$
School Leaver	9.42	9.90	10.38	10.91	11.95	12.56
Plus 1 year out of School	10.38	10.91	11.95	12.56	13.48	14.17
Plus 2 years	11.95	12.56	13.48	14.17	15.00	15.76
Plus 3 years	13.48	14.17	15.00	15.76	16.79	17.64
Plus 4 years	15.00	15.76	16.79	17.64	16.79	17.64
Plus 5 years or more	16.79	17.64	16.79	17.64	16.79	17.64

## School-Based Trainees:

	Year of Schooling			
	Year 11 16.12.10 \$	16.12.12 2.5% + 2.5% \$	Year 12 16.12.10 \$	16.12.12 2.5% + 2.5% \$
Wage levels A, B and C	9.42	9.90	10.38	10.91

4. This variation shall take effect from the first full pay period to commence on or after 16 December 2012.

P. J. NEWALL, Commissioner

## HAIR AND BEAUTY (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 553 of 2013)

Before The Honourable Justice Boland, President

16 August 2013

### VARIATION

1. Delete Clause 10 State Wage Case Adjustments of the award published 23 July 2004, and reprinted 27 January 2012 (372 I.G. 353) and insert in lieu thereof the following:

#### 10. State Wage Case Adjustments and Extra Claims

- 10.1 The rates of pay in this award include the adjustments payable under the State Wage Case 2012. These adjustments may be offset against:
- (a) any equivalent overaward payments; and/or
  - (b) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
- 10.2 The parties agree that, during the period up to and including 16 December 2013, there will be no extra wage claims, claims for improved conditions of employment or demands made with respect to the employees covered by the award and, further, that no proceedings, claims or demands concerning wages or conditions of employment with respect to those employees will be instituted before the Industrial Relations Commission or any other industrial tribunal.

The terms of the preceding paragraph do not prevent the parties from taking any proceedings with respect to the interpretation, application or enforcement of existing award provisions.

2. Delete Part B Monetary Rates and insert in lieu the following:

### PART B

#### MONETARY RATES

**Table 1 - Wages**

Level	Classification	SWC 2010 Amount \$	SWC 2011 (2.5%) Amount \$	SWC 2012 (2.5%) Amount \$
1	Wigmaker - Employees, male and female, doing work on or in connection with the making of wigs, toupees or other hair pieces and /or doing board work generally	689.10	706.30	724.00
	Hairdresser doing men's and /or ladies hairdressing			
	Beauty Therapist			

2	Receptionist/Salon Assistant - 21 years of age and over	653.65	670.00	686.80
3	Beautician, Electrologist, Chiropodist	648.90	665.10	681.80

**Table 2 - Other Rates and Allowances**

Item No	Clause No	Brief Description	SWC 2010 (4.25%) Amount \$	SWC 2011 (2.5%) Amount \$	SWC 2012 (2.5%) Amount \$
1	7(v)	Meal Allowance per meal	9.15	9.40	9.60
2	9 (iv)	Employee in charge per day	7.55	7.70	7.90
3	13 (ii)	Tool allowance per week	8.80	9.00	9.20
4	14	Health Department per hour	1.11	1.10	1.20
5	15	Laundry per week	5.95	6.10	6.30
6	16	First aid per week	10.70	11.00	11.20
7	18	Transport per km	0.77	0.79	0.81

**Table 3 - Part-time and Casual Rates of Pay**

2010

Level	Classification	Part-time rate per hour SWC 2010 (4.25 %) \$	Casual rate per hour SWC 2010 (4.25 %) \$
1	Wigmaker - Employees, male and female, doing work on or in connection with the making of wigs, toupees or other hair pieces and/or doing board work generally.  Hairdresser doing men's and/or ladies hairdressing  Beauty Therapist	19.90	21.80
2	Receptionist/Salon Assistant - 21 Years of age and over	18.90	20.60
3	Beautician, Electrologist, Chiropodist	18.80	20.50

2011

Level	Classification	Part-time rate per hour SWC 2011 (2.5 %) \$	Casual rate per hour SWC 2011 (2.5 %) \$
	Wigmaker - Employees, male and female, doing work on or in connection with the making of wigs, toupees or other hair pieces and/or doing board work generally.	20.40	22.30

1	Hairdresser doing men's and/or ladies hairdressing Beauty Therapist		
2	Receptionist/Salon Assistant - 21 Years of age and over	19.40	21.20
3	Beautician, Electrologist, Chiropodist	19.30	21.00

2012

Level	Classification	Part-time rate per hour SWC 2012 (2.5 %) \$	Casual rate per hour SWC 2012 (2.5 %) \$
1	Wigmaker - Employees, male and female, doing work on or in connection with the making of wigs, toupees or other hair pieces and/or doing board work generally. Hairdresser doing men's and/or ladies hairdressing Beauty Therapist	21.00	22.90
2	Receptionist/Salon Assistant - 21 Years of age and over	19.90	21.70
3	Beautician, Electrologist, Chiropodist	19.70	21.50

3. This variation shall take effect from the first pay period to commence on or after 16 December 2013.

R. P. BOLAND J, *President*

---

Printed by the authority of the Industrial Registrar.

**HEALTH EMPLOYEES' CONDITIONS OF EMPLOYMENT (STATE)  
AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Ministry of Health.

(No. IRC 300 of 2013)

Before Commissioner Newall

24 September 2013

**VARIATION**

1. Delete the words "Health Employees' Technical (State) Award" appearing in subclause (vi) of clause 12, Special Working Conditions, of the award published 27 March 2009, (367 I.G. 787), as varied and insert in lieu thereof the following:

"Health Employees' Medical Radiation Scientists (State) Award"

2. This variation shall take effect on and from 23 September 2013.

P. J. NEWALL, Commissioner

---

Printed by the authority of the Industrial Registrar.

(950)

**SERIAL C8129**

## **HEALTH, FITNESS AND INDOOR SPORTS CENTRES (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 554 of 2013)

Before The Honourable Justice Boland, President

16 August 2013

### **VARIATION**

1. Delete paragraph (d) of subclause (vi), of clause 28, Traineeships of the award published 4 May 2001 and reprinted 27 January 2012 (372 I.G. 383) and insert in lieu thereof the following:
  - (d) The rates of pay in this award include the adjustments payable under the State Wage Case 2010, 2011 and 2012. These adjustments may be offset against:
    - (i) any equivalent over-award payments; and/or
    - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustment.
  
2. Delete subparagraph (ii) of paragraph (g) of subclause (vi) of the said clause 28, and insert in lieu thereof the following:
  - (ii) Wage Rates for Certificate IV Traineeships
    - (a) Trainees undertaking an AQF IV traineeship shall receive the relevant weekly wage rate for AQF III trainees at Industry/Skill Levels A,B, or C as applicable with the addition of 3.8 per cent of that wage rate.
    - (b) An adult trainee who is undertaking a traineeship for an AQF IV qualification shall receive the following weekly wage as applicable based on the allocation of AQF III qualifications:

Industry/Skill Level	First Year of Traineeship SWC 2010 (4.25%) \$	Second Year of Traineeship SWC 2010 (4.25%) \$	First Year of Traineeship SWC 2011 (2.5%) \$	Second Year of Traineeship SWC 2011 (2.5%) \$	First Year of Traineeship SWC 2012 (2.5%) \$	Second Year of Traineeship SWC 2012 (2.5%) \$
Industry/Skill Level A	561.00	582.00	575.00	597.00	589.00	612.00
Industry/Skill Level B	540.00	561.00	554.00	575.00	568.00	589.00
Industry/Skill Level C	489.00	507.00	501.00	520.00	514.00	533.00

3. Delete clause 31, State Wage Case Adjustment, and insert in lieu thereof the following:

### 31. State Wage Case Adjustment

The rates of pay in this award include the adjustments payable under the State Wage Case 2010, 2011 and 2012. These adjustments may be offset against:

- (a) any equivalent overaward payments, and/or
- (b) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
4. Delete Part B, Monetary Rates, and Part C, Trainee Monetary Rates and insert in lieu thereof the following:

## PART B

### MONETARY RATES

Table 1 - Rates of Pay

Grade	Full Time SWC 2010 (4.25%) \$	Hourly Rate SWC 2010 (4.25%) \$	Full Time SWC 2011 (2.5%) \$	Hourly Rate SWC 2011 (2.5%) \$	Full Time SWC 2012 (2.5%) \$	Hourly Rate SWC 2012 (2.5%) \$
Level 1	584.50	15.38	599.10	15.80	614.10	16.20
Level 2	603.10	15.87	618.20	16.30	633.60	16.70
Level 3A	628.10	16.53	643.80	16.90	659.90	17.40
Level 3B	646.50	17.01	662.70	17.40	679.20	17.90
Level 4	649.60	17.10	665.80	17.50	682.50	18.00
Level 5	689.00	18.13	706.20	18.60	723.90	19.10
Level 6	759.50	19.98	778.50	20.50	797.90	21.00

Junior Rates for Levels 1, 2 and 3	Percentage of Appropriate Adult Rate %
At 16 years and under	55
At 17 years	65
At 18 years	75
At 19 years	85
At 20 years	100

Table 2 - Other Rates and Allowances

Item. No	Clause No.	Brief Description	Amount Per Week SWC 2010 (4.25%) \$	Amount Per Week SWC 2011 (2.5%) \$	Amount Per Week SWC 2012 (2.5%) \$
1	2(c)	Supervisory loadings - Up to 5 employees	24.50 per week	25.10 per week	25.70 per week
2	2(c)	Supervisory loadings - 6 to 10 employees	33.30 per week	34.10 per week	35.00 per week
3	2(c)	Supervisory loadings - 11 or more employees	44.85 per week	45.95 per week	47.10 per week
4	21(a)	First-aid allowance	11.45 per week 2.29 per shift	11.75 per week 2.35 per shift	12.10 per week 2.40 per shift
5	23(a)	Stocking allowance	3.10 per week 0.62 per day	3.20 per week 0.64 per day	3.30 per week 0.70 per day



	23(b)	Toilet cleaning allowance	9.40	9.65	9.90
	23(c)	Laundry Allowance	8.05 per week 1.61 per day	8.25 per week 1.65 per day	8.50 per week 1.70 per day
	23(d)	Broken Shift Allowance: For each broken shift so worked	12.25 per day	12.55 per day	12.90 per day
		Excess fares allowance	8.30 per week or 1.66 per day	8.50 per week 1.70 per day	8.70 per week 1.70 per day

**Table 3 - Base Rate**

	Relativity	Amount Per Week (includes 2.5% for 2011 and 2012)
	%	\$
Level 1	78	299.30
Level 2	82	314.70
Level 3A	87.4	335.40
Level 3B	91.5	351.00
Level 4	92	353.00
Level 5	100	383.70
Level 6	115	441.30

**Table 4 - Supplementary Payments**

	Relativity	Supplementary Payments (includes 2.5% for 2011 and 2012)
	%	\$
Level 1	78	93.00
Level 2	82	95.20
Level 3A	87.4	98.10
Level 3B	91.5	99.70
Level 4	92	100.60
Level 5	100	105.10
Level 6	115	116.00

**PART C****TRAINEE MONETARY RATES****Table 1 - Weekly Rates - 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 Skill Level A.

	Highest year of schooling completed								
	Year10 SWC 2010 4.25% \$	Year11 SWC 2010 4.25% \$	Year12 SWC 2010 4.25% \$	Year 10 SWC 2011 2.5% \$	Year 11 SWC 2011 2.5% \$	Year 12 SWC 2011 2.5% \$	Year 10 SWC 2012 2.5% \$	Year 11 SWC 2012 2.5% \$	Year 12 SWC 2012 2.5% \$
School Leaver	264.00	291.00	349.00	270.60	298.30	357.70	277.40	305.50	367.00
Plus 1 year out of school	291.00	349.00	407.00	298.30	357.70	417.20	305.50	367.00	427.60
Plus 2 years	349.00	407.00	472.00	357.70	417.20	483.80	366.60	427.60	495.90
Plus 3 years	407.00	472.00	540.00	417.20	483.80	553.50	427.60	495.90	567.30
Plus 4 years	472.00	540.00	540.00	483.80	553.50	553.50	495.90	567.30	567.30
Plus 5 years or more	540.00	540.00	540.00	553.50	553.50	553.50	567.30	567.30	567.30

The average proportion of time spent in Structured Training which has been taken into account in setting the above rates is 20 per cent.

**Table 2 - Weekly Rates - 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 Skill Level B.

	Highest year of schooling completed								
	Year 10 SWC 2010 (4.25%) \$	Year 11 SWC 2010 (4.25%) \$	Year 12 SWC 2010 (4.25%) \$	Year 10 SWC 2011 (2.5%) \$	Year 11 SWC 2011 (2.5%) \$	Year 12 SWC 2011 (2.5%) \$	Year 10 SWC 2012 (2.5%) \$	Year 11 SWC 2012 (2.5%) \$	Year 12 SWC 2012 (2.5%) \$
School Leaver	264.00	291.00	338.00	270.60	298.30	346.50	277.40	305.80	355.20
Plus 1 year out of school	291.00	338.00	389.00	298.30	346.50	398.70	305.80	355.20	408.70
Plus 2 years	338.00	389.00	457.00	346.50	398.70	468.40	355.20	408.70	480.10

Plus 3 years	389.00	457.00	521.00	398.80	468.40	534.00	408.80	480.10	547.30
Plus 4 years	457.00	521.00	521.00	468.40	534.00	534.00	480.10	547.30	547.30
Plus 5 years or more	521.00	521.00	521.00	534.00	534.00	534.00	547.30	547.30	547.30

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

**Table 3 - Weekly Rates - Industry/Skill Level C**

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C.

	Highest year of schooling completed								
	Year 10 SWC 2010 (4.25%)	Year 11 SWC 2010 (4.25%)	Year 12 SWC 2010 (4.25%)	Year 10 SWC 2011 (2.5%)	Year 11 SWC 2011 (2.5%)	Year 12 SWC 2011 (2.5%)	Year 10 SWC 2012 (2.5%)	Year 11 SWC 2012 (2.5%)	Year 12 SWC 2012 (2.5%)
	\$	\$	\$	\$	\$	\$	\$	\$	\$
School Leaver	264.00	291.00	335.00	271.60	298.30	343.40	278.40	305.80	352.00
Plus 1 year out of school	291.00	335.00	377.00	298.30	343.40	386.40	305.80	352.00	396.00
Plus 2 years	335.00	377.00	420.00	343.40	386.40	430.50	352.00	396.00	441.30
Plus 3 years	377.00	420.00	470.00	386.40	430.50	481.70	396.00	441.30	493.70
Plus 4 years	420.00	470.00	470.00	430.50	481.70	481.70	442.00	493.70	493.70
Plus 5 years or more	470.00	470.00	470.00	481.70	481.70	481.70	493.70	493.70	493.70

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

**Table 4 - School-Based Traineeships**

	Year of Schooling					
	Year 11 SWC 2010 (4.25%)	Year 12 SWC 2010 (4.25%)	Year 11 SWC 2011 (2.5%)	Year 12 SWC 2011 (2.5%)	Year 11 SWC 2012 (2.5%)	Year 12 SWC 2012 (2.5%)
	\$	\$	\$	\$	\$	\$
School based Traineeships Skill Levels A, B and C	264.00	291.00	270.60	298.30	278.40	305.80

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

5. This variation shall take effect from the first pay period to commence on or after 16 December 2012 and shall remain in force for a period of 12 months.

R. P. BOLAND J, *President*

---

Printed by the authority of the Industrial Registrar.

**LOCAL GOVERNMENT (ELECTRICIANS) (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 765 of 2013)

Before Commissioner Tabbaa

24 September 2013

**VARIATION**

1. Delete Part B, Monetary Rates, of the award published 30 November 2007 (364 I.G. 453) insert in lieu thereof the following:

**PART B****MONETARY RATES****Table 1: Wage Rates**

Clause 5 Wage Rates	SWC 2010 (4.25%)  \$	SWC 2011 (3.4%) First Pay Period 21/02/2013 \$	SWC 2012 (2.9%) First Pay Period 21/02/2013 \$
Technical/Trades Band Level 1	721.00	745.50	767.10
Technical/Trades Band Level 2	793.00	820.00	843.80
Technical/Trades Band Level 3	907.30	938.10	965.30
Professional Band Level 1	793.00	820.00	843.80
Professional Band Level 2	907.30	938.10	965.30
Professional Band Level 3	1017.10	1051.70	1082.20
Professional Band Level 4	1188.60	1229.00	1264.70
Apprentice 1st Year	399.10	412.70	424.70
Apprentice 2nd Year	471.40	487.40	501.60
Apprentice 3rd Year	541.50	559.90	576.10
Apprentice 4th Year	609.70	630.40	648.70

The rates of pay and allowances in Part B, Monetary Rates take effect from the first pay period on or after 21 February 2013.

**NOTE:**

The rates of pay in this award include the adjustments payable under the State Wage Case 2012. These adjustments may be offset against:

- (a) any equivalent overaward payments, and/or
- (b) award wage increases since 29 May 1991 other than the safety net, State Wage Case, and minimum rates adjustments.

**Table 2 - Other Rates and Allowances**

Clause 7 Special Allowances			
(a) Dirty work	30 cents per hour	31 cents per hour	32 cents per hour
(b) Wet places	35 cents per hour	36 cents per hour	37 cents per hour
(c) Confined spaces	35 cents per hour	36 cents per hour	37 cents per hour
(d) Working underground	30 cents per hour	31 cents per hour	32 cents per hour
(e) Working with raw sewerage	\$6.72 per day	\$6.95 per day	\$7.15 per day
Clause 8 Tool Allowance			
(i) Electrical Tradesperson	\$27.90 per week	\$28.80 per week	\$29.60 per week
(iv)(b) Amount payable by employee for each claim for compensation of loss of tools	\$70.50	\$72.90	\$75.00
Clause 14 On Call			
(iii) On call allowance	\$91.80	\$94.90	\$97.70
Clause 15 Meal Allowance			
(i) Meal allowance	\$12.90	\$12.90	\$12.90
(ii)(a) Meal allowance	\$12.90	\$12.90	\$12.90
(ii)(b) Meal allowance working 4 hours over time	\$9.90	\$9.90	\$9.90
Clause 24 Travelling Allowance			
Where the employee works at a distance from the depot greater than:	\$		
(ii) 3-10 kms	4.40 per day	\$4.50 per day	\$4.60 per day
10-20 kms	\$7.80 per day	\$8.10 per day	\$8.30 per day
20-30 kms	\$11.10 per day	\$11.50 per day	\$11.80 per day
30-40 kms	\$14.30 per day	\$14.80 per day	\$15.20 per day
40-50 kms	\$17.70 per day	\$18.30 per day	\$18.80 per day
For each additional kilometre	34 cents	35 cents	36 cents
Clause 27 Driving of Motor Vehicles			
(ii)(a) Use of private vehicle (cents) per kilometre			
Under 2.5 litres	64 cents	66 cents	66 cents
2.5 litres and over	73 cents	75 cents	75 cents
(b) Minimum yearly allowance	\$6984.00	\$7292.00	\$7292.00
Clause 28 Industry Allowance			
Industry Allowance	\$46.20 per week	\$47.80 per week	\$49.20 per week
Clause 31 Miscellaneous			
(ii)(a) West of the line allowance	\$1.03 per day	\$1.03 per day	\$1.03 per day
(iii) First aid allowance	\$2.68 per day	\$2.77 per day	\$2.85 per day

2. This variation shall take effect from the beginning of the first full pay period to commence on or after 21 February 2013.

I. TABBAA, Commissioner

(007)

**SERIAL C8144****MARINE CHARTER VESSELS (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 764 of 2013)

Before Commissioner Tabbaa

24 September 2013

**VARIATION**

1. Delete subclause (v) of clause 6, Wages, of the award published 12 January 2002, and reprinted 27 January 2012 (372 I.G. 420), and insert in lieu thereof the following:
  - (v) The rates of pay in this award include the adjustments payable under the State Wage Case 2011 and 2012. These adjustments may be offset against:
    - (a) Any equivalent overaward payments, and/or
    - (b) Award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

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

Classification	Former Rate Per Week As at 15 July 2012 \$	SWC 2011 Per Week (applying a 3.4% increase) \$	Total Wage Per Week First Pay Period 15 May 2013 \$	SWC 2012 Per Week (applying a 2.9% increase) \$	Total Wage Per Week First Pay Period 15 May 2013 \$
Master (vessels 35m and over)	709.73	24.13	733.86	21.28	755.14
Engineer (vessels 35m and over)	709.73	24.13	733.86	21.28	755.14
Master (vessels 20m and over)	637.07	21.66	658.73	19.10	677.83
Engineer (vessels 20m and over)	637.07	21.66	658.73	19.10	677.83
Master (vessels under 20m but 18.25 and over)	624.35	21.23	645.58	18.72	664.30
Engineer (vessels under 20m but 18.25 and Over)	624.35	21.23	645.58	18.72	664.30
Master (vessels under 18.25m)	620.91	21.11	642.02	18.61	660.63
General - purpose Hand	562.64	19.13	581.77	16.87	598.64

**Table 2 - Other Rates and Allowances**

Item No.	Clause No.	Brief Description	Amount: \$
1	5(b)	Meal Allowance	10.54
2	6(iii)(a)	Certificate of Competency (per day or part thereof)	4.26
3	14(i)	Uniforms	13.45
4	17	Compensation for Personal Effects	1059.35

3. This variation shall take effect from the beginning of the first full pay period to commence on or after 15 May 2013 in accordance with the State Wage Case 2011 and 2012 decision.

I. TABBAA, Commissioner

---

Printed by the authority of the Industrial Registrar.



## MISCELLANEOUS WORKERS' - KINDERGARTENS AND CHILD CARE CENTRES, &c. (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 555 of 2013)

Before The Honourable Justice Boland, President

16 August 2013

### VARIATION

1. Delete paragraph (c) of subclause (i) of clause 9, Wages of the award published 16 June 2006 and reprinted 27 January 2012 (372 I.G. 435) and insert in lieu thereof the following:
  - (c) The rates of pay in this award include the adjustments payable under the State Wage Case 2012. These adjustments may be offset against:
    - (i) any equivalent overaward payments; and/or
    - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
  - (d) The parties agree that, during the period up to and including 16 December 2013, there will be no extra wage claims, claims for improved conditions of employment or demands made with respect to the employees covered by the award and, further, that no proceedings, claims or demands concerning wages or conditions of employment with respect to those employees will be instituted before the Industrial Relations Commission or any other industrial tribunal.

The terms of the preceding paragraph do not prevent the parties from taking any proceedings with respect to the interpretation, application or enforcement of existing award provisions.

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

### PART B

#### MONETARY RATES

TABLE 1B

#### WAGES - SUPPORT WORKER CLASSIFICATIONS

Classification	Rate at 16/12/10 (4.25%) \$	Interim Rate at 16/12/11 (2.5%) \$	Rate at 16/12/12 (2.5%) \$
Support Worker	634.60	650.50	666.70
Support Worker (Qualified Cook)	649.80	666.10	682.70

**TABLE 1C**  
**NEW WAGES - CHILD CARE CLASSIFICATIONS IN LONG DAY CARE**

Level	Step	Rate at 16/12/10 (4.25%) \$	Interim Rate at 16/12/11 (2.5%) \$	Rate at 16/12/12 (2.5%) \$
CCW	1	725.89	744.10	762.70
	2	731.88	750.20	768.90
	3	737.58	756.00	774.90
	4	743.54	762.20	781.20
	5	750.62	769.40	788.60
ACCW	1	757.70	776.70	796.10
	2	773.40	792.80	812.60
	3	798.02	818.00	838.40
ACCWQ	1	811.34	831.60	852.40
	2	894.01	916.40	939.30
	3	937.27	960.70	984.70
	4	983.91	1008.50	1033.70
Asst Co-ord		827.00	847.70	868.90
Asst Co-ord Qual		1005.78	1030.90	1056.70
Co-ordOOSH	L1	886.03	908.20	930.90
Co-Ord LDC	L2	907.79	930.50	953.80
	L3	937.67	961.10	985.10
	L4	975.09	999.50	1024.50
Co-Ord Qual OOSH		1082.51	1109.60	1137.30
Co-Ord Qual LDC	L2	1104.27	1131.90	1160.20
	L3	1134.15	1162.50	1191.60
	L4	1171.58	1200.90	1230.90

**TABLE 1D**  
**NEW WAGES - CHILD CARE CLASSIFICATIONS IN PRE-SCHOOLS**

Level	Step	Rate at 16/12/10 (4.25%) \$	Interim Rate at 16/12/11 (2.5%) \$	Rate at 16/12/12 (2.5%) \$
CCW	1	699.68	717.20	735.10
	2	705.44	723.10	741.20
	3	710.92	728.70	746.90
	4	716.66	734.60	752.90
	5	723.46	741.60	760.10
ACCW	1	730.27	748.50	767.20
	2	745.25	763.90	783.00
	3	769.04	788.30	808.00

ACCWQ	1	781.88	801.40	821.50
	2	861.36	882.90	905.00
	3	902.92	925.50	948.60
	4	947.81	971.50	995.80
Asst Co-ord		796.91	816.80	837.30
Asst Co-ord Qual		968.81	993.00	1017.90
Co-ordOOSH	L1	857.46	878.90	900.90
Co-Ord Pre-Sch	L2	879.21	901.20	923.70
	L3	909.1	931.80	955.10
	L4	946.53	970.20	994.50
Co-Ord Qual OOSH		1046.41	1072.60	1099.40
Co-Ord Qual Pre-Sch	L2	1068.18	1094.90	1122.30
	L3	1098.05	1125.50	1153.60
	L4	1135.48	1163.90	1193.00

TABLE 2

## ADDITIONAL RATES AND ALLOWANCES

## FROM THE FIRST PAY PERIOD COMMENCING ON OR AFTER 16 DECEMBER 2012

Item No.	Clause No.	Brief Description		Interim Amount 16/12/11 (2.5%) \$	Amount 16/12/12 (2.5%) \$
1	10 (ii)(a)	Broken Shift	64.1 per week	65.70 Per week	67.40 Per week
			12.82 per day	13.10 Per day	13.50 Per day
2	10 (ii)(b)	Excess Fares	8.74	9.00	9.20
3	10 (iii)	Uniform: Laundry Allowance	4.70	4.80	4.90
4	10 (iv)	Cooks Uniforms: Laundry Allowance	7.45	7.60	7.80
5	10 (vi)(a)	Qualification Allowance Commercial Cookery Basic Certificate	6.35	6.50	6.70
6	10 (vi)(b)	Hotel & Restaurant Cookery Certificate	13.45	13.80	14.10
7	12 (iv)	Meal Money	7.10	7.30	7.50

8	10(ix)	Authorised Supervisor	34.66 weekly	35.50 weekly	36.40 weekly
			6.93 daily	7.10 daily	7.30 daily

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

R. P. BOLAND J , *President*

---

Printed by the authority of the Industrial Registrar.

## MISCELLANEOUS WORKERS HOME CARE INDUSTRY (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 556 of 2013)

Before The Honourable Justice Boland, President

16 August 2013

### VARIATION

1. Delete the first paragraph appearing in clause 5, Wage Rates, of the award published on 4 August 2000 and reprinted 27 January 2012 (372 I.G. 490) and insert in lieu thereof the following:

The parties agree that, during the term of this award, there will be no extra wage claims, claims for improved conditions of employment or demands made with respect to the employees covered by the award and, further, that no proceedings, claims or demands concerning wages or conditions of employment with respect to those employees will be instituted before the Industrial Relations Commission or any other industrial tribunal.

The terms of the preceding paragraph do not prevent the parties from taking any proceedings to respect to the interpretation, application or enforcement of existing award provisions.

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

### PART B

#### MONETARY RATES

**Table 1 - Wage Rates**

Classification	Former rate per week effective from first full pay period commencing on or after 16 December 2010 \$	2011 SWC 2.5% \$	2012 SWC 2.5% \$
Field Staff Grade 1	656.50	672.90	689.70
Field Staff Grade 2	682.10	699.20	716.60
Field Staff Grade 3	722.20	740.30	758.70
Live-in Houseworker Grade 1*	853.50	874.80	896.70
Live-in Houseworker Grade 2*	954.90	978.90	1003.20
Live-in Houseworker Grade 3*	1121.20	1149.30	1177.90

**Table 2 - Other Wage Rates**

**Former Rate effective from first pay period commencing on or after 16 December 2010**

Rate	Field Staff Grade 1 \$	Field Staff Grade 2 \$	Field Staff Grade 3 \$
Part-time minimum daily payment - hourly rate	17.27	17.95	19.00
Casual per hour includes 20% loading	20.72	21.54	22.81
Composite per hour includes 20%	20.72	21.54	22.81
Composite casual per hour includes 20% plus 20%	24.87	25.85	27.37

## 2011 State Wage Case

Rate	Field Staff Grade 1 \$	Field Staff Grade 2 \$	Field Staff Grade 3 \$
Part-time minimum daily payment - hourly rate	17.71	18.40	19.48
Casual per hour includes 20% loading	21.25	22.08	23.38
Composite per hour includes 20%	21.25	22.08	23.38
Composite casual per hour includes 20% plus 20%	25.50	26.50	28.05

## 2012 State Wage case

Rate	Field Staff Grade 1 \$	Field Staff Grade 2 \$	Field Staff Grade 3 \$
Part-time minimum daily payment - hourly rate	18.10	18.90	20.00
Casual per hour includes 20% loading	21.80	22.60	24.00
Composite per hour includes 20%	21.80	22.60	24.00
Composite casual per hour includes 20% plus 20%	26.10	27.20	28.80

**Table 3 - Other Rates and Allowances**

## Former Rate effective from first pay period commencing on or after 16 December 2010

Item No.	Clause No.	Brief Description	Amount \$
1	9(ii)	Shift Allowance	7.91 for each break in the shift
2	13(iii)	Sleep Over Allowance	39.88 per night
3	16	Meal Money (overtime)	10.01
4	29(i)(a)	Vehicle Allowance	0.72 per kilometre

## 2011 State Wage Case

Item No.	Clause No.	Brief Description	Amount \$
1	9(ii)	Shift Allowance	8.11 for each break in the shift
2	13(iii)	Sleep Over Allowance	40.88 per night
3	16	Meal Money (overtime)	10.25
4	29(i)(a)	Vehicle Allowance	0.75 per kilometre

## 2012 State Wage Case

Item No.	Clause No.	Brief Description	Amount \$
1	9(ii)	Shift Allowance	8.30 for each break in the shift
2	13(iii)	Sleep Over Allowance	41.90 per night
3	16	Meal Money (overtime)	10.50
4	29(i)(a)	Vehicle Allowance	0.77 per kilometre

3. This variation shall take effect from the beginning of the first full pay period to commence on or after 16 December 2012.

R. P. BOLAND J , *President*

Printed by the authority of the Industrial Registrar.

## MISCELLANEOUS WORKERS' KINDERGARTEN AND CHILD CARE CENTRES (STATE) TRAINING WAGE AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 557 of 2013)

Before The Honourable Justice Boland, President

16 August 2013

### VARIATION

1. Delete paragraph (d) of clause 8, Wages, of the award published 8 February 2002 and reprinted 27 January 2012 (372 I.G. 527) insert in lieu thereof the following:
  - (d) The rates of pay in this award include the adjustments payable under the State Wage Case 2012. These adjustments may be offset against:
    - (i) any equivalent overaward payments; and/or
    - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
2. Insert the following new paragraph (e) in the said clause 8, and renumber existing paragraph (e) to read as (f):
  - (e) The parties agree that, during the period up to and including 16 December 2013, there will be no extra wage claims, claims for improved conditions of employment or demands made with respect to the employees covered by the award and, further, that no proceedings, claims or demands concerning wages or conditions of employment with respect to those employees will be instituted before the Industrial Relations Commission or any other industrial tribunal.

The terms of the preceding paragraph do not prevent the parties from taking any proceedings with respect to the interpretation, application or enforcement of existing award provisions.

3. Delete Table 1, of Part B, Monetary Rates, and insert in lieu thereof the following:

**Table 1 - Weekly Wage Rates - Industry/Skill Level B**

	SWC Adjustment 2011 (2.5%)			SWC Adjustment 2012 (2.5%)		
	Highest Year of Schooling Completed 2011			Highest Year of Schooling Completed 2012		
	Year 10	Year 11	Year 12	Year 10	Year 11	Year 12
School Leaver	\$259.00	\$286.00	\$332.00	\$266.00	\$293.00	\$340.00
Plus 1 year out of school	\$286.00	\$332.00	\$382.00	\$293.00	\$340.00	\$392.00
Plus 2 years	\$332.00	\$382.00	\$449.00	\$340.00	\$392.00	\$460.00
Plus 3 years	\$382.00	\$449.00	\$513.00	\$392.00	\$460.00	\$525.00
Plus 4 years	\$449.00	\$513.00		\$460.00	\$525.00	
Plus 5 years or more	\$513.00			\$525.00		



4. This variation shall take effect from the first full pay period to commence on or after 16 December 2012.

R. P. BOLAND J, *President*

---

Printed by the authority of the Industrial Registrar.

(550)

SERIAL C8121

## MOTELS, ACCOMMODATION AND RESORTS, &c. (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 544 of 2013)

Before The Honourable Justice Boland, President

16 August 2013

### VARIATION

1. Delete subclause 12.2, of clause 12, Classifications and Wage Rates of the award published 27 July 2012 (373 I.G. 195) and insert in lieu thereof the following:

12.2 Minimum Rates of Pay

Level & Classification	16/12/10 \$	Beginning of FFP to commence on or after 16/12/11 (2.5%) \$	Beginning of FFP to commence on or after 16/12/12 (2.5%) \$
Introductory Level	584.50	599.10	614.10
LEVEL 1			
Hospitality Services Grade 1	603.10	618.20	633.60
LEVEL 2			
Hospitality Services Grade 2	631.00	646.80	662.90
Leisure Attendant Grade 1	631.00	646.80	662.90
Hospitality Administration and Front Office Grade 1	631.00	646.80	662.90
LEVEL 3			
Hospitality Services Grade 3	651.50	667.80	684.50
Hospitality Administration and Front Office Grade 2	651.50	667.80	684.50
Leisure Attendant Grade 2	651.50	667.80	684.50
LEVEL 4			
Hospitality Services Grade 4	689.00	706.30	723.90
Hospitality Administration and Front Office Grade 3	689.00	706.30	723.90
Leisure Attendant Grade 3	689.00	706.30	723.90
LEVEL 5			
Hospitality Services Grade 5	735.50	753.90	772.70
Hospitality Administration and Front Office Supervisor	735.50	753.90	772.70
LEVEL 6			
Hospitality Services Grade 6	756.60	775.50	794.90

2. Delete subclause 12.4, of the said clause 12, and insert in lieu thereof the following:

12.4 The rates of pay in this award include the adjustments payable under the State Wage Case 2012. These adjustments may be offset against:

- (a) any equivalent overaward payments; and/or
- (b) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.

12.5 The parties agree that, during the period up to and including 16 December 2013, there will be no extra wage claims, claims for improved conditions of employment or demands made with respect to the employees covered by the award and, further, that no proceedings, claims or demands concerning wages or conditions of employment with respect to those employees will be instituted before the Industrial Relations Commission or any other industrial tribunal.

The terms of the preceding paragraph do not prevent the parties from taking any proceedings with respect to the interpretation, application or enforcement of existing award provisions.

- 3. Renumber existing subclause 12.5 to read as subclause 12.6, Rates of Pay for school based apprentice.
- 4. Delete paragraph 16.1.1 of subclause 16.1, of clause 16, Allowances and insert in lieu thereof the following:

16.1.1 A full time or regular part time employee required to work overtime for more than two hours without being notified on the previous day or earlier that he or she will be so required to work shall either be supplied with a meal by the employer or paid \$12.92 meal money.

- 5. Delete paragraph 16.2.1 of subclause 16.2, of the said clause 16, and insert in lieu thereof the following:

16.2.1 A full time or regular part-time employee who has a broken work day shall receive an additional allowance for a spread of hours prescribed as follows:

Spread of hours	Rate per day (2.5%) \$
Under 10	Nil
10 but under 10-1/2	1.39
10-1/2 but under 11-1/2	2.74
11-1/2 or more	4.13

- 6. Delete subclause 16.5, and insert in lieu thereof the following:

16.5 Laundry allowance

Where any employee is required to wear a special uniform such uniform shall be provided and laundered by the employer free of cost to the employee or if mutually agreed that the employee shall launder such uniform the employer shall pay the employee \$2.63 for each uniform so laundered with a maximum of \$8.20 per week.

- 7. Delete paragraph 16.8.1 of subclause 16.8, and insert in lieu thereof the following:

16.8.1 An employee shall be entitled to an amount of \$45.33 per overnight stay period.

- 8. Delete paragraph 16.8.5 of subclause 16.8 and insert in lieu thereof the following:

16.8.5 An employee required to stay overnight in accordance with this clause without being notified on the previous day or earlier that he or she will be so required shall either be supplied with a meal by the employer or paid \$12.08 meal money.

- 9. Delete paragraph 18.8.1 of subclause 18.8, of clause 18, Hours of Work, and insert in lieu thereof the following:

18.8.1 Full time or regular part-time employees who are required to work any of their ordinary hours outside the hours of 7.00 a.m. to 7.00 p.m. on Monday to Friday inclusive, shall be paid \$1.85 per hour, or part thereof, for any such time worked outside the said hours with a minimum payment of \$2.83 for any one day.

10. This variation shall take effect from the first full pay period to commence on or after 16 December 2012.

R. P. BOLAND J , *President*

---

Printed by the authority of the Industrial Registrar.

(018)

**SERIAL C8141**

**NURSES' (DEPARTMENT OF FAMILY AND COMMUNITY  
SERVICES - AGEING, DISABILITY AND HOME CARE) (STATE)  
AWARD 2011**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 736 of 2012)

Before The Honourable Justice Boland, President

2 October 2013

**VARIATION**

1. Delete Part B, Monetary Rates, of the award published 18 November 2011, (371 I.G. 1188), as varied and insert in lieu thereof the following:

**PART B**

**MONETARY RATES**

**Table 1 - Salaries**

	1st full pay period to commence on or after 1.7.13 2.47% per annum \$
Assistant in Nursing	
Under 18 years - 1st Year of Experience	32,438
Under 18 years - 2nd Year of Experience	33,900
Under 18 years - Thereafter	35,236
Assistant in Nursing and Trainee Enrolled Nurse's Aide Adult	
Over 18 years - 1st Year of Experience	38,284
Over 18 years - 2nd Year of Experience	39,505
Over 18 years - 3rd Year of Experience	40,738
Over 18 years - 4th Year of Experience	42,001
Trainee Enrolled Nurse	
Under 18 years - 1st Year of Experience	32,487
Under 18 years - 2nd Year of Experience	33,918
Under 18 years - Thereafter	35,276
Trainee Enrolled Nurse	
Over 18 years - 1st Year of Experience	38,323
Over 18 years - 2nd Year of Experience	39,544
Over 18 years - 1st Year of Experience	40,784
Thereafter	42,061
Enrolled Nurse	
1st Year of Service	47,034
2nd Year of Service	48,065
3rd Year of Service	49,102
4th Year of Service	50,141
Thereafter	51,188

Enrolled Nurse - Medication Endorsement	
1st Year	49,507
2nd Year	50,573
3rd Year	51,646
4th Year	52,719
5th Year & Thereafter	53,801
Nurses undergoing pre-registration training other than as a student	45,978
Registered Nurse	
1st Year of Service	53,325
2nd Year of Service	56,236
3rd Year of Service	59,135
4th Year of Service	62,244
5th Year of Service	65,327
6th Year of Service	68,420
7th Year of Service	71,928
8th Year of Service	74,893
Clinical Nurse Consultant	
1st Year	93,689
2nd Year	95,833
Clinical Nurse Specialist	
*No further appointments to this classification after 30 June 2004.	77,947
Clinical Nurse Educator	77,947
Nurse Learning and Development Officer	
1st Year	86,464
2nd Year	88,897
3rd Year	91,079
4th Year	95,834
Residential Unit Nurse Manager	93,946
Level 1	
Residential Unit Nurse Manager	98,406
Level 2	
Residential Unit Nurse Manager	101,050
Level 3	
Nurse Systems Support Officer	
Level 1	84,177
Level 2	89,521
Level 3	
1st Year	93,689
2nd Year	95,596
Nurse Systems Support Co-ordinator	
Level 1	89,521
Level 2	
1st Year	93,689
2nd Year	95,596
Level 3	
1st Year	93,689
2nd Year	95,596
3rd Year	97,494
4th Year	99,425
Level 4	

1st Year	97,494
2nd Year	99,425
Nurse Manager Learning and Development Unit	
1st Year	103,238
2nd Year	105,163
Nurse Manager Resource Support Unit	
1st year	103,238
2nd Year	105,163
Nurse Manager	
Grade 1 1st Year	93,689
2nd Year	95,596
Grade 2 1st Year	97,494
2nd Year	99,425
Grade 3 1st Year	103,238
2nd Year	105,163
Grade 4 1st Year	108,984
2nd Year	110,894
Grade 5 1st Year	114,701
2nd Year	116,639
Grade 6 1st Year	120,460
2nd Year	122,239
Grade 7 1st Year	130,011
2nd Year	131,933
Grade 8 1st Year	139,568
2nd Year	141,478
Nurse Manager After Hours	
1st Year	93,689
2nd Year	95,596
Westmead, Rydalmere and Stockton	
Principal Nurse Manager Accommodation and Nursing Services	
1st Year	130,011
2nd Year	131,933
Nurse Manager Accommodation and Nursing Services, Tomaree, Summer Hill Group Homes, Summer Hill Respite and Liverpool Respite	
1st Year	108,984
2nd Year	110,894
Casuarina Grove, Kanangra, Norton Road, Riverside, Stockton, Rydalmere, Westmead	
1st Year	114,701
2nd Year	116,639

**Table 2 - Other Rates and Allowances**

Item No.	Clause No.	Allowance (Wage Type)	1st full pay period to commence on or after 1.7.13 2.47% per shift \$
1	9(i) & (ii)	Registered nurse in charge of unit in absence of RUNM or in charge Residence of not more than 100 resident clients.	29.18
2	9 (iv)	Registered nurse designated as the Rover in charge of a residence after hours (Norton Road, Riverside)	29.18
3	9 (iii)	Registered nurse in charge in absence of RUNM and in charge of a residence of not more than 100 resident clients	43.84
4	9(v)	Registered nurse designated as the Rover in charge of a residential centre after hours (Casuarina Grove and, Kanangra).	43.84
5	11(i)	Uniform Allowance	5.41
	11(iii)(a)	Shoe Allowance.	1.67
	11(iii)(b)	Stocking Allowance	2.81
	11(iii)(c)	Sock Allowance	0.54
	11(iv)	Laundry Allowance	4.50

2. This variation shall take effect from the first pay period to commence on or after 1 July 2013.

R. P. BOLAND J , *President*

---

Printed by the authority of the Industrial Registrar.



**NURSES' (PRIVATE SECTOR) TRAINING WAGE (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 546 of 2013)

Before The Honourable Justice Boland, President

16 August 2013

**VARIATION**

1. Delete subclause (b) of clause 12 Area Incidence and Duration of the award published 2 August 1996 and reprinted 27 January 2012 (372 I.G. 588), and insert in lieu thereof the following:
  - (b) The rates of pay in this award include the adjustments payable under the State Wage Case 2011 and 2012. These adjustments may be offset against:
    - (a) any equivalent overaward payments, and/or
    - (b) award wage increases since 29 May 1991 other than the safety net, State Wage Case, and minimum rates adjustments.

The rates of pay and allowances in Part B, Monetary Rates take effect from the first pay period on or after 16 December 2011 and 16 December 2012.

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

**PART B****Table 1 - Monetary Rates For Trainees**

	Highest Year of Schooling Completed Skill Level A - Year 10				
	Existing Rate \$	SWC 2011 (3.4%)	Year 10 First Pay Period 15 May 2013 \$	SWC 2012 (2.9%) \$	Year 10 First Pay Period 15 May 2013 \$
School Leaver	263.80	3.4%	272.80	2.9%	280.70
1 year out of school	290.90	3.4%	300.80	2.9%	309.50
2 years out of school	349.20	3.4%	361.10	2.9%	371.50
3 years out of school	406.60	3.4%	420.40	2.9%	432.60
4 years out of school	472.30	3.4%	488.40	2.9%	502.50
5 years out of school	540.00	3.4%	558.40	2.9%	574.50

	Highest Year of Schooling Completed Skill Level A - Year 11				
	Existing Rate	SWC 2011 (3.4%)	Year 11 First Pay Period 15 May 2013	SWC 2012 (2.9%)	Year 11 First Pay Period 15 May 2013
	\$		\$		\$
School Leaver	290.90	3.4%	300.80	2.9%	309.50
1 year out of school	349.20	3.4%	361.10	2.9%	371.50
2 years out of school	406.60	3.4%	420.40	2.9%	432.60
3 years out of school	472.30	3.4%	488.40	2.9%	502.50
4 years out of school	540.00	3.4%	558.40	2.9%	574.60
5 years out of school	540.00	3.4%	558.40	2.9%	574.60

	Highest Year of Schooling Completed Skill Level A - Year 12				
	Existing Rate	SWC 2011 (3.4%)	Year 12 First Pay Period 15 May 2013	SWC 2012 (2.9%)	Year 12 First Pay Period 15 May 2013
	\$		\$		\$
School Leaver	349.20	3.4%	361.10	2.9%	371.50
1 year out of school	406.60	3.4%	420.40	2.9%	432.60
2 years out of school	472.30	3.4%	488.40	2.9%	502.50
3 years out of school	540.00	3.4%	558.40	2.9%	574.60
4 years out of school	540.00	3.4%	558.40	2.9%	574.60
5 years out of school	540.00	3.4%	558.40	2.9%	574.60

\* Figures in brackets indicated the average proportion of time spent in approved training to which the associated wage rate is applicable. Where not specifically indicated, the average proportion of time spent in structured training which has been taken into account in setting the rates is 20 per cent.

**Table 2 - Monetary Rates For School Based Traineeships**

Year of Schooling					
Year 11					
	Existing Rate	SWC Increase 2011	Year 11 First Pay Period 15 May 2013	SWC Increase 2012	Year 11 First Pay Period 15 May 2013
	\$		\$		\$
School Based Traineeship Skill Level 1	263.80	3.4%	272.80	2.9%	280.70

Year of Schooling					
Year 12					
	Existing Rate	SWC Increase 2011	Year 12 First Pay Period 15 May 2013	SWC Increase 2012	Year 12 First Pay Period 15 May 2013
	\$		\$		\$
School Based Traineeship Skill Level 1	290.90	3.4%	300.80	2.9%	309.50

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

**Table 2 - Wages - School Based Traineeships**

Year of Schooling					
Year 11					
	Existing Rate	SWC Increase 2011	Year 11 First Pay Period 15 May 2013	SWC Increase 2012	Year 11 First Pay Period 15 May 2013
	\$		\$		\$
School Based Traineeships - Skill Levels A,B,C.	176.00	3.4%	182.00	2.9%	187.30

	Year of Schooling				
	Year 12				
	Existing Rate	SWC Increase 2011	Year 12 First Pay Period 15 May 2013	SWC Increase 2012	Year 12 First Pay Period 15 May 2013
School Based Traineeships - Skill Levels A,B,C.	\$193.00	3.4%	\$199.60	2.9%	\$205.40

3. This variation shall take effect from the beginning of the first full pay period to commence on or after 15 May 2013 in accordance with the State Wage Case 2011 and 2012 decision.

R. P. BOLAND J , *President*

---

Printed by the authority of the Industrial Registrar.

(510)

**SERIAL C8133****NURSES, OTHER THAN IN HOSPITALS, &c. (STATE) AWARD 2006**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 562 of 2013)

Before The Honourable Justice Boland, President

16 August 2013

**VARIATION**

1. Delete subclause (iv) from clause 50, Area Incidence and Duration of the award published 20 August 2004 and reprinted 27 January 2012 (372 I.G. 598) and insert in lieu thereof the following:
  - (iv) The rates of pay in this award include the adjustments payable under the State Wage Case 2012. These adjustments may be offset against:
    - (a) any equivalent overaward payments, and/or
    - (b) award wage increases since 29 May 1991 other than the safety net, State Wage Case, and minimum rates adjustments.
2. Insert after clause 26, Area Incidence and Duration, the following new clause 27, No Extra Claims:

**27. No Extra Claims**

The parties agree that, during the period up to and including 16 December 2013, there will be no extra wage claims, claims for improved conditions of employment or demands made with respect to the employees covered by the award and, further, that no proceedings, claims or demands concerning wages or conditions of employment with respect to those employees will be instituted before the Industrial Relations Commission or any other industrial tribunal.

The terms of the preceding paragraph do not prevent the parties from taking any proceedings with respect of the interpretation, application or enforcement of existing award provisions.

3. Delete Part B - Monetary Rates and insert in lieu thereof the following:

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

Classification		Existing Rate	2011 SWC Increase	2011 SWC	2012 SWC Increase	Beginning of FPP to commence on or after 16/12/12
Assistant in Nursing/ Trainee Enrolled Nurse	1st year	\$609.90	2.5%	\$625.10	2.5%	\$640.80
	2nd year	\$622.30	2.5%	\$637.90	2.5%	\$653.80
	3rd year	\$634.80	2.5%	\$650.70	2.5%	\$666.90
	4th year	\$647.50	2.5%	\$663.70	2.5%	\$680.30
Enrolled Nurse :	1st year	\$656.60	2.5%	\$673.00	2.5%	\$689.80
	2nd year	\$672.10	2.5%	\$688.90	2.5%	\$706.10

	3rd year	\$696.00	2.5%	\$713.40	2.5%	\$731.20
	4th year	\$715.70	2.5%	\$733.60	2.5%	\$751.90
	Thereafter	\$729.40	2.5%	\$747.60	2.5%	\$766.30
Registered Nurse General, M.R. Psych, Infants, Geriatric, Midwifery	1st year	\$745.30	2.5%	\$763.90	2.5%	\$783.00
	2nd year	\$761.70	2.5%	\$780.70	2.5%	\$800.30
	3rd year	\$791.30	2.5%	\$811.10	2.5%	\$831.40
	4th year	\$820.40	2.5%	\$840.90	2.5%	\$861.90
	5th year	\$852.00	2.5%	\$873.30	2.5%	\$895.10
	6th year	\$883.20	2.5%	\$905.30	2.5%	\$927.90
	7th year	\$914.40	2.5%	\$937.30	2.5%	\$960.70
	8th year	\$947.90	2.5%	\$971.60	2.5%	\$995.90
UG1	-	\$975.60	2.5%	\$1000.00	2.5%	\$1025.00
Supervisory Nurse	-	\$990.80	2.5%	\$1015.60	2.5%	\$1041.00

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	Existing Rate \$	SWC Increase 2011	2011 SWC \$	SWC Increase 2012	Beginning of FPP to commence on or after 16/12/12 \$
1	3(iv)	Meal	8.23 per meal	2.5%	8.44 per meal	2.5%	8.65 per meal
2	6(i)	On Call During Meal	6.61 per day	2.5%	6.78 per day	2.5%	6.95 per day
3	6(ii)	On Call	15.69 per shift	2.5%	16.08 per shift	2.5%	16.48 per shift
4	17(i)	Uniform	7.52 per week	2.5%	7.71 per week	2.5%	7.90 per week
5	17(i)	Stockings	3.71 per week	2.5%	3.80 per week	2.5%	3.90 per week
6	17(ii)	Laundry	5.74 per week	2.5%	5.88 per week	2.5%	6.03 per week
7	18(i)	Vehicle Allowance Standing Charge Up to 2 litres	165.99 per week	2.5%	170.17 per week	2.5%	174.39 per week
		Over 2 litres < 3.5 litres	182.72 per week	2.5%	187.29 per week	2.5%	191.97 per week
		Over 3.5 litres	187.78 per week	2.5%	192.47 per week	2.5%	197.28 per week
		Vehicle Allowance Running Charge Up to 2 litres	31.48 cents per km	2.5%	32.27 cents per km	2.5%	33.08 cents per km
		Over 2 litres < 3.5 litres	35.20 cents per km	2.5%	36.08 cents per km	2.5%	36.98 cents per km
		Over 3.5 litres	36.42 cents per km	2.5%	37.33 cents per km	2.5%	38.26 cents per km
8	18(iii)	Vehicle Allowance Casual Usage	70.30 cents per km	2.5%	72.06 cents per km	2.5%	73.86 cents per km

4. The rates of pay and allowances in Part B, Monetary Rates take effect from the first pay period on or after 16 December 2012.

R. P. BOLAND J, *President*

---

Printed by the authority of the Industrial Registrar.

**NURSING HOMES, &c., NURSES' (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 563 of 2013)

Before The Honourable Justice Boland, President

16 August 2013

**VARIATION**

1. Delete sub clause (iv) from clause 50, Area Incidence and Duration of the award published 11 December 2010 (369 IG. 953) and insert in lieu thereof the following:
  - (iv) The rates of pay in this award include the adjustments payable under the State Wage Case 2011 and 2012. These adjustments may be offset against:
    - (a) any equivalent overaward payments, and/or
    - (b) award wage increases since 29 May 1991 other than the safety net, State Wage Case, and minimum rates adjustments.

The rates of pay and allowances in Part B, Monetary Rates take effect from the first pay period on or after 16 December 2011 and 16 December 2012.

2. Delete Part B - Monetary Rates and insert in lieu thereof the following:

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

Classification		Existing Rate	Increase	SWC 2011 (3.4%) First Pay Period 15 May 2013 \$	Increase	SWC 2012 (2.9%) First Pay Period 15 May 2013 \$
Assistant in Nursing/ Trainee Enrolled Nurse						
Under 18:	1st year	547.30	3.4%	565.90	2.9%	582.30
	2nd year	571.50	3.4%	590.90	2.9%	608.00
	Thereafter	594.20	3.4%	614.4	2.9%	632.20
Over 18:	1st year	643.00	3.4%	664.90	2.9%	684.20
	2nd year	663.00	3.4%	685.50	2.9%	705.40
	3rd year	683.00	3.4%	706.20	2.9%	726.70
	Thereafter	703.70	3.4%	727.60	2.9%	748.70
Enrolled Nurse :	1st year	784.70	3.4%	811.40	2.9%	834.90
	2nd year	800.80	3.4%	828.00	2.9%	852.00
	3rd year	817.90	3.4%	845.70	2.9%	870.20
	4th year	834.70	3.4%	863.10	2.9%	888.10
	Thereafter	851.50	3.4%	880.50	2.9%	906.00
Registered Nurse General, M.R. Psych, Infants, Geriatric, Midwifery						



	1st year	886.40	3.4%	916.50	2.9%	943.10
	2nd year	933.50	3.4%	965.20	2.9%	993.20
	3rd year	980.40	3.4%	1013.70	2.9%	1043.10
	4th year	1030.60	3.4%	1065.60	2.9%	1096.50
	5th year	1080.60	3.4%	1117.30	2.9%	1149.70
	6th year	1130.60	3.4%	1169.00	2.9%	1202.90
	7th year	1187.60	3.4%	1228.00	2.9%	1263.60
	8th year	1235.50	3.4%	1277.50	2.9%	1314.50
Nursing Unit Manager (personal to current occupants as at 01.03.99)						
Level I	1st year	1367.90	3.4%	1414.40	2.9%	1455.40
	2nd year	1405.90	3.4%	1453.70	2.9%	1495.90
Level II		1439.80	3.4%	1488.70	2.9%	1534.90
Level III		1477.40	3.4%	1527.60	2.9%	1571.90
Nurse undergoing pre registration assessment		767.20	3.4%	793.30	2.9%	816.30
Clinical Nurse Specialist		1285.30	3.4%	1329.00	2.9%	1367.50
Clinical Nurse Consultant		1514.00	3.4%	1565.50	2.9%	1610.90
Clinical Nurse Educator		1285.30	3.4%	1329.00	2.9%	1367.50
Nurse Educator						
	1st year	1367.90	3.4%	1414.40	2.9%	1455.40
	2nd year	1405.90	3.4%	1453.70	2.9%	1495.90
	3rd year	1439.80	3.4%	1488.80	2.9%	1531.90
	4th year	1514.00	3.4%	1565.50	2.9%	1610.90
Senior Nurse Educator						
	1st year	1550.10	3.4%	1602.80	2.9%	1649.30
	2nd year	1581.40	3.4%	1635.20	2.9%	1682.60
	3rd year	1633.50	3.4%	1689.00	2.9%	1738.00
Assistant Director of Nursing						
<150 beds		1405.90	3.4%	1453.70	2.9%	1495.90
150-250 beds		1514.00	3.4%	1565.50	2.9%	1610.90
250 beds		1550.10	3.4%	1602.80	2.9%	1649.30
Deputy Director of Nursing						
Less than 20 beds		1433.90	3.4%	1482.70	2.9%	1525.70
20-75 beds		1470.30	3.4%	1582.30	2.9%	1564.40
75-100 beds		1503.90	3.4%	1555.00	2.9%	1600.10
100-150 beds		1535.40	3.4%	1587.60	2.9%	1633.60
150-200 beds		1581.40	3.4%	1635.20	2.9%	1682.60
200-250 beds		1633.50	3.4%	1689.00	2.9%	1738.00
250-350 beds		1693.70	3.4%	1751.30	2.9%	1802.10
350-450 beds	1753.40		3.4%	1813.00		1865.60
450-750 beds	1817.80		3.4%	1879.60		1934.10
750+ beds	1887.20		3.4%	1951.40		2008.00
Director of Nursing						
Less than 25 beds	1600.90		3.4%	1655.30		1703.30
25- 50 beds	1693.70		3.4%	1751.30		1802.10
50-75 beds	1729.60		3.4%	1788.40		1840.30
75-100 beds	1765.30		3.4%	1825.30		1878.20
100-150 beds	1815.40		3.4%	1877.10		1931.50
150-200 beds	1875.40		3.4%	1939.20		1995.40
200-250 beds	1935.00		3.4%	2000.80		2058.80
250-350 beds	2007.00		3.4%	2075.20		2135.40
350-450 beds	2126.80		3.4%	2199.10		2262.90
450-750 beds	2248.90		3.4%	2325.40		2392.80
750+ beds	2388.70		3.4%	2469.90		2541.50

**Table 2 - Other Rates and Allowances**

Brief Description	Clause No	Existing Rate	Increase	SWC 2011 (3.4%) First Pay Period 15 May 2013 \$	Increase	SWC 2012 (2.9%) First Pay Period 15 May 2013 \$
In charge of nursing home less than 100 beds	10 (i)(a)	21.96 per shift	3.4%	22.71 per shift	2.9%	23.37 per shift
In charge of nursing home 100 beds &<150 beds	10 (i)(a)	35.37 per shift	3.4%	36.57 per shift	2.9%	37.63 per shift
In charge of ward/unit	10 (i)(b)	21.96 per shift	3.4%	22.71 per shift	2.9%	23.37 per shift
On call	10 (ii)(a)	19.58 per 24 hrs or part thereof	3.4%	20.25 per 24 hrs or part thereof	2.9%	20.83 per 24 hrs or part thereof
On call on rostered days off	10 (ii)(b)	39.16 per 24 hrs or part thereof	3.4%	40.49 per 24 hrs or part thereof	2.9%	41.67 per 24 hrs or part thereof
On call during meal break	10 (ii)(c)	10.60 per period	3.4%	10.96 per period	2.9%	11.28 per period
Travelling Allowance	10 (ii)(d) & (iii)	66.03 cents per kilometre	3.5%	68.34 cents per kilometre	2.0%	69.71 cents per kilometre
Climatic Allowance	11(i)	4.07 per week	3.4%	4.21 per week	2.9%	4.33 per week
Isolation Allowance	11(ii)	7.84 per week	3.4%	8.11 per week	2.9%	8.34 per week
Expense allowance for DONs	13					
Less than 100 beds		239.00 pa	3.5%	247.37pa	2.00%	252.31 pa
100-299		477.00 pa	3.5%	493.70 pa	2.00%	503.57 pa
300-499		716.00 pa	3.5%	741.06 pa	2.0%	755.88 pa
Over 500 beds		955.00 pa	3.5%	988.43 pa	2.0%	1,008.19 pa
Uniform	16(iii)(a)	6.41 per week	3.5%	6.63 per week	2.0%	6.77 per week
Shoes	16(iii)(a)	2.00 per week	3.5%	2.07 per week	2.0%	2.11 per week
Cardigan or Jacket	16(iii)(b)	1.93 per week	3.5%	2.00 per week	2.0%	2.04 per week
Stockings	16(iii)(c)	3.33 per week	3.5%	3.45 per week	2.0%	3.52 per week
Socks	16(iii)(d)	0.66 per week	3.5%	0.68 per week	2.0%	0.70 per week
Laundry	16(iv)	5.36 per week	3.5%	5.55 per week	2.0%	5.66 per week
Meal on overtime	18(viii)	9.43 per meal	3.5%	9.76 per meal	2.0%	9.96 per meal
Breakfast	28(i)(c)	3.53 per meal	3.5%	3.65 per meal	2.0%	3.73 per meal
Other Meals	28(i)(c)	6.39 per meal	3.5%	6.61 per meal	2.0%	6.75 per meal

**Table 3 - Continuing Education Allowances**

Item No.	Brief Description	Clause No.	Existing Rate	Increase	SWC 2011 (3.4%) First Pay Period 15 May 2013 \$	Increase	SWC 2012 (2.9%) First Pay Period 15 May 2013 \$
1	Continuing education allowance: Registered Nurse	10A (vii)	18.43 per week	3.4%	19.06 per week	2.9%	19.61 per week

2	Continuing education allowance: Registered Nurse	10A (viii)	3 0.71 per week	3.4%	31.75 per week	2.9%	32.68 per week
3	Continuing education allowance: Registered Nurse	10A(ix)	36.85 per week	3.4%	38.10 per week	2.9%	39.21 per week
4	Continuing education allowance: Enrolled Nurse	10A(x)	12.28 per week	3.4%	12.70 per week	2.9%	13.07 per week

3. This variation shall take effect from the beginning of the first full pay period to commence on or after 15 May 2013 in accordance with the State Wage Case 2011 and 2012 decision.

R. P. BOLAND J , *President*

---

Printed by the authority of the Industrial Registrar.

## PRIVATE HOSPITALS, AGED CARE AND DISABILITY SERVICES INDUSTRY (TRAINING) (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 766 of 2013)

Before Commissioner Tabbaa

24 September 2013

### VARIATION

1. Delete paragraph (x) of subclause (b) of Clause 6, Employment Conditions, of the award published 2 June 2000 reprinted 27 January 2012 (372 I.G. 680), and insert in lieu thereof the following:
  - (x) Minimum and maximum hours of work for part-time employees specified in the Parent Award shall apply to part-time Trainees also.

#### Example of the calculation for the Wage Rate for a Part-Time Traineeship

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

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

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

So the wage rate in Year 11 is:

$$\frac{\$273 \times 15 - 3.8}{30.4} = \$100.58 \text{ plus any applicable penalty rates under the Parent Award.}$$

While for 2012 the wage rate is

$$\frac{\$281 \times 15 - 3.8}{30.4} = \$103.53 \text{ plus any applicable penalty rates under the Parent Award.}$$

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

2. Delete subclause (e) of Clause 7, Wages, and insert in lieu thereof the following:
  - (e) The rates of pay in this award include the further adjustments payable under the State Wage Case 2011 and 2012. These adjustments may be offset against:
    - (a) any equivalent over-award payments; and/or
    - (b) award wage increases since 29 May 1991 other than safety net State Wage Case and minimum rates adjustments.

3. Delete Part B, Monetary Rates 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.

#### 2011 Adjustment

	Highest Year of Schooling Completed		
	Year 10 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$	Year 11 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$	Year 12 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$
School Leaver	272.80	300.80	361.10
Plus 1 year out of school	300.80	361.10	420.40
Plus 2 years	361.10	420.40	488.40
Plus 3 years	420.40	488.40	558.40
Plus 4 years	488.40	558.40	558.40
Plus 5 years or more	558.40	558.40	558.40

#### 2012 Adjustment

	Highest Year of Schooling Completed		
	Year 10 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$	Year 11 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$	Year 12 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$
School Leaver	280.70	309.50	371.50
Plus 1 year out of school	309.50	371.50	432.60
Plus 2 years	371.50	432.60	502.50
Plus 3 years	432.60	502.50	574.60
Plus 4 years	502.50	574.60	574.60
Plus 5 years or more	574.50	574.60	574.60

The average proportion 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.

2011 Adjustment

	Highest Year of Schooling Completed		
	Year 10 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$	Year 11 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$	Year 12 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$
School Leaver	273.00	301.00	349.00
Plus 1 year out of school	301.00	349.00	402.00
Plus 2 years	349.00	402.00	473.00
Plus 3 years	402.00	473.00	539.00
Plus 4 years	473.00	539.00	539.00
Plus 5 years or more	539.00	539.00	539.00

2012 Adjustment

	Highest Year of Schooling Completed		
	Year 10 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$	Year 11 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$	Year 12 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$
School Leaver	281.00	310.00	359.00
Plus 1 year out of school	310.00	359.00	414.00
Plus 2 years	359.00	414.00	487.00
Plus 3 years	414.00	487.00	555.00
Plus 4 years	487.00	555.00	555.00
Plus 5 years or more	555.00	555.00	555.00

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

**Table 3 - Weekly Rates - Industry/Skill Level C**

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C.

2011 Adjustment

	Highest Year of Schooling Completed		
	Year 10 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$	Year 11 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$	Year 12 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$
School Leaver	273.00	301.00	346.00
Plus 1 year out of school	301.00	346.00	390.00
Plus 2 years	346.00	390.00	434.00
Plus 3 years	390.00	434.00	486.00
Plus 4 years	434.00	486.00	486.00
Plus 5 years or more	486.00	486.00	486.00

2012 Adjustment

	Highest Year of Schooling Completed		
	Year 10 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$	Year 11 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$	Year 12 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$
School Leaver	281.00	310.00	356.00
Plus 1 year out of school	310.00	356.00	401.00
Plus 2 years	356.00	401.00	447.00
Plus 3 years	401.00	447.00	500.00
Plus 4 years	447.00	500.00	500.00
Plus 5 years or more	500.00	500.00	500.00

The average proportion of time spent in Structured Training which has been taken into account in setting the above rates is 20 per cent.

**Table 4 - School-based Traineeships**

2011 Adjustment

	Year of Schooling	
	Year 11 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$	Year 12 SWC 2011 (2.9%) First Pay Period 15 May 2013 \$
School based Traineeships Skill Levels A, B and C	273.00	301.00

2012 Adjustment

	Year of Schooling	
	Year 11 SWC 2012 (3.4%) First Pay Period 15 May 2013 \$	Year 12 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$
School based Traineeships Skill Levels A, B and C	281.00	310.00

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

**Table 5 - Hourly Rates for Trainees Who Have Left School****SKILL LEVEL A**

2011 Adjustment

SKILL LEVEL A			
	Year 10 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$	Year 11 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$	Year 12 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$
School leaver	8.99	9.90	11.87
1 year after leaving school	9.90	11.87	13.79
2 years +	11.87	13.79	16.08
3 years +	13.79	16.08	18.37
4 years +	16.08	18.37	18.37
5 years +	18.37	18.37	18.37

2012 Adjustment

SKILL LEVEL A			
	Year 10 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$	Year 11 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$	Year 12 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$
School leaver	9.25	10.19	12.21
1 year after leaving school	10.19	12.21	14.19
2 years +	12.21	14.19	16.55
3 years +	14.19	16.55	18.90
4 years +	16.55	18.90	18.90
5 years +	18.90	18.90	18.90

**SKILL LEVEL B**

2011 Adjustment

SKILL LEVEL B			
	Year 10 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$	Year 11 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$	Year 12 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$
School leaver	8.99	9.90	11.49
1 year after leaving school	9.90	11.49	13.22
2 years +	11.49	13.22	15.54
3 years +	13.22	15.54	17.70
4 years +	15.54	17.70	17.70
5 years +	17.70	17.70	17.70



## 2012 Adjustment

SKILL LEVEL B	Year 10 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$	Year 11 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$	Year 12 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$
School leaver	9.25	10.19	11.82
1 year after leaving school	10.19	11.82	13.60
2 years +	11.82	13.60	15.99
3 years +	13.60	15.99	18.21
4 years +	15.99	18.21	18.21
5 years +	18.21	18.21	18.21

**SKILL LEVEL C**

## 2011 Adjustment

SKILL LEVEL C	Year 10 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$	Year 11 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$	Year 12 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$
School leaver	8.99	9.90	11.37
1 year after leaving school	9.90	11.37	12.80
2 years +	11.37	12.80	14.29
3 years +	12.80	14.29	16.00
4 years +	14.29	16.00	16.00
5 years +	16.00	16.00	16.00

## 2012 Adjustment

SKILL LEVEL C	Year 10 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$	Year 11 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$	Year 12 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$
School leaver	9.25	10.19	11.70
1 year after leaving school	10.19	11.70	13.17
2 years +	11.70	13.17	14.70
3 years +	13.17	14.70	16.46
4 years +	14.70	16.46	16.46
5 years +	16.46	16.46	16.46

**Table 6 - Hourly Rates for School-based Traineeships**

2011 Adjustment

	Year of Schooling	
	Year 11 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$	Year 12 SWC 2011 (3.4%) First Pay Period 15 May 2013 \$
Skills levels A, B and C	8.99	9.90

2012 Adjustment

	Year of Schooling	
	Year 11 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$	Year 12 SWC 2012 (2.9%) First Pay Period 15 May 2013 \$
Skills levels A, B and C	9.25	10.19

4. This variation shall take effect from the beginning of the first full pay period to commence on or after 15 May 2013 in accordance with the State Wage Case 2011 and 2012 decision.

I. TABBAA, Commissioner

---

Printed by the authority of the Industrial Registrar.

(1891)

SERIAL C8151

**PROFESSIONAL ENGINEERS (ROADS AND MARITIME SERVICES  
DIVISION OF THE GOVERNMENT SERVICE OF NEW SOUTH  
WALES - SALARIES) AWARD 2012**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Roads and Maritime Services Division of the Government of New South Wales.

(No. IRC 705 of 2013)

Before The Honourable Mr Justice Staff

27 August 2013

**VARIATION**

1. Delete Table A - Other Allowances of Part B, of the award published 31 August 2012, (374 I.G. 677) and insert in lieu thereof the following:

**Table A - Other Allowances**

Item No.	Description	Amount (\$)	Source
1.	Meal Allowance on Overtime Breakfast Lunch Evening Meal	27.10 27.10 27.10	HR Circular (ATO Determination)
2.	Meal Allowance while Travelling Capital Cities & High Cost Country Centres (refer to (4)below) Breakfast Lunch Evening Meal	24.35 27.35 46.70	HR Circular (ATO Determination)
	'Tier 2' Country Centres & 'Elsewhere' (refer to (4)below) Breakfast Lunch Evening Meal	21.80 24.90 42.90	
3.	Lodgings Location Capital Cities Sydney Adelaide Brisbane Canberra Darwin Hobart Melbourne Perth	Per Day (\$)  299.25 273.25 317.25 281.25 305.25 248.25 289.25 349.25	HR Circular (ATO Determination)
	High Cost Country Centres Goldcoast Newcastle Wagga Wagga Wollongong	265.25 259.25 250.25 252.25	
	Tier 2 Country Centres (NSW) Bathurst Broken Hill Coffs Harbour	234.45 234.45 234.45	

	Cooma Dubbo Gosford Goulburn Maitland Mudgee Muswellbrook Orange Port Macquarie Queanbeyan Tamworth Tumut	234.45 234.45 234.45 234.45 234.45 234.45 234.45 234.45 234.45 234.45 234.45 234.45	
	All other Country Centres (NSW) Elsewhere	213.45	
4.	Incidentals allowance (all locations)	17.85/day	HR Circular (ATO Determination)
5.	Official Business Rate: Over 2,601cc  1,1601-2,600cc  Under 1600cc	0.75/km  0.74/km  0.63/km	HR Circular from (DPC Circular - CPI)
6.	Specified Journey Rate  Over 2,601cc  1,1601-2,600cc  Under 1600cc	0.30/km  0.296/km  0.252/km	HR Circular (Expenses/ Allowances Policy)
7.	Maximum allowance for staff separated from dependants	254/week	Relocation Expenses 10.3.11(TECA)
8.	Allowance for removal of furniture		
(a)	Value of furniture	7037	Relocation Expenses -
(b)	If value of furniture more than amount in 8(a) staff receive	1126	
(c)	If value of furniture less than amount in 8(a), staff receive	563.00	Policy 10.3.5 (TECA)
(d)	If the household effects are less than a substantial Portion of what constitutes normal household furniture, Furnishings and fitting, staff are not eligible and shall receive	281.00	
9.	Max purchase price of home on which reimbursement of expenses is based	520,000.00	Relocation Expenses Policy (TECA)
10.	Maximum value of furniture and effects on which risk insurance is paid	38,000.00	Relocation Expenses Policy 10.3.4 (TECA)
11.	Rental subsidy: Max amount of allowance to offset increased costs	51.00	Relocation Expenses Policy 103.13 (TECA)

12.			Relocation Expenses Policy
(a)	Board and lodging of children: Staff member to pay first	27/week	
(b)	RMS pays up to a maximum of:	56/week	10.3.9 (TECA)
13.	Remote areas allowance (with dependants)		HR Circular Expenses/Allowances Policy 10.2.15
	A	1835.00	
	B	2434.00	
	C	3250.00	
	Remote areas allowance (without dependants)		(DPC Circular, CPI)
	A	1280.00	
	B	1706.00	
	C	2276.00	
14(a)	Fares subsidy for climatic area - actual cost less	45.25	HR Circular
	Or		
14(b)	Maximum amount for officer with spouse/dependents	303.00	
	Or		
14(c)	Maximum amount for officer without spouse/dependents	149.65	
15.	On call allowance	69.54 per day Mon - Fri 105.34 day - Sat, Sun, P. Hol	Per HR Circular
16.	Temporary accommodation beyond first 8 weeks: Actual and reasonable out of pocket expenses for board and lodging less the amount for incidentals:	17.85/wk	Re-location Expenses Policy 10.3.011

\*\*Movements in the allowances referred to above will be increased from time to time in accordance with the corresponding source document from a date notified by RMS. For the avoidance of doubt nothing in this award incorporates the source document into the award.

2. Delete the table, Professional Engineers Salary Scale of Appendix B and insert in lieu thereof the following:

#### Professional Engineers Salary Scale

Salary Scale Engineering grade/level		2.27% increase operative first full pay period on or after 1 July 2013 *** \$
Cadet engineer level 1		37 051
Cadet engineer level 2		39 190
Cadet engineer level 3		41 579
Cadet engineer level 4		44 206
Cadet engineer level 5		47 621
Cadet engineer level 6		48 111
GRAD Program Engineer	1	68 006
GRAD Program Engineer	2	70 204
GRAD Program Engineer	3	71 471
Engineer Level 1	1	79 412
Engineer Level 1	2	82 216
Engineer Level 1	3	83 810

Engineer Level 1	4	87 249
Engineer Level 1	5	90 787
Engineer Level 1	6	93 624
Engineer Level 2	1	97 930
Engineer Level 2	2	100 745
Engineer Level 2	3	105 278
Engineer Level 3	1	107 934
Engineer Level 3	2	112 192
Engineer Level 3	3	117 954
Engineer Level 4	1	121 601
Engineer Level 4	2	126 893
Engineer Level 4	3	129 748
Engineer Level 5	1	137 339
Engineer Level 5	2	141 352
Engineer Level 5	3	146 292
Engineer Level 6	1	150 659
Engineer Level 6	2	154 561
Engineer Level 6	3	161 968

\*\*\* All salaries in this table include 1.35% annual leave loading

3. This variation shall take effect from the first full pay period on or after 1 July 2013.

C.G. STAFF J

---

Printed by the authority of the Industrial Registrar.

(577)

SERIAL C8135

**RESTAURANTS, &c., EMPLOYEES (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 564 of 2013)

Before The Honourable Justice Boland, President

16 August 2013

**VARIATION**

1. Insert after subclause 9.4 of clause 9, Wages of the award published 19 January 2001 and reprinted 27 January 2012 (372 I.G. 692), the following new subclause:
- 9.5 The parties agree that, during the term of this award, there will be no extra wage claims, claims for improved conditions of employment or demands made with respect to the employees covered by the award and, further, that no proceedings, claims or demands concerning wages or conditions of employment with respect to those employees will be instituted before the Industrial Relations Commission or any other industrial tribunal.

The terms of the preceding paragraph do not prevent the parties from taking any proceedings to respect to the interpretation, application or enforcement of existing award provisions.

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

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

Classification	Rate per week incl SWC 2010 (4.25%) \$	SWC 2011 increase %	Rate per week incl SWC 2011 \$	SWC 2012 increase %	Rate per week incl SWC 2012 \$
Grade 1	592.20	2.5	607.01	2.5	622.20
Grade 2	611.10	2.5	626.38	2.5	642.00
Grade 3	639.70	2.5	655.69	2.5	672.10
Grade 4	660.50	2.5	677.01	2.5	693.90
Grade 5	698.90	2.5	716.37	2.5	734.30
Grade 6	744.00	2.5	762.60	2.5	781.70
Grade 7	767.90	2.5	787.10	2.5	806.80

**Table 2 - Other Rates and Allowances**

Item No.	Clause No.	Brief Description	Amount includes SWC 2011 (2.5%) & SWC 2012 9 2.5%) \$
1	7.1	Meal Allowance	12.90
2	14.2	Apprentice's Tool Allowance	0.80 per week
3	23.1	Laundry Allowance: - special clothing requiring ironing  - special clothing not requiring ironing	3.70 per day to a maximum of 11.20 2.10 per day to a maximum of 6.50

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

R. P. BOLAND J , *President*

---

Printed by the authority of the Industrial Registrar.



## SECURITY INDUSTRY (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 565 of 2013)

Before The Honourable Justice Boland, President

16 August 2013

### VARIATION

1. Delete subparagraphs 11.1.2 and 11.1.3 of subclause 11.1 of clause 11, Wages of the award published 6 May 2005 and reprinted 27 January 2012 (372 I.G. 722), and insert in lieu thereof the following:

11.1.2 The parties agree that, during the term of this award, there will be no extra wage claims, claims for improved conditions of employment or demands made with respect to the employees covered by the award and, further, that no proceedings, claims or demands concerning wages or conditions of employment with respect to those employees will be instituted before the Industrial Relations Commission or any other industrial tribunal.

The terms of the preceding paragraph do not prevent the parties from taking any proceedings to respect to the interpretation, application or enforcement of existing award provisions.

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

### PART B

#### MONETARY RATES

**Table 1 - Rates of Pay per 38-Hour Week**

Classification	Previous Rate per week \$	SWC 2011 increase %	Intermediate rate	SWC 2012 Increase %	New rate per week \$
Grade 1	672.60	2.5	689.42	2.5	706.70
Grade 2	693.10	2.5	710.43	2.5	728.20
Grade 3	705.60	2.5	723.24	2.5	741.30
Grade 4	718.20	2.5	736.16	2.5	754.60
Grade 5	742.90	2.5	761.47	2.5	780.50

**Table 2 - Other Rates and Allowances**

Item No	Clause No	Brief Description	Rate per Week from the first pay period to commence on or after 16 December 2012 \$	Rate per Shift from the first pay period to commence on or after 16 December 2012 \$
	12.1	Leading Hand Allowance		Casuals only
1		up to 5 employees	31.20	6.30
2		6 to 10 employees	35.40	8.00
3		11 to 15 employees	46.30	9.30
4		16 to 20 employees	53.40	10.70
5		Over 20 employees	53.40	10.70

6		for each employee exceeding 20,extra	0.80	0.20
7	12.2	Relieving Officer	31.00	
	12.3	First Aid Allowance		Casuals only
8		Industrial	17.60	3.50
9	12.4	Gun Allowance	12.10	2.40
10	12.5	Locomotion Allowance		All employees
11		Motor Vehicle/cycle		28.80
12		Bicycle		3.00
13	12.6	Meal Allowance		9.20
14	12.7	Fares Allowance		7.90
15	12.8	Overnight Meal Allowance		75.10
			Permanent Employees	Casual Employees
			Rate Per Hour	Rate per Hour
16	12.9	Aviation Allowance	1.30	1.30

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

R. P. BOLAND J , *President*

---

Printed by the authority of the Industrial Registrar.

## SHOP EMPLOYEES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 566 of 2013)

Before The Honourable Justice Boland, President

16 August 2013

### VARIATION

1. Delete subclauses (b) and (c) of clause 38, Wages of the award published 18 May 2001 and reprinted 27 January 2012 (372 I.G. 763) and insert in lieu thereof the following:
    - (b) The rates of pay in this award include the adjustments payable under the State Wage Case 2012. These adjustments may be offset against:
      - (i) any equivalent overaward payments; and/or
      - (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case, and minimum rates adjustments.
    - (c) The parties agree that, during the period up to and including 16 December 2013, there will be no extra wage claims, claims for improved conditions of employment or demands made with respect to the employees covered by the award and, further, that no proceedings, claims or demands concerning wages or conditions of employment with respect to those employees will be instituted before the Industrial Relations Commission or any other industrial tribunal.

The terms of the preceding paragraph do not prevent the parties from taking any proceedings with respect to the interpretation, application or enforcement of existing award provisions.
  - (d) Junior Employees - Junior employees and improver waiters/waitresses shall receive the percentages set out in (iv) of Table 1 - Wages of the appropriate adult rate prescribed in Group No. 1 of Table 1 - Wages.
2. Delete (i) of Table 1 - Wages, of Part B, Monetary Rates, and insert in lieu thereof the following:

**Table 1 - Wages**

(i)

Group No	Description	Former Rate Per Week \$	SWC2011 2.5% \$	Intermediate Rate \$	SWC2012 2.5% \$	Total Rate Per Week \$
1	Shop assistants, demonstrators, trolley collector, salespersons outdoor, employees driving a forklift or using mechanical equipment as required, the role of Santa Claus, ticket writers, mannequins, order hands, reserve stock hands (including reserve stock hands in theatre distributing services), employees delivering goods (other than newspapers and the like) by bicycle or tricycle, employees engaged in the cooking or the preparation of provisions for sale in the shop of the employer, cashiers in special shops, persons employed on information desks and/or on customer services or as full-time messengers, employees engaged in the installation (other than installation requiring trade skill), servicing, stocking, collection of money from, and preparation of, commodities for sale in automatic vending devices, employees engaged in the pre-packing, weighing, pricing of fruit and/or vegetables on the shop premises, employees principally engaged in hiring out activities in a shop, and waitresses in confection shops employed waiting on tables for two hours or more per day	649.60	16.20	665.80	16.60	682.40
2	(a) Window Dresser Employees principally engaged in dressing windows. (b) Window dressers under 21 years of age shall be paid as per Item 8 of table 2 - Other Rates and Allowances, of Part B, Monetary Rates, in addition to the rates prescribed by subclause (c) of Clause 38 Wages.	656.30	16.40	672.70	16.80	689.50
3	Branch Supervisor Shop assistants engaged in supervising branch grocery shops	661.60	16.50	678.10	17.00	695.10
4	Shop Assistants in charge of a shop or a department in a shop not being a shop assistant temporarily in charge during the absence of persons ordinarily in charge of the shop or department, but including employees employed as relieving shop assistants in charge of a shop:					

	(i) Without the duty of buying - In charge of from nil to 4 assistants	661.70	16.50	678.20	17.00	695.20
	In charge of from 5 to 12 assistants	671.10	16.80	687.90	17.20	705.10
	In charge of from 13 to 25 assistants	682.80	17.10	699.90	17.50	717.40
	In charge of over 25 assistants	691.60	17.30	708.90	17.70	726.60
	(ii) With the duty of buying - In charge of from nil to 4 assistants	663.30	16.60	679.90	17.00	696.90
	In charge of from 5 to 12 assistants	673.80	16.80	690.60	17.30	707.90
	In charge of from 13 to 25 assistants	687.60	17.20	704.80	17.60	722.40
	In charge of over 25 assistants	695.50	17.40	712.90	17.80	730.70
5	Employees in charge of a motor and/or horse drawn vehicle selling stock carried on the vehicle products of a kind which usually are sold by confection/ take-away food shops Employees under the age of 21 years but not less than the age of 18 years shall be paid the percentages of the rate for an adult contained in (ii) of Table 1 - Clause 38 Wages.	669.00	16.70	685.70	17.10	702.80
6	Retail Merchandiser as defined by subclause (xi) of clause 2. Definitions	649.60	16.20	665.80	16.60	682.40

3. Delete Table 2 - Other Rates & Allowances of Part B, Monetary Rates, and insert in lieu thereof the following:

**Table 2 - Other Rates & Allowances**

Item No.	Clause No.	Brief Description	Former Rate \$	SWC 2011 2.5% \$	Intermediate Rate \$	SWC 2012 2.5% \$	Total Rate 2.5% \$
1	5(a)	Night interval employees	2.40 per shift	0.06	2.46 per shift	0.06	252 per shift
2	5(a)	Night interval employees (working one night per week)	3.82 per shift	0.10	3.92 per shift	0.10	4.02 per shift
3	6(i) (b),(c) 36(i)(d) 6(ii)(a)	Meal Allowances	12.70	0.30	13.00	0.30	13.30
4	6(ii) 16(vii)	Breakfast Allowance	6.90	0.20	7.10	0.20	7.30

5	14(a)(ii)	<p>General Shops -</p> <p>Loading for casual employees working on a Saturday:</p> <p>Engagements up to and including four hours -</p> <p>Adult employees</p> <p>Employees under 21 years of age</p> <p>Engagements exceeding four hours -</p> <p>Adult Employees</p> <p>Employees under 21 years of age</p>	<p>7.00 per shift</p> <p>4.70 per shift</p> <p>14.40 per shift</p> <p>7.90 per shift</p>	<p>0.20</p> <p>0.10</p> <p>0.40</p> <p>0.20</p>	<p>7.20 per shift</p> <p>4.80 per shift</p> <p>14.80 per shift</p> <p>8.10 per shift</p>	<p>0.20</p> <p>0.10</p> <p>0.40</p> <p>0.20</p>	<p>7.40 per shift</p> <p>4.90 per shift</p> <p>15.20 per shift</p> <p>8.30 per shift</p>
	14(a)(iii)	<p>Special and Confection Shops -</p> <p>Loading for casual employees working on a Saturday:</p> <p>Adult Employees</p> <p>Employees under 21 years of age</p>	<p>7.00 per shift</p> <p>4.70 per shift</p>	<p>0.20</p> <p>0.10</p>	<p>7.20 per shift</p> <p>4.80 per shift</p>	<p>0.20</p> <p>0.10</p>	<p>7.40 per shift</p> <p>4.90 per shift</p>
6	14(c)(ii)	<p>Confection Shop - Employees working after 10.00 p.m. on any night</p>	<p>2.00 each night</p>	<p>0.05</p>	<p>2.05 each night</p>	<p>0.05</p>	<p>2.10 each night</p>
7	25(i)	<p>Laundering Allowance (if any article requires ironing):</p> <p>Full-time employee</p> <p>Part-time and casual employee</p> <p>Maximum payment</p> <p>Laundering Allowance (if none of the articles require ironing):</p> <p>Full-time employee</p> <p>Part-time and casual employee</p> <p>Maximum payment</p>	<p>9.40</p> <p>3.20</p> <p>9.40</p> <p>5.60</p> <p>1.90</p> <p>5.60</p>	<p>0.20</p> <p>0.10</p> <p>0.20</p> <p>0.10</p> <p>0.05</p> <p>0.10</p>	<p>9.60</p> <p>3.30</p> <p>9.60</p> <p>5.70</p> <p>1.95</p> <p>5.70</p>	<p>0.20</p> <p>0.10</p> <p>0.20</p> <p>0.10</p> <p>0.10</p> <p>0.10</p>	<p>9.80</p> <p>3.40</p> <p>9.80</p> <p>5.80</p> <p>2.00</p> <p>5.80</p>

8	38(1)(i) 2(b)	Window Dressers under the age of 21	9.70 per week	0.20	9.90 per week	0.20	10.10 per week
9	35(i)(a)	Section Head	14.20 per week	0.40	14.60 per week	0.40	15.00 per week
10	35(i)(b)	Qualified adult automotive parts and accessories salesperson	32.30 per week	0.80	33.10 per week	0.80	33.90 per week
11	35(i)(c)	Employee with a licence under the Liquor Act 1982	22.10 per week	0.60	22.70 per week	0.60	23.30 per week
12	35(ii)(a)	Employee delivering goods	4.90 per week	0.10	5.00 per week	0.10	5.10 per week
13	35(ii)(b)	Employee engaged in photographic or other modelling	46.80 per week 9.36 per day	1.00 0.23	47.80 per week 9.59 per day	1.20 0.24	49.00 per week 9.83 per day
14	35(ii)(c)	First-aid attendant	1.83 per day	0.05	1.88 per day	0.05	1.93 per day
15	35(ii)(d)	Employee engaged to speak a second language	9.30 per week	0.20	9.50 per week	0.20	9.70 per week
16	35(ii)(e)	Ticket writer - At or over 21 years of age  Under 21 years of age	19.00 per week 9.50 per week	0.50 0.20	19.50 per week 9.70 per week	0.50 0.20	20.00 per week 9.90 per week
17	35(iv)	Bicycle Allowance  Motorcycle Allowance	11.40 per week 34.10 per week	0.30 0.90	11.70 per week 35.00 per week	0.30 0.90	12.00 per week 35.90 per week
18	35(iv)	Motor Car Allowance: car up to and including 2000cc  car over 2000cc  allowance per kilometre travelled	119.10 per week 141.90 per week 0.35 per km	3.00 3.50 0.01	122.10 per week 145.40 per week 0.36 per km	3.10 3.50 0.01	125.20 per week 149.00 per week 0.37 per km

19	35(iv)	Allowance for kilometre travelled: car under and including 2000cc  car over 2000cc	0.55 per km  0.59 per km	0.01  0.01	0.56 per km  0.60 per km	0.01  0.02	0.57 per km  0.62 per km
	35(iv)	Part-time or Casual Retail Merchandiser local or Country, for the use of his/her vehicle.	0.646 per km	0.016	0.662 per km	0.017	0.679 per km
20	35(v)(a)  (1)	Disability allowance for employees working in freezer room	9.00  per week	0.20	9.20  per week	0.20	9.40  per week
21	35(v)(b)  (1)	Disability allowance for employees working in public dairy room	13.60 per week	0.30	13.90 per week	0.30	14.20 per week
22	35(v)(c)  (1)	Disability allowance for employees backfilling in a freezer room	18.00 per week	0.50	18.50 per week	0.50	19.00 per week
23	36(i)(a)    36(ii)(b)	Casual hourly rate of pay for persons employed at trade fairs, etc., between 9.00 a.m. and 6.00 p.m., with a minimum payment of six hours - At 19 years of age and over  Under 19 years of age  Saturday Loading - Adult Employees Under 21 years	    16.43 per hour  16.12 per hour  7.00  4.70	    0.41  0.40  0.20  0.10	    16.84 per hour  16.52 per hour  7.20  4.80	    0.42  0.41  0.20  0.10	    17.26 per hour  16.93 per hour  7.40  4.90

4. This variation shall take effect from the first full pay period to commence on or after 16 December 2013.

R. P. BOLAND J , *President*



## TEACHERS (NON-GOVERNMENT EARLY CHILDHOOD SERVICE CENTRES OTHER THAN PRE-SCHOOLS) (STATE) AWARD 2009

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 567 of 2013)

Before The Honourable Justice Boland, President

16 August 2013

### VARIATION

1. Delete clause 17, Savings Clause and Leave Reserved, of the award published 26 February 2010 and reprinted 27 January 2012 (372 I.G. 811) and insert in lieu thereof the following:

#### 17. Savings Clause, Leave Reserved and No Extra Claims

- 17.1 A teacher's conditions of employment, other than those provided in this award, shall not be altered as a consequence of the introduction of this award.
- 17.2 Leave is reserved to the New South Wales Independent Education Union to apply in respect of procedures relating to child protection.
- 17.3 The parties agree that, during the term of this Award, there will be no extra wage claims, claims for improved conditions of employment or demands that made with respect to the employees covered by the Award and further, that no proceedings, claims or demands concerning wages or conditions of employment with respect to those employees will be instituted before the Industrial Relations Commission or any other industrial tribunal.

The terms of the preceding paragraph do not prevent the parties from taking any proceedings with respect to the interpretation, application or enforcement of existing provisions in this Award.

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

### PART B

#### MONETARY RATES

**Table 1 - Rates of Pay**

The following minimum annual salaries shall apply from the beginning of the first full pay period specified in each column respectively:

Classification/ Incremental Salary Step	1 September 2011 Per annum (4%) \$	16 December 2012 Per annum (2.5%) \$
All Other Teachers		
Step 1	37,005	37,930
Step 2	37,894	38,841
Step 3	38,896	39,868
Step 4	40,292	41,299
Step 5	41,992	43,042

Two Years Trained Teachers		
Step 1	40,350	41,359
Step 2	44,701	45,819
Step 3	46,978	48,152
Step 4	49,432	50,668
Step 5	51,703	52,996
Step 6	54,056	55,407
Step 7	56,666	58,083
Step 8	58,096	59,548
Step 9	59,504	60,992
Three Years Trained Teachers		
Step 1	46,489	47,651
Step 2	48,856	50,077
Step 3	51,410	52,695
Step 4	53,770	55,114
Step 5	56,217	57,622
Step 6	58,937	60,410
Step 7	60,418	61,928
Step 8	61,888	63,435
Step 9	64,353	65,962
Step 10	66,926	68,599
Step 11	68,729	70,447
Four Years Trained Teachers		
Step 1	49,433	50,669
Step 2	52,496	53,808
Step 3	55,449	56,835
Step 4	58,723	60,191
Step 5	61,766	63,310
Step 6	64,353	65,962
Step 7	66,926	68,599
Step 8	69,825	71,571
Step 9	72,618	74,433

**Table 2 - Director's Allowance**

Units	1 September 2011 Per annum (4%) \$	16 December 2012 Per annum (2.5%) \$
1	5,190	5,320
2	6,334	6,492
3	7,906	8,104
4	9,876	10,123

**Table 3 - Other Rates and Allowances**

Item No.	Clause No.	Brief Description	Amount \$
1	3.4(a)	Travel Allowance - use of teacher's own vehicle	0.51 per km

**Table 4 - Authorised Supervisor's Allowance (Clause 4.2(i))**

Units	1 September 2011 Per annum (4%) \$	16 December 2012 Per annum (2.5%) \$
1	1,686	1,728

2	2,058	2,109
3	2,575	2,639
4	3,217	3,297

**Table 5 - Authorised Supervisor Allowance (Clause 4.2(ii))**

Units	1 September 2011 Per annum (4%) \$	16 December 2012 Per annum (2.5%) \$
1	3,375	3,459
2	4,116	4,219
3	5,147	5,276
4	6,434	6,595

3. This variation shall take effect from 16 December 2012.

R. P. BOLAND J , *President*

---

Printed by the authority of the Industrial Registrar.

**TEACHERS (NON-GOVERNMENT EARLY CHILDHOOD SERVICE  
CENTRES OTHER THAN PRE-SCHOOLS) (STATE) AWARD 2009**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by New South Wales Independent Education Union, Industrial Organisation of Employees.

(No. IRC 846 of 2013)

Before The Honourable Mr Justice Staff

29 October 2013

**ORDER OF RESCISSION**

The Industrial Relations Commission of New South Wales orders that the Teachers (Non-Government Early Childhood Service Centres Other Than Pre-Schools) (State) Award 2009 published 26 February 2010 and reprinted 27 January 2012 (372 I.G. 811) as varied, be rescinded on and from 29 October 2013.

C.G. STAFF *J*

---

Printed by the authority of the Industrial Registrar.

(1912)

**SERIAL C8148**

**TEACHERS' (NSW HEALTH EARLY CHILDHOOD SERVICE  
CENTRES) SALARIES AND MISCELLANEOUS CONDITIONS  
AWARD 2012**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by New South Wales Independent Education Union, Industrial Organisation of Employees.

(No. IRC 797 of 2013)

Before The Honourable Justice Haylen

14 October 2013

**VARIATION**

1. Delete Part B, Monetary Rates of the award published 5 October 2012 (374 I.G. 1495) and insert in lieu thereof the following:

**PART B**

**MONETARY RATES**

**Table 1 - Rates of Pay**

The following minimum annual salaries shall apply from the beginning of the first full pay period specified in each column respectively:

Classification/ Incremental Salary Step	1 September 2013 (2.27%) per annum \$
<b>Three Years Trained Teachers</b>	
Step 1	48,733
Step 2	51,214
Step 3	53,891
Step 4	56,365
Step 5	58,971
Step 6	61,781
Step 7	63,334
Step 8	64,875
Step 9	67,459
Step 10	70,156
Step 11	72,046
<b>Four Years Trained Teachers</b>	
Step 1	51,819
Step 2	55,029
Step 3	58,125
Step 4	61,557
Step 5	64,747
Step 6	67,459
Step 7	70,156
Step 8	73,196
Step 9	76,123

**Table 2 - Directors' Allowance (Clause 3.1)**

Units	1 September 2013 (2.27%) per annum \$
1	5,441
2	6,639
3	8,288
4	10,353

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

Units	1 September 2013 (2.27%) per annum \$
1	1,767
2	2,157
3	2,699
4	3,372

2. This variation shall take effect from 1 September 2013

W. R. HAYLEN *J*

---

Printed by the authority of the Industrial Registrar.

(677)

**SERIAL C8139****TRANSPORT INDUSTRY (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Unions NSW, Industrial Organisation of Employees and State Peak Council.

(No. IRC 568 of 2013)

Before The Honourable Justice Boland, President

16 August 2013

**VARIATION**

1. Delete clause 2A. Commitment of the award published 20 April 2000 and reprinted 27 January 2012 (372 I.G. 855) and insert in lieu thereof the following:

**2A. Commitment**

The parties agree that, during the term of this award, there will be no extra wage claims, claims for improved conditions of employment or demands made with respect to the employees covered by the award and, further, that no proceedings, claims or demands concerning wages or conditions of employment with respect to those employees will be instituted before the Industrial Relations Commission or any other industrial tribunal.

The terms of the preceding paragraph do not prevent the parties from taking any proceedings to respect to the interpretation, application or enforcement of existing award provisions.

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

**PART B****MONETARY RATES**

<b>Table 1 - Wages (Clause 1.1 - General Rates)</b>					
	Former Rate Per Week \$	SWC 2011 %	Interim Rate Per Week \$	SWC 2012 %	New Rate Per Week \$
Transport Worker Grade One	671.40	2.5	688.19	2.5	705.40
Transport Worker Grade Two	690.40	2.5	707.66	2.5	725.40
Transport Worker Grade Three	703.80	2.5	721.40	2.5	739.40
Transport Worker Grade Four	715.40	2.5	733.29	2.5	751.60
Transport Worker Grade Five	745.10	2.5	763.73	2.5	782.80
Transport Worker Grade Six	752.60	2.5	771.42	2.5	790.70
Transport Worker Grade Seven	775.20	2.5	794.58	2.5	814.40
Transport Worker Grade Eight	821.50	2.5	842.04	2.5	863.10

<b>Table 2 - Wages (Clause 1.2 Mobile Cranes &amp;c., Rates)</b>					
	Former Rate Per Week \$	SWC 2011 %	Interim Rate Per Week \$	SWC 2012 %	New Rate Per Week \$
(i) Mobile Cranes					
Grade A	815.20	2.5	835.58	2.5	856.50
Grade B	833.70	2.5	854.54	2.5	875.90
Grade C	852.00	2.5	873.30	2.5	895.10
Grade D	870.10	2.5	891.85	2.5	914.20
Additional Amount	18.50	2.5	18.96	2.5	19.40

(ii) Mobile Hydraulic Platforms				2.5	
Grade A	743.70	2.5	762.29	2.5	781.40
Grade B	747.80	2.5	766.49	2.5	785.70
Grade C	774.80	2.5	794.17	2.5	814.00
Grade D	793.40	2.5	813.23	2.5	833.60
Grade E	815.20	2.5	835.58	2.5	856.50
Additional Amount	1.80	2.5	1.84	2.5	1.90
Grade F	815.20	2.5	835.58	2.5	856.50
(iii) Crane Offsider	815.20	2.5	835.58	2.5	856.50
(iv) Advanced Crane Offsider	852.00	2.5	873.30	2.5	895.10

**Table 3 - Wages (Clause 1.3 - Ancillary Plant Drivers)**

	Former Rate Per Week \$	SWC 2011 %	Interim Rate Per Week \$	SWC 2012 %	New Rate Per Week \$
Grade A	757.50	2.5	776.44	2.5	795.90
Grade B	779.90	2.5	799.40	2.5	819.40
Grade C	793.10	2.5	812.93	2.5	833.30
Grade D	802.60	2.5	822.67	2.5	843.20
Grade E	810.20	2.5	830.46	2.5	851.20
Grade F	840.80	2.5	861.82	2.5	883.40

**Table 4 - Wages (Clause 1.4 - Mobile Concrete Pump Driver/Operators)**

	Former Rate Per Week \$	SWC 2011 %	Interim Rate Per Week \$	SWC 2012 %	New Rate Per Week \$
Grade A	732.50	2.5	750.81	2.5	769.60
Grade B	747.80	2.5	766.50	2.5	785.70
Grade C	774.80	2.5	794.17	2.5	814.00
Grade D	793.40	2.5	813.24	2.5	833.60
Grade E	815.20	2.5	835.58	2.5	856.50
Additional Amount	1.80	2.5	1.85	2.5	1.90

**Table 5 - Wages (Clause 1.5 Furniture Removals)**

	Former Rate Per Week \$	SWC 2011 %	Interim Rate Per Week \$	SWC 2012 %	New Rate Per Week \$
Furniture Removalist Offsider	678.40	2.5	695.36	2.5	712.70

**Table 6 - Wages (Clause 1.6 - Chauffeurs)**

	Former Rate Per Week \$	SWC 2011 %	Interim Rate Per Week \$	SWC 2012 %	New Rate Per Week \$
Chauffeurs/drivers of vehicles used for the purpose of carrying persons	677.10	2.5	694.03	2.5	711.40



Item No.	Clause No.	Brief Description	Old Rate	Interim Rate	New Rate
			SWC 2010 (4.25%) \$	SWC 2011 (2.5%) \$	SWC 2012 (2.5%) \$
1	2.1	Furniture Removals	29.92 per week	30.67 per week	31.40 per week
2	2.2.1	Driving agitator trucks	0.59 per hour	0.60 per hour	0.62 per hour
3	2.2.1	Maximum Payment - agitator trucks	22.94 per week	23.51 per week	24.10 per week
4	2.2.2	Delivery/placement of concrete rate	1.88 per week	1.93 per week	2.00 per week
5	2.3	Leading Hands	36.07 per week	36.97 per week	37.90 per week
6	2.4	Collecting Butcher Bones, Fat, etc.	7.51 per week	7.70 per week	7.90 per week
7	2.5	Extra Horses	18.77 per horse	19.24 per horse	19.70 per horse
8	2.6	Working in Forests	23.56 per week	24.15 per week	24.80 per week
9	2.7.1.2	Long/wide loads	1.87 per hour or part thereof	1.92 per hour or part thereof	2.00 per hour or part thereof
10	2.7.1.2	Long/wide loads - minimum payments	7.49 per day	7.68 per day	7.90 per day
11	2.7.1.3	Long/wide loads	3.50 per hour or part thereof	3.59 per hour or part thereof	3.70 per hour or part thereof
12	2.7.1.3	Long/wide loads - minimum payment	14.02 per day	14.37 per day	14.70 per day
13	2.7.2	Rear-end steering	5.14 per day	5.27 per day	5.40 per day
14	2.7.2	Rear-end steering - minimum payment	20.46 per day	20.97 per day	21.50 per day
15	2.8	HIAB cranes, etc.	32.88 per day	33.70 per day	34.50 per day
16	2.9	Removal and Delivery of Furniture, etc.	5.97 per day	6.12 per day	6.30 per day
17	2.1	Handling diapers - weekly employees	2.50 per week	2.56 per week	2.60 per week
18	2.1	Handling diapers - casual employees	0.49 per day	0.50 per day	0.51 per day
19	2.11	In charge of plant	17.62 per week	18.06 per week	18.50 per week
20	2.12.1	Collecting moneys - > \$30 - \$150	5.73 per week	5.87 per week	6.00 per week
21	2.12.2	Collecting moneys - > \$150 - \$250	7.92 per week	8.12 per week	8.30 per week
22	2.12.3	Collecting moneys - > \$250 - \$400	11.47 per week	11.76 per week	12.00 per week
23	2.12.4	Collecting moneys - > \$400 - \$600	16.78 per week	17.20 per week	17.60 per week
24	2.12.5	Collecting moneys - \$600	22.31 per week	22.87 per week	23.40 per week
25	2.13.1	Carrying goods - on the level	1.09 per tonne	1.12 per tonne	1.20 per tonne
26	2.13.2	Carrying goods - upstairs	1.67 per tonne	1.71 per tonne	1.80 per tonne
27	2.14	Carrying salt	1.09 per tonne	1.12 per tonne	1.20 per tonne
28	2.15.1.1	Obnoxious materials - soda, ash, etc.	1.00 per hour	1.03 per hour	1.10 per hour
29	2.15.1.2	Obnoxious materials - oxides	0.79 per hour	0.81 per hour	0.80 per hour
30	2.15.2	Obnoxious materials - loading and unloading	1.00 per hour	1.03 per hour	1.10 per hour
31	2.15.3	Obnoxious materials - transportation	0.55 per hour	0.56 per hour	0.60 per hour
32	2.15.7	Obnoxious materials - blast furnaces, etc.	0.82 per hour	0.84 per hour	0.90 per hour
33	2.16	First Aid	2.41 per day	2.47 per day	2.50 per day
34	2.17	Garaging	23.04 per week	23.62 per week	24.20 per week

Item No.	Clause No.	Brief Description	Former Rate	Interim Rate	New Rate
			\$	SWC 2011 \$	SWC 2012 \$
1	7.4.3	Overnight Expenses	40.25 per day	41.26 per day	42.30 per day
2	7.6	Weekend/Holiday Expenses	37.35 per day	38.28 per day	39.20 per day
3	7.7	Camping out - weekly	86.80 per week	88.97 per week	91.20 per week
4	7.7	Camping out - daily	12.60 per day	12.92 per day	13.20 per day

<b>Table 9 - Meal Allowances (Clause 8)</b>				
Clause No.	Brief Description	Former Amount \$	Interim Amount 2011 \$	New Amount 2012 \$
8.2.1	Meal Allowance	12.30	12.61	12.90

<b>Table 10 - Long Distance Rates (Clause 14)</b>				
Item No.	Classification	Former Amount (cents/km)	Interim Amount 2011 (cents/km)	New Amount 2012 (cents/km)
1	Transport Workers Grade 7 and below	31.50	32.29	33.10
2	Transport Worker Grade 8	33.00	33.83	34.70

<b>Table 11 - Income Protection On Six Day Rosters - Saturday (Clause 3.2.1)</b>			
	Former Rate Per Week \$	Interim Rate 2011 Per Week \$	Rate 2012 Per Week \$
Transport Worker Grade One	542.00	555.55	569.40
Transport Worker Grade Two	561.00	575.03	589.40
Transport Worker Grade Three	574.00	588.35	603.10
Transport Worker Grade Four	585.00	599.63	614.60
Transport Worker Grade Five	615.00	630.38	646.10
Transport Worker Grade Six	622.00	637.55	653.50
Transport Worker Grade Seven	644.00	660.10	676.60
Transport Worker Grade Eight	690.00	707.25	724.90

<b>Table 12 - Income Protection On Six Day Rosters - Sunday (Clause 3.2.2)</b>			
	Former Rate Per Week \$	Interim Rate 2011 Per Week \$	Rate 2012 Per Week \$
Transport Worker Grade One	555.55	569.44	634.80
Transport Worker Grade Two	575.03	589.40	657.00
Transport Worker Grade Three	588.35	603.06	672.30
Transport Worker Grade Four	599.63	614.62	685.70
Transport Worker Grade Five	630.38	646.13	720.20
Transport Worker Grade Six	637.55	653.49	728.90
Transport Worker Grade Seven	660.10	676.60	755.10
Transport Worker Grade Eight	707.25	724.93	808.70

<b>Table 13 - Income Protection On Seven Day Rosters - Saturday And Sunday (Clause 3.2.3)</b>			
	Former Rate Per Week \$	Interim Rate 2011 Per Week \$	Rate 2012 Per Week \$
Transport Worker Grade One	811.10	831.38	852.20
Transport Worker Grade Two	839.40	860.39	881.90
Transport Worker Grade Three	859.00	880.48	902.50
Transport Worker Grade Four	876.10	898.00	920.50
Transport Worker Grade Five	920.20	943.21	966.80
Transport Worker Grade Six	931.30	954.58	978.40
Transport Worker Grade Seven	964.90	989.02	1013.80
Transport Worker Grade Eight	1033.40	1059.24	1085.70

3. This variation shall take effect from the first pay period to commence on or after 16 December 2013.

R. P. BOLAND J, *President*

---

Printed by the authority of the Industrial Registrar.