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NEW SOUTH WALES

**INDUSTRIAL GAZETTE**

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## **INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES**

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<sup>†</sup>These Presidential members are also Judicial members of the Industrial Relations Commission of New South Wales in Court Session, established as a superior court of record pursuant to section 152 of the *Industrial Relations Act 1996*.

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### **INDUSTRIAL REGISTRAR**

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### **DEPUTY INDUSTRIAL REGISTRAR**

Mr A. G. MUSGRAVE



(385)

**SERIAL C3631****CROWN EMPLOYEES (PUBLIC SECTOR - SALARIES 2004) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales, industrial organisation of employees.

(No. IRC 3817 and 4561 of 2004)

Before The Honourable Justice Walton, Vice-President  
The Honourable Justice Kavanagh  
The Honourable Justice Boland  
Commissioner McLeay

16 February 2005

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

## PART A

Clause No. Subject Matter

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

Schedule A - List of Awards, Agreements and Determinations

Schedule B - Common Salary Points

## PART B

## MONETARY RATES

Table 1 - Rates of Pay

**2. Definitions**

In this Award:

- (i) "2002 Award" means the Crown Employees (Public Sector - Salaries January 2002) Award made by the Industrial Relations Commission of New South Wales and published on 7 June 2002 (334 I.G. 1).
- (ii) "Employee" means and includes any person appointed to or performing the duties of any of the positions covered by the Awards, Agreements and Determinations listed in Schedule A to this Award.

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

### 3. Salaries

- (i) The salaries under this Award are payable to employees appointed to or performing the duties of any of the positions covered by the Awards, Agreements and Determinations listed in Schedule A to this Award.
- (ii) The salaries payable are prescribed in Part B, Monetary Rates, of this Award.
- (iii) The salaries prescribed in Part B reflect increases to the salaries paid under the 2002 Award of:
- (a) 4% to salaries contained in those Awards, Agreements and Determinations listed in Schedule A and which are payable with effect from the first pay period to commence on or after 1 July 2004; and
  - (b) a further 4% to salaries paid under paragraph (a) of this subclause, which are payable with effect from the first pay period to commence on or after 1 July 2005; and
  - (c) a further 4% to salaries paid under paragraph (b) of this subclause, which are payable with effect from the first pay period to commence on or after 1 July 2006.
- (iv) The salary increases referred to in paragraphs (a) to (c) of subclause (iii) of this clause, insofar as they apply from the first full pay period on or after 1 July 2004, shall only be paid to those employees who are employed as at the date of the making of this award.

### 4. Allowances

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

Additional Responsibilities Allowance  
All Incidents of Employment Allowance  
Charge Hand Allowance  
Community Language Allowance  
Diving Allowance  
Environmental Allowance  
Extraneous Duties Allowance  
First Aid Allowance  
Flying Allowance  
In-Lieu of Overtime Allowance  
Leading Hand Allowance  
Licence Allowances covered in Trade Based Groups Agreement No. 2301 of 1981 and the Crown Employees (General Staff Salaries) Award 2003  
Officer-in-Charge Allowance  
On-Call Allowance  
Part-Time Building Managers/House Officers Allowance  
Any Wage Related Allowances applicable to the Crown Employees (General Staff Salaries) Award 2003  
Qualifications Allowances - where the qualification is deemed to be a requisite for the position in question  
Resident Officers Allowance  
Shift Allowances  
Special Rates Allowance  
Supervision Allowance  
Service Increments expressed as a separate sum  
Word Processing Allowance



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

### **5. Salary Packaging Arrangements**

- (i) By mutual agreement with the Public Employment Office (PEO), an employee may, from time to time, elect to receive:
  - (a) a benefit or benefits selected from those approved from time to time by the PEO; and
  - (b) a salary equal to the difference between the salary prescribed for the employee by clause 3, Salaries, of this Award, and the amount specified by the PEO from time to time for the benefit provided to or in respect of the employee in accordance with such agreement.
- (ii) The agreement shall be recorded in writing and shall be known as a Salary Packaging Agreement.
- (iii) A Salary Packaging Agreement shall be for a period of up to twenty-four months, unless a different period is mutually agreed between the employee and the PEO at the time of signing the Salary Packaging Agreement.
- (iv) The PEO may vary the range and type of benefits available from time to time following discussion with the Association. Such variations shall apply to any existing or future Salary Packaging Agreement from date of such variation.
- (v) The PEO will determine from time to time the value of the benefits provided following discussion with the Association. Such variations shall apply to any existing or future Salary Packaging Agreement from the date of such variation. In this circumstance, the employee may elect to terminate the Salary Packaging Agreement immediately.

### **6. Salary Sacrifice to Superannuation**

- (i) Notwithstanding the salaries prescribed in clause 3, Salaries, of this Award, and Part B to this Award, an employee may elect, subject to the agreement of the employee's Department or agency, to sacrifice a portion of the salary payable under clause 3 and Part B to this Award, to additional employer superannuation contributions. Such election must be made prior to the commencement of the period of service to which the earnings relate. The amount sacrificed together with any salary packaging arrangements under clause 5, Salary Packaging, of this Award must not exceed fifty (50) percent of the salary payable under clause 3 or fifty (50) percent 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) Where the employee has elected to sacrifice a portion of that payable salary to additional employer superannuation contributions:
  - (a) subject to Australian Taxation law, the sacrificed portion of salary will reduce the salary subject to appropriate PAYE taxation deductions by the amount of that sacrificed portion; and
  - (b) any allowance, penalty rate, payment for unused leave entitlements, weekly worker's compensation or other payment, other than any payments for leave taken in service, to which an employee is entitled under this Award or any applicable Award, Act or statute which is expressed to be determined by reference to an employee's salary, shall be calculated by reference to the salary which would have applied to the employee under clause 3 of this Award in the absence of any salary sacrifice to superannuation made under this Award.

- (iii) The employee may elect to have the portion 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 Department or agency's agreement, paid into a private sector complying superannuation scheme as employer superannuation contributions.
- (iv) Where an employee makes an election in terms of subclause (iii) of this clause, the employer shall pay the portion of salary, the subject of election, to the relevant superannuation fund.
- (v) Where the employee is a member of a superannuation scheme established under the:
  - (a) *Police Regulation (Superannuation) Act 1906*;
  - (b) *Superannuation Act 1916*;
  - (c) *State Authorities Superannuation Act 1987*;
  - (d) *State Authorities Non-contributory Superannuation Act 1987*; or
  - (e) *First State Superannuation Act 1992*,

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

- (vi) Where, prior to electing to sacrifice a portion of their salary to superannuation, an employee had entered into an agreement with their Department or agency to have superannuation contributions made to a superannuation fund other than a fund established under legislation listed in subclause (v) of this clause, the Department or agency will continue to base contributions to that fund on the salary payable under clause 3 to the same extent as applied before the employee sacrificed portion of that salary to superannuation. This clause applies even though the superannuation contributions made by the Department or agency may be in excess of superannuation guarantee requirements after the salary sacrifice is implemented.

## 7. Dispute Settling Procedure

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

- (i) An employee is required to notify (in writing or otherwise) their immediate manager, as to the substance of the dispute or difficulty, request a meeting to discuss the matter and, if possible, state the remedy sought.
- (ii) Where the grievance or dispute involves confidential or other sensitive material (including issues of harassment or discrimination under the *Anti-Discrimination Act 1977*) that makes it impractical for the employee to advise their immediate manager, the notification may occur to the next appropriate level of management, including, where required, to the appropriate agency head or Delegate.
- (iii) The immediate manager shall convene a meeting in order to resolve the dispute or difficulty within two (2) days, or as soon as practicable, of the matter being brought to attention.
- (iv) If the matter remains unresolved with the immediate manager, the employee may request to meet the appropriate person at the next level of management in order to resolve the matter. This manager shall

respond within two (2) days, or as soon as practicable. This sequence of reference to successive levels of management may be pursued by the employee until the matter is referred to the agency head.

- (v) The agency head may refer the matter to the Public Employment Office (PEO) for consideration.
- (vi) In the event that the matter remains unresolved, the agency head shall provide a written response to the employee and any other party involved in the dispute or difficulty, concerning action to be taken, or the reasons for not taking action, in relation to the matter
- (vii) An employee, at any stage, may request to be represented by an Association representative.
- (viii) The employee, or the Association on their behalf, or the agency head may refer the matter to the Industrial Relations Commission of New South Wales if the matter is unresolved following the use of these procedures.
- (ix) The employee, Association, Department and PEO shall agree to be bound by any lawful recommendation, order or determination by the Industrial Relations Commission of New South Wales in relation to the dispute.
- (x) Whilst the procedures are being followed, normal work undertaken prior to notification of the grievance or dispute shall continue unless otherwise agreed between the parties, or, in the case of a dispute involving Occupational Health and Safety, if practicable, normal work shall proceed in such a manner as to avoid any risk to the health and safety of any employee or member of the public.

#### **8. Anti-Discrimination**

- (i) It is the intention of the parties bound by this award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- (ii) It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the award which, by its terms or operation, has a direct discriminatory effect.
- (iii) Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- (iv) Nothing in this clause is to be taken to affect:
  - (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
  - (b) offering or providing junior rates of pay to persons under 21 years of age;
  - (c) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
  - (d) a party to this award from pursuing matters of unlawful discrimination in any State or federal jurisdiction.
- (v) This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

#### **NOTES**

- (i) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.

- (ii) Section 56(d) of the *Anti-Discrimination Act 1977* provides:

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

#### **9. No Extra Claims**

- (i) This Award provides pay increases of 4% with effect from the first pay period to commence on or after 1 July 2004, a further increase of 4% with effect from the first pay period to commence on or after 1 July 2005, and a further increase of 4% with effect from the first pay period to commence on or after 1 July 2006.
- (ii) These increases arise from the agreement of the parties contained in the Memorandum of Understanding, Crown Employees (Public Sector Salaries), between the NSW Government and the Association entered into on 21 December 2004. That agreement is made in full and final settlement of IRC Matter No. 3817 of 2004 and forms the basis of this Award.
- (iii) The pay increases under this Award are provided on the basis that, subject to the provisions of clause 10, Leave Reserved, there shall be no further claims for changes to salaries, rates of pay or allowances during the term of the Memorandum of Understanding, Crown Employees (Public Sector Salaries), between the NSW Government and the Association entered into on 21 December 2004, except as provided for in the Memorandum.

#### **10. Leave Reserved**

- (i) The Association may make application to the Industrial Relations Commission of New South Wales during the nominal term of this Award seeking to vary the rates of pay for employees employed in the classification of psychologists on the basis of work value changes.
- (ii) In any such proceedings however, it is acknowledged that the NSW Government will submit that salary increases provided since 1993 and under the Memorandum of Understanding, Crown Employees (Public Sector Salaries) entered into on 21 December 2004, reflect cost of living adjustments and a component to compensate for work value changes, special case considerations, productivity and efficiency improvements across the public sector since 1993, and specifically those referred to in the Grounds and Reasons of the Association's application in IRC Matter No. 3817 of 2004 filed on 30 June 2004. The NSW Government will also submit that the Commission should take account of this component in assessing the merits of any application brought by the Association and in the assessment of the quantum of any (if any) additional increases it may award for the employees employed in the classification of psychologists.

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

- (i) This Award shall apply to employees employed in the classifications covered by the Awards, Agreements and Determinations listed in Schedule A of this Award.
- (ii) This Award shall not apply to:
- (a) persons employed by the New South Wales Lotteries Corporation;
  - (b) persons falling within the operation of the Rural Lands Protection Boards Salaries and Conditions Award 2002; and
  - (c) persons falling within the operation of the Crown Employees (Institute Managers in TAFE) Salaries and Conditions Award.
- (iii) This Award rescinds and replaces the Crown Employees (Public Sector - Salaries January 2002) Award made by the Industrial Relations Commission of New South Wales and published on 7 June 2002 (334 I.G. 1).

- (iv) This Award is made on 16 February 2005 and shall take effect from the beginning of the first full pay period to commence on or after 1 July 2004 and shall remain in force until 30 June 2007.

## **SCHEDULE A**

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

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

#### **Awards:**

- Crown Employees (Administrative and Clerical Officers - Salaries 2003) Award
- Casino Control Authority - Casino Inspectors (Transferred from the Department of Gaming and Racing) Award 2004
- Crown Employees (Aboriginal Housing Office 2004) Award
- Crown Employees (Catering Officers - Department of Tourism, Sport and Recreation) Award
- Crown Employees (Commissioned Officers, Department of Corrective Services) Interim Award 2003
- Crown Employees (Correctional Officers, Department of Corrective Services) Award 2004 for Kempsey, Dillwynia and Wellington Correctional Centres
- Crown Employees (Court Officers Attorney General's Department) Award
- Crown Employees (Department of Commerce) Award 2004 (formerly Crown Employees (Department of Public Works and Services) Reviewed Award 2004
- Crown Employees (Department of Juvenile Justice - Detention Centres 2002) Award
- Crown Employees (Department of Public Works and Services) Reviewed Award 2004
- Crown Employees (Department of Tourism, Sport and Recreation Centres and Academies Managers) Award
- Crown Employees (Division Controllers State Emergency Services 2001) Award
- Crown Employees (Domestic Services Officers - Department of Agriculture) Award
- Crown Employees (Environment Protection Authority New South Wales) Award
- Crown Employees (Environmental Planning Officers 2003) Award
- Crown Employees (General Assistants in Schools - Department of Education and Training) (State) Award
- Crown Employees (General Staff Salaries) Award 2003
- Crown Employees (Geoscientist - Department of Mineral Resources) Award
- Crown Employees (Graphic Service Operators - Department of Lands) Award
- Crown Employees (Harness Racing New South Wales) Conditions of Employment Award
- Crown Employees (Heritage Office 2003) Award
- Crown Employees Historic Houses Trust (Gardens - Horticulture and Trades Staff) Award 2004

Crown Employees (Home Care Service of New South Wales - Administrative Staff) Award 2004

Crown Employees (Interpreters and Translators, Community Relations Commission) Award 2003

Crown Employees (Jenolan Caves Reserve Trust) Salaries Award

Crown Employees (Kingsford Smith Airport Travel Centre) Award 2003

Crown Employees (Land Information Officers - Department of Mineral Resources) Award

Crown Employees (Lands Officers, Department of Lands and Department of Infrastructure, Planning and Natural Resources 2003) Award

Crown Employees Learning and Development Officers (State Emergency Service 2004) Award

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

Crown Employees (Librarians, Library Assistants, Library Technicians and Archivists) Award 2002

Crown Employees (Lord Howe Island Board Salaries and Conditions 2004) Award

Crown Employees (Mine Safety and Environment Officers - Department of Mineral Resources) Award

Crown Employees (Museum of Applied Arts and Sciences - Casual Guide Lecturers) Award 2004

Crown Employees (National Parks and Wildlife Service) Conditions of Employment 2000 Award

Crown Employees (New South Wales Attorney General's Department Reporting Services Branch Sound Reporters) Award 2003

Crown Employees (New South Wales Department of Ageing, Disability and Home Care) Community Living and Residential (State) Award 2004

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

Crown Employees (NSW Department of Information Technology and Management) Conditions of Employment Award 2002

Crown Employees (NSW Department of Tourism, Sport and Recreation - Program Officers) Award

Crown Employees (NSW Fisheries Salaries and Conditions of Employment) Award

Crown Employees (NSW Police Communications Officers) Award

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

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

Crown Employees (Officer in Charge Allowance - NSW Agriculture) Award

Crown Employees (Operational Staff - NSW Agriculture) Award

Crown Employees (Parks and Gardens - Horticulture and Rangers Staff) Consent Award 2004

Crown Employees (Parliamentary Electorate Officers) Award

Crown Employees (Parliament House Conditions of Employment 2004) Award

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

Crown Employees (Prison Officers, Department of Corrective Services) Award

Crown Employees (Professional Officers - Department of Agriculture) Award

Crown Employees (Public Service Conditions of Employment) Award 2002

Crown Employees (Regulatory Officers - Department of Agriculture) Award

Crown Employees (Research Scientists 2004) Award

Crown Employees (Resource NSW) Award 2002

Crown Employees (Roads and Traffic Authority of New South Wales - Salaried Staff Conditions of Employment) Award

Crown Employees (Roads and Traffic Authority of New South Wales - Toll Plaza Officers) Award

Crown Employees (Rural Fire Service Salaries and Conditions of Employment 2003) Award

Crown Employees (Safe Food Production NSW - Food Safety Officers) Award

Crown Employees (School Administrative and Support Staff) Award

Crown Employees (Senior Officers Salaries 2004) Award

Crown Employees (Services Officers - Department of Tourism, Sport and Recreation) Award

Crown Employees (Sheriff's Officers) Award 2004

Crown Employees (State Library Security Staff) Award 2004

Crown Employees (Sydney Harbour Foreshore Authority 2003) Award

Crown Employees (Technical Officers - Treasury) Award

Crown Employees (Technical Staff - NSW Agriculture) Award

Crown Employees (Tipstaves to Justices) Award

Crown Employees (Trades Assistants) Award

Crown Employees (WorkCover Authority - Inspectors) Award

Exhibition Project Managers and Officers Australian Museum Award

Forestry Commission of New South Wales (Trading as State Forests of NSW) Senior Staff Award

Forestry Field Officers (Forestry Commission of New South Wales) Award

Greyhound Racing Authority (NSW) Award

New South Wales Department of Community Services (After Hours Service) Award

Senior Managers (National Parks and Wildlife Service) Award 2004

Zoological Parks Board of New South Wales Employees' (State) Award

**Agreements and Determinations:**

Architects etc. Agreement No. 1733 of 1971

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

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

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

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

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

Clerical Officers Agreement No. 2515 of 1988 and Determination No. 877 of 1989

Clinical Neuropsychologist - Department of Corrective Services Determination No. 937 of 2004

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

Computer Systems Officers -TAFE - Public Service Board Determination

Conservators, Cultural Institutions Agreement No. 2504 of 1987

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

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

Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987

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

Departmental Professional Officers Determination No. 866 of 1987

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

Director of Music (Police Band) (Non Sworn Staff) Determination

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

Engineers Agreement No. 1734 of 1971

Environmental Allowance - Department of Juvenile Justice - Kariiong, Determination No, 927 of 2002

Escorts and Travelling Attendants Agreement No. 2270 of 1980

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

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

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



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

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

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

Legal Officers, Various Departments Agreement No. 2375 of 1982

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

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

NSW Police - Computer Systems Operator - Public Service Board Determination

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

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

Parliamentary Attendant Staff, Determinations of the Presiding Officers

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

Parole Officers, Department of Corrective Services Industrial Authority Determination

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

Pharmacists Agreement No. 2441 of 1982

Pilots, National Parks and Wildlife Services and Forestry Commission Determination No. 924 of 1983

Psychologists - Department of Corrective Services PEO Determination

Psychologist-in-Charge, Department of Ageing, Disability and Home Care Determination No. 933 of 2004

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

School Crossing Supervisors Public Service Board Determination

Scientific Officers Various Departments Agreement No. 2433 of 1982

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

Social Workers, Various Departments Agreement No. 2374 of 1982

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

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

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

Technical Officers (Engineering) Determination No. 803 of 1983

Technical Surveyors, All Departments Agreement No. 2494 of 1986

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

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

Tracers, Various Departments, Agreement No.2192 of 1975

Visual Aids Officers Agreement No.1810 of 1971

## **SCHEDULE B**

### **COMMON SALARY POINTS**

This Schedule contains a summary of the Crown Employees (Common Salary Points) Award made 30 July 1990 published 276 IG 941 and erratum 277 IG 576.

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

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

Summary of the Crown Employees (Common Salary Points) Award

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

It took effect from the beginning of the first full pay period to commence on or after 1 July 1991.

The annual salary rates applicable to the various classifications of employees were to be drawn from the common salary points prescribed by Table 4. The actual common salary points applicable to a particular classification of employees were to be prescribed by an award, agreement or determination. Annual salary rates prescribed by an award, agreement or determination that exceeded the rate prescribed by the highest common salary point were not affected by the award.

Table 1: Organisations

Table 2: Awards

Table 3: Classifications (by organisation) excluded

Table 4: Common salary points

**PART B****MONETARY RATES****AWARDS****Crown Employees (Administrative and Clerical Officers - Salaries 2003) Award**

Administrative and Clerical Officers				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Clerks General Scale				
1 <sup>st</sup> year of service or 18 years	23,126	24,051	25,013	26,014
2 <sup>nd</sup> year of service Minimum at 20 years	27,971	29,090	30,254	31,464
3 <sup>rd</sup> year of service Minimum at 21 years	30,146	31,352	32,606	33,910
4 <sup>th</sup> year of service	30,969	32,208	33,496	34,836
5 <sup>th</sup> year of service	32,279	33,570	34,913	36,310
6 <sup>th</sup> year of service	32,865	34,180	35,547	36,969
7 <sup>th</sup> year of service	33,680	35,027	36,428	37,885
8 <sup>th</sup> year of service	34,925	36,322	37,775	39,286
9 <sup>th</sup> year of service	36,190	37,638	39,144	40,710
10 <sup>th</sup> year of service	37,528	39,029	40,590	42,214
Provided that officers who on 6 <sup>th</sup> December 1979 were on 14 <sup>th</sup> year of General Scale and paid a personal allowance of \$417.00 p.a. in terms of Circular No. 202 of 1979 shall be paid by way of allowance above 10 <sup>th</sup> year of the General Scale.	39,134	40,699	42,327	44,020
Minimum for employee with Higher School Certificate Qualification at 19 years of age	26,205	27,253	28,343	29,477
Grade 1				
1 <sup>st</sup> year of service	39,594	41,178	42,825	44,538
Thereafter	40,759	42,389	44,085	45,848
Grade 2				
1 <sup>st</sup> year of service	41,895	43,571	45,314	47,127
Thereafter	43,044	44,766	46,557	48,419
Grade 3				
1 <sup>st</sup> year of service	44,265	46,036	47,877	49,792
Thereafter	45,598	47,422	49,319	51,292
Grade 4				
1 <sup>st</sup> year of service	47,023	48,904	50,860	52,894
Thereafter	48,468	50,407	52,423	54,520
Grade 5				
1 <sup>st</sup> year of service	52,252	54,342	56,516	58,777
Thereafter	53,901	56,057	58,299	60,631
Grade 6				
1 <sup>st</sup> year of service	56,013	58,254	60,584	63,007
Thereafter	57,656	59,962	62,360	64,854
Grade 7				
1 <sup>st</sup> year of service	59,382	61,757	64,227	66,796
Thereafter	61,158	63,604	66,148	68,794
Grade 8				
1 <sup>st</sup> year of service	63,707	66,255	68,905	71,661
Thereafter	65,731	68,360	71,094	73,938
Grade 9				
1 <sup>st</sup> year of service	67,689	70,397	73,213	76,142
Thereafter	69,593	72,377	75,272	78,283

Grade 10 1 <sup>st</sup> year of service	72,435	75,332	78,345	81,479
Thereafter	74,593	77,577	80,680	83,907
Grade 11 1 <sup>st</sup> year of service	78,290	81,422	84,679	88,066
Thereafter	81,610	84,874	88,269	91,800
Grade 12 1 <sup>st</sup> year of service	86,723	90,192	93,800	97,552
Thereafter	90,543	94,165	97,932	101,849

**Casino Control Authority - Casino Inspectors (Transferred from the Department of Gaming and Racing) Award 2004**

Casino Inspectors, Department of Gaming and Racing				
Classification & Grades	1.7.03	1.7.04	1.7.05	1.7.06
	Per annum	Per annum +4%	Per annum +4%	Per annum +4%
	\$	\$	\$	\$
<b>Preliminary Training Rates - Inspectors</b>				
Inspector - 1 <sup>st</sup> Year of Service	47,023	48,904	50,860	52,894
Inspector - 2 <sup>nd</sup> Year of Service	48,468	50,407	52,423	54,520
Inspector - 3 <sup>rd</sup> Year of Service	52,252	54,342	56,516	58,777
Thereafter	53,901	56,057	58,299	60,631
<b>Salary Rates - Inspectors</b>				
Inspector - 1 <sup>st</sup> Year of Service	61,130	63,575	66,118	68,763
Inspector - 2 <sup>nd</sup> Year of Service	63,008	65,528	68,149	70,875
Inspector - 3 <sup>rd</sup> Year of Service	67,928	70,645	73,471	76,410
Thereafter	70,071	72,874	75,789	78,821
<b>Preliminary Training Rates - Supervising Inspectors</b>				
Supervising Inspector - 1 <sup>st</sup> year of Service	59,382	61,757	64,227	66,796
Supervising Inspector - 2 <sup>nd</sup> year of Service	61,158	63,604	66,148	68,794
Supervising Inspector - 3 <sup>rd</sup> year of Service	63,707	66,255	68,905	71,661
Thereafter	65,731	68,360	71,094	73,938
<b>Salary Rates - Supervising Inspector</b>				
Supervising Inspector - 1 <sup>st</sup> year of Service	77,197	80,285	83,496	86,836
Supervising Inspector - 2 <sup>nd</sup> year of Service	79,505	82,685	85,992	89,432
Supervising Inspector - 3 <sup>rd</sup> year of Service	82,819	86,132	89,577	93,160
Thereafter	85,450	88,868	92,423	96,120

**Crown Employees (Aboriginal Housing Office 2004) Award**

See rates for Crown Employees (Administrative and Clerical Officers - Salaries 2003) Award

**Crown Employees (Catering Officers - Department of Tourism, Sport and Recreation) Award**

Catering Officers - Department of Sport and Recreation				
Classification & Grades	1.7.03	1.7.04	1.7.05	1.7.06
	Per annum	Per annum +4%	Per annum +4%	Per annum +4%
	\$	\$	\$	\$
Level 1	36,665	38,132	39,657	41,243
Level 2	37,825	39,338	40,912	42,548
Level 3	38,963	40,522	42,143	43,829
Level 4	40,221	41,830	43,503	45,243
Level 5	41,643	43,309	45,041	46,843

**Crown Employees (Catering Officers - Department of Tourism, Sport and Recreation) Award**

Catering Officers - Academy Allowance Department of Tourism, Sport and Recreation				
Classification & Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Senior Catering Officer	3,205	3,333	3,466	3,605
Catering Officer	1,546	1,608	1,672	1,739

**Crown Employees (Commissioned Officers, Department of Corrective Services) Interim Award 2003**

Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Commissioned Officer -				
Assistant Superintendent	54,921	57,118	59,403	61,779
Senior Assistant Superintendent	59,979	62,378	64,873	67,468
Deputy Governor/Deputy Superintendent				
Grade 2	63,707	66,255	68,905	71,661
Grade 1	67,040	69,722	72,511	75,411
Governor/Superintendent				
Grade 2	74,593	77,577	80,680	83,907
Grade 1	83,010	86,330	89,783	93,374
Regional Business Manager	74,593	77,577	80,680	83,907
Operations Manager	74,593	77,577	80,680	83,907
Manager of Industries/Internal Maintenance				
Level 1	67,689	70,397	73,213	76,142
Manager of Industries/Internal Maintenance				
Level 2	63,707	66,255	68,905	71,661
Assistant Superintendent (Industries) Employment	63,707	66,255	68,905	71,661
Assistant Superintendent (Industries)	59,979	62,378	64,873	67,468
Incidental Allowance -				
Assistant Superintendent	3,229	3,558	3,700	3,848
Assistant Superintendent (Industries)	3,229	3,558	3,700	3,848
Assistant Superintendent (Industries) Employment	3,229	3,558	3,700	3,848
Manager of Industries/Internal Maintenance, Levels 1 & 2	3,229	3,558	3,700	3,848
Assistant Manager	3,229	3,558	3,700	3,848
CSI Operations Manager	3,229	3,558	3,700	3,848
Senior Assistant Superintendent	3,229	3,558	3,700	3,848
Deputy Superintendent Grades 1, 2	23,298	24,230	25,199	26,207
Governor/Superintendent Grades 1, 2	23,298	24,230	25,199	26,207

**Crown Employees (Commissioned Officers, Department of Corrective Services) Award 2004 for Dillwynia and Wellington Correctional Centres**

Correctional Officers - Department of Corrective Services				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
General Manager	121,308	126,160	131,206	136,454
Manager of Security	102,338	106,432	110,689	115,117
Principal Correctional Officer	73,208	76,136	79,181	82,348
Chief Correctional Officer	68,150	70,876	73,711	76,659

## Note

(i) The above salaries are annualised and include compensation for overtime, penalty rates, incidental allowances, shift allowances and 10 rostered days off per annum

(ii) Officers on an annualised salary package shall be entitled to take the equivalent of 1 day additional leave in each of the roster periods falling in December and January of each year

(iii) Officers working under this arrangement shall work 20 days in each 28 day roster period for 10 roster periods and 19 days in two 28 day roster periods for two roster periods only. For the 13th roster period, the provisions of Clause 8.5 of this Award shall apply.

**Crown Employees (Correctional Officers, Department of Corrective Services) Award 2004 for Dillwynia and Wellington Correctional Centres**

Correctional Officers - Department of Corrective Services				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Correctional Officers				
Senior Correctional Officer	49,384	51,359	53,413	55,550
Correctional Officer 1 <sup>st</sup> Class Year 1	43,044	44,766	46,557	48,419
Correctional Officer 1 <sup>st</sup> Class Year 2	46,570	48,433	50,370	52,385
Correctional Officer Year 1	40,012	41,612	43,276	45,007
Correctional Officer Year 2	40,759	42,389	44,085	45,848
Correctional Officer Probationary	39,292	40,864	42,499	44,199
Correctional Officer (Training)	39,292	40,864	42,499	44,199
Industries Officers				
Offender Employment Manager	80,681	83,908	87,264	90,755
Principal Industry Officer Level 1	73,513	76,454	79,512	82,692
Principal Industry Officer Level 2	69,378	72,153	75,039	78,041
Chief Industry Officer	65,507	68,127	70,852	73,686

## Note

(i) The above salaries are annualised and include compensation for overtime, penalty rates, incidental allowances, shift allowances and 10 rostered days off per annum

(ii) Industries Officers on an annualised salary package shall be entitled to take the equivalent of 1 day additional leave in each of the roster periods falling in December and January of each year

(iii) Officers working under this arrangement shall work 20 days in each 28 day roster period for 10 roster periods and 19 days in two 28 day roster periods for two roster periods only. For the 13<sup>th</sup> roster period, the provisions of Clause 8.5 of this Award shall apply.

Senior Overseer	54,921	57,118	59,403	61,779
Overseer	49,384	51,359	53,413	55,550

**Crown Employees (Court Officers Attorney-General's Department) Award**

Court Officers - Attorney General's Department				
Classification & Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Grade 1				
1 <sup>st</sup> year of service	30,146	31,352	32,606	33,910
2 <sup>nd</sup> year of service	31,529	32,790	34,102	35,466

**Crown Employees (Department of Commerce) Award 2004**

Public Works and Services Staff - Department of Public Works and Services				
Classification and Grades	1.7.03	1.7.04	1.7.05	1.7.06
	Per annum \$	Per annum +4% \$	Per annum +4% \$	Per annum +4% \$
Year 1	23,444	24,382	25,357	26,371
HSC age 19 years	26,564	27,627	28,732	29,881
age 20 or 2 <sup>nd</sup> year - Year 2	28,353	29,487	30,666	31,893
age 21 or 3 <sup>rd</sup> year - Year 3	30,558	31,780	33,051	34,373
Year 4	31,393	32,649	33,955	35,313
Year 5	32,718	34,027	35,388	36,804
Year 6	33,314	34,647	36,033	37,474
Year 7	34,142	35,508	36,928	38,405
Year 8	35,403	36,819	38,292	39,824
Year 9	36,688	38,156	39,682	41,269
Year 10	38,039	39,561	41,143	42,789
Personal	39,159	40,725	42,354	44,048
Grade 1				
Year 1	40,136	41,741	43,411	45,147
Year 2	41,314	42,967	44,686	46,473
Grade 2				
Year 1	42,471	44,170	45,937	47,774
Year 2	43,633	45,378	47,193	49,081
Grade 3				
Year 1	44,871	46,666	48,533	50,474
Year 2	46,224	48,073	49,996	51,996
Grade 4				
Year 1	47,668	49,575	51,558	53,620
Year 2	49,130	51,095	53,139	55,265
Grade 5				
Year 1	52,968	55,087	57,290	59,582
Year 2	54,642	56,828	59,101	61,465
Grade 6				
Year 1	56,781	59,052	61,414	63,871
Year 2	58,443	60,781	63,212	65,740
Grade 7				
Year 1	60,198	62,606	65,110	67,714
Year 2	61,999	64,479	67,058	69,740
Grade 8				
Year 1	64,577	67,160	69,846	72,640
Year 2	66,634	69,299	72,071	74,954
Grade 9				
Year 1	68,618	71,363	74,218	77,187
Year 2	70,547	73,369	76,304	79,356
DPWS Senior Staff				
Level 1#				
Year 1	73,430	76,367	79,422	82,599
Year 2	75,615	78,640	81,786	85,057
Level 2#				
Year 1	79,363	82,538	85,840	89,274
Year 2	82,730	86,039	89,481	93,060
Level 3#				
Year 1	87,912	91,428	95,085	98,888
Year 2	91,784	95,455	99,273	103,244
#These Levels replace Grades 10,11 and 12 of the A&C salary scale				

DPWS Professional Staff				
Year 1	23,444	24,382	25,357	26,371
HSC age 19 years	26,564	27,627	28,732	29,881
age 20 or 2 <sup>nd</sup> year - Year 2	28,353	29,487	30,666	31,893
age 21 or 3 <sup>rd</sup> year - Year 3	30,558	31,780	33,051	34,373
Year 4	31,393	32,649	33,955	35,313
Year 5	32,718	34,027	35,388	36,804
Year 6	33,314	34,647	36,033	37,474
Year 7	34,142	35,508	36,928	38,405
Year 8	35,403	36,819	38,292	39,824
Year 9	36,688	38,156	39,682	41,269
Year 10	38,039	39,561	41,143	42,789
Year 11	39,159	40,725	42,354	44,048
Year 12	40,136	41,741	43,411	45,147
Year 13	41,314	42,967	44,686	46,473
Grade 1				
Year 1	41,715	43,384	45,119	46,924
Year 2	44,044	45,806	47,638	49,544
Year 3	47,206	49,094	51,058	53,100
Year 4	50,551	52,573	54,676	56,863
Year 5	53,550	55,692	57,920	60,237
Grade 2				
Year 1	56,781	59,052	61,414	63,871
Year 2	58,968	61,327	63,780	66,331
Year 3	60,799	63,231	65,760	68,390
Year 4	62,570	65,073	67,676	70,383
Grade 3				
Year 1	65,912	68,548	71,290	74,142
Year 2	67,958	70,676	73,503	76,443
Year 3	70,547	73,369	76,304	79,356
Year 4	72,705	75,613	78,638	81,784
Grade 4				
Year 1	76,351	79,405	82,581	85,884
Year 2	78,588	81,732	85,001	88,401
Year 3	80,155	83,361	86,695	90,163
DPWS Senior Professional Staff				
Level 1#				
Year 1	83,439	86,777	90,248	93,858
Year 2	85,084	88,487	92,026	95,707
Level 2#				
Year 1	86,967	90,446	94,064	97,827
Year 2	88,835	92,388	96,084	99,927
Level 3				
Year 1	90,771	94,402	98,178	102,105
Year 2	91,784	95,455	99,273	103,244
# These Levels replace Grades 5 and 6 of the Engineers and Architects salary scale				
DPWS Technical Staff (A)				
age 17 or 1 <sup>st</sup> year - Year 1	19,436	20,213	21,022	21,863
age 18 or 2 <sup>nd</sup> year - Year 2	22,057	22,939	23,857	24,811
age <19 or 3 <sup>rd</sup> year - Year 3	23,444	24,382	25,357	26,371
age 19 or 4 <sup>th</sup> year - Year 4	26,564	27,627	28,732	29,881
age 20 or 5 <sup>th</sup> yr - Year 5	28,353	29,487	30,666	31,893
Year 6	30,558	31,780	33,051	34,373
Year 7	31,393	32,649	33,955	35,313
Year 8	32,718	34,027	35,388	36,804
Year 9	33,314	34,647	36,033	37,474



Year 10	34,142	35,508	36,928	38,405
Year 11	35,403	36,819	38,292	39,824
Year 12	36,688	38,156	39,682	41,269
Year 13	38,039	39,561	41,143	42,789
Year 14	39,159	40,725	42,354	44,048
Grade I				
Year 1	40,899	42,535	44,236	46,005
Year 2	42,046	43,728	45,477	47,296
Year 3	43,206	44,934	46,731	48,600
Year 4	44,044	45,806	47,638	49,544
Year 5	45,340	47,154	49,040	51,002
Grade II				
Year 1	47,668	49,575	51,558	53,620
Year 2	48,636	50,581	52,604	54,708
Year 3	49,495	51,475	53,534	55,675
Year 4	50,551	52,573	54,676	56,863
Grade III				
Year 1	54,009	56,169	58,416	60,753
DPWS Senior Technical (A)				
Grade 1				
Year 1	52,968	55,087	57,290	59,582
Year 2	54,009	56,169	58,416	60,753
Year 3	55,671	57,898	60,214	62,623
Grade II				
Year 1	57,330	59,623	62,008	64,488
Year 2	58,968	61,327	63,780	66,331
Grade III				
Year 1	61,400	63,856	66,410	69,066
DPWS Technical Staff (B)				
DPWS Trainee Technical (B)				
1 <sup>st</sup> year	20,666	21,493	22,353	23,247
2 <sup>nd</sup> year	23,444	24,382	25,357	26,371
3 <sup>rd</sup> year	26,564	27,627	28,732	29,881
4 <sup>th</sup> year	28,893	30,049	31,251	32,501
DPWS Technical (B)				
Grade 1				
Year 1	36,688	38,156	39,682	41,269
Year 2	37,344	38,838	40,392	42,008
Year 3	38,473	40,012	41,612	43,276
Year 4	39,159	40,725	42,354	44,048
Year 5	40,136	41,741	43,411	45,147
Year 6	41,715	43,384	45,119	46,924
Year 7	42,834	44,547	46,329	48,182
Year 8	44,044	45,806	47,638	49,544
Grade II				
Year 1	47,206	49,094	51,058	53,100
Year 2	48,636	50,581	52,604	54,708
Year 3	50,551	52,573	54,676	56,863
Year 4	53,550	55,692	57,920	60,237
DPWS Senior Technical (B)				
Grade 1				
Year 1	56,175	58,422	60,759	63,189
Year 2	57,330	59,623	62,008	64,488
Year 3	57,838	60,152	62,558	65,060
Grade II				
Year 1	57,838	60,152	62,558	65,060
Year 2	59,601	61,985	64,464	67,043

Year 3	60,799	63,231	65,760	68,390
Year 4	62,570	65,073	67,676	70,383
Year 5	64,577	67,160	69,846	72,640
DPWS Project Staff				
Level 1				
Year 1	49,523	51,504	53,564	55,707
Year 2	50,554	52,576	54,679	56,866
Level 2				
Year 1	53,579	55,722	57,951	60,269
Year 2	55,124	57,329	59,622	62,007
Level 3				
Year 1	56,822	59,095	61,459	63,917
Year 2	58,514	60,855	63,289	65,821
Level 4				
Year 1	60,209	62,617	65,122	67,727
DPWS Senior Management				
Level 1				
Year 1	99,505	103,485	107,624	111,929
Year 2	104,519	108,700	113,048	117,570
Level 2				
Year 1	109,532	113,913	118,470	123,209
Year 2	114,549	119,131	123,896	128,852
Strategic Management and Corporate Support Directorate - Department of Commerce				
General Scale - Year 1	23,444	24,382	25,357	26,371
HSC age 19 years	26,564	27,627	28,732	29,881
Year 2 or age 20 years	28,353	29,487	30,666	31,893
Year 3 or age 21 years	30,558	31,780	33,051	34,373
Year 4	31,393	32,649	33,955	35,313
Year 5	32,718	34,027	35,388	36,804
Year 6	33,314	34,647	36,033	37,474
Year 7	34,142	35,508	36,928	38,405
Year 8	35,403	36,819	38,292	39,824
Year 9	36,688	38,156	39,682	41,269
Year 10	38,039	39,561	41,143	42,789
Grade 1				
Year 1	40,136	41,741	43,411	45,147
Year 2	41,314	42,967	44,686	46,473
Grade 2				
Year 1	42,471	44,170	45,937	47,774
Year 2	43,633	45,378	47,193	49,081
Grade 3				
Year 1	44,871	46,666	48,533	50,474
Year 2	46,224	48,073	49,996	51,996
Grade 4				
Year 1	47,668	49,575	51,558	53,620
Year 2	49,130	51,095	53,139	55,265
Grade 5				
Year 1	52,968	55,087	57,290	59,582
Year 2	54,642	56,838	59,101	61,465
Grade 6				
Year 1	56,781	59,052	61,414	63,871
Year 2	58,443	60,781	63,212	65,740
Grade 7				
Year 1	60,194	62,602	65,106	67,710
Year 2	61,999	64,479	67,058	69,740

Grade 8				
Year 1	64,577	67,170	69,846	72,640
Year 2	66,634	69,299	72,071	74,954
Grade 9				
Year 1	68,618	71,363	74,218	77,187
Year 2	70,547	73,369	76,304	79,356
Senior Staff - Grade 1				
Year 1	73,430	76,367	79,422	82,599
Year 2	75,615	78,640	81,786	85,057
Grade 2				
Year 1	79,363	82,538	85,840	89,274
Year 2	82,730	86,039	89,481	93,060
Grade 3				
Year 1	87,912	91,428	95,085	98,888
Year 2	91,784	95,455	99,273	103,244
Broadbanded Grades				
Grade 1-2				
Year 1	40,136	41,741	43,411	45,147
Year 2	41,314	42,967	44,686	46,473
Year 3	42,471	44,170	45,937	47,774
Year 4	43,633	45,378	47,193	49,081
Grade 2-3				
Year 1	42,471	44,170	45,937	47,774
Year 2	43,633	45,378	47,193	49,081
Year 3	44,871	46,666	48,533	50,474
Year 4	46,224	48,073	49,996	51,996
Grade 3-4				
Year 1	44,871	46,666	48,533	50,474
Year 2	46,224	48,073	49,996	51,996
Year 3	47,668	49,575	51,558	53,620
Year 4	49,130	51,095	53,159	55,265
Grade 4-5				
Year 1	47,668	49,575	51,558	53,620
Year 2	49,130	51,095	53,139	55,265
Year 3	52,968	55,087	57,290	59,582
Year 4	54,642	56,828	59,101	61,465
Grade 5-6				
Year 1	52,968	55,087	57,290	59,582
Year 2	54,642	56,838	59,101	61,465
Year 3	56,781	59,052	61,414	63,871
Year 4	58,443	60,781	63,212	65,740
Grade 6-7				
Year 1	56,781	59,052	61,414	63,871
Year 2	58,443	60,781	63,212	65,740
Year 3	60,194	62,602	65,106	67,710
Year 4	61,999	64,479	67,058	69,740
Grade 7-8				
Year 1	60,194	62,602	65,106	67,710
Year 2	61,999	64,479	67,058	69,740
Year 3	64,577	67,160	69,846	72,640
Year 4	66,634	69,299	72,071	74,954
Grade 8-9				
Year 1	64,577	67,160	69,846	72,640
Year 2	66,634	69,299	72,071	74,954
Year 3	68,618	71,363	74,218	77,187
Year 4	70,547	73,369	76,304	79,356

Grade 9 - Snr Staff Grade 1				
Year 1	68,618	71,363	74,218	77,187
Year 2	70,547	73,369	76,304	79,356
Year 3	73,430	76,367	79,422	82,599
Year 4	75,615	78,640	81,786	85,057
Snr Staff Grade 1-2				
Year 1	73,430	76,367	79,422	82,599
Year 2	75,615	78,640	81,786	85,057
Year 3	79,363	82,538	85,840	89,274
Year 4	82,730	86,039	89,481	93,060
Snr Staff Grade 2-3				
Year 1	79,363	82,538	85,840	89,274
Year 2	82,730	86,039	89,481	93,060
Year 3	87,912	91,428	95,085	98,888
Year 4	91,784	95,455	99,273	103,244
Senior Management				
Grade 1				
Year 1	99,505	103,485	107,624	111,929
Year 2	104,519	108,700	113,048	117,570
Grade 2				
Year 1	109,532	113,913	118,470	123,209
Year 2	114,549	119,131	123,896	128,852
Senior Officer - Level 1				
Year 1	102,526	106,627	110,892	115,328
Year 2	110,380	114,795	119,387	124,162
Senior Officer - Level 2				
Year 1	112,227	116,716	121,385	126,240
Year 2	120,054	124,856	129,850	135,044
Senior Officer - Level 3				
Year 1	124,031	128,992	134,152	139,518
Year 2	136,031	141,472	147,131	153,016
Valuers - Regional Valuer				
Year 1	79,363	82,538	85,840	89,274
Year 2	82,730	86,039	89,481	93,060
Year 3	87,912	91,428	95,085	98,888
Year 4	91,784	95,455	99,273	103,244
Principal Valuer				
Year 1	73,430	76,367	79,422	82,599
Year 2	75,615	78,640	81,786	85,057
Year 3	79,363	82,538	85,840	89,274
Year 4	82,730	86,039	89,481	93,060
Senior Valuer (New) Level 1	70,547	73,369	76,304	79,356
Senior Valuer**				
Level 4	63,224	67,753	70,463	73,282
Level 5	66,634	69,299	72,071	74,954
Level 6	71,981	74,860	77,854	80,968
Valuer				
Level 1	47,668	49,574	51,557	53,619
Level 2	52,968	55,087	57,290	59,582
Level 3	56,781	59,052	61,414	63,871
Trainee Valuer				
Level 1	26,564	27,627	28,732	29,881
Level 2	30,558	31,803	33,075	34,398
Level 3	32,718	34,027	35,388	36,804
Level 4	34,142	35,508	36,928	38,405

Level 5	36,688	38,156	39,682	41,269
Level 6	39,159	40,725	42,354	44,048
Level 7	41,314	42,967	44,686	46,473
** Senior Valuer Level 6 This position only applies to existing (ie under PSB Agreement 1014 of 1981) Senior Valuers who were in receipt of a substantive salary of \$57,763 on 10/7/98 and will be entitled to continue to receive that salary.				
State Mail Service Officer				
Level 1				
Year 1	30,558	31,780	33,051	34,373
Year 2	32,718	34,027	35,388	36,804
Year 3	33,314	34,647	36,033	37,474
Year 4	34,142	35,508	36,928	38,405
Year 5	36,688	38,156	39,682	41,269
Year 6	38,039	39,561	41,143	42,789
Level 2				
Year 1	36,027	37,468	38,967	40,526
Level 3				
Year 1	41,092	42,736	44,445	46,223
Level 4				
Year 1	40,136	41,741	43,411	45,147
Year 2	41,314	42,967	44,686	46,473
Year 3	42,471	44,170	45,937	47,774
Year 4	43,633	45,378	47,193	49,081
Level 5				
Year 1	40,899	42,535	44,236	46,005
Year 1	41,715	43,384	45,119	46,924
Level 6				
Year 1	42,471	44,170	45,937	47,774
Year 2	43,633	45,378	47,193	49,081
Year 3	44,871	46,666	48,533	50,474
Year 4	46,224	48,073	49,996	51,996
Level 7				
Year 1	44,871	46,666	48,533	50,474
Year 2	46,224	48,073	49,996	51,996
Year 3	47,668	49,575	51,558	53,620
Year 4	49,130	51,095	53,139	55,265
Level 8				
Year 1	52,968	55,087	57,290	59,582
Year 2	54,642	56,828	59,101	61,465
Year 3	56,781	59,052	61,414	63,871
Year 4	58,443	60,781	63,212	65,740
Level 9				
Year 1	60,198	62,606	65,110	67,714
Year 2	61,999	64,479	67,058	69,740
Year 3	64,577	67,160	69,846	72,640
Year 4	66,634	69,299	72,071	74,954
Level 10				
Year 1	64,577	67,160	69,846	72,640
Year 2	66,634	69,299	72,071	74,954
Level 11				
Year 1	68,618	71,363	74,218	77,187
Year 2	70,547	73,369	76,304	79,356
Year 3	73,430	76,367	79,422	82,599
Year 4	75,615	78,640	81,786	85,057
SMSO (Teams)				
Level 1				
Year 1	33,314	34,647	36,033	37,474
Year 2	34,142	35,508	36,928	38,405

Level 2 Year 1	41,715	43,384	45,119	46,924
Level 3 Year 1	46,224	48,073	49,996	51,996
Year 2	47,668	49,575	51,558	53,620
Level 4 Year 1	60,198	62,606	65,110	67,714
Year 2	61,999	64,479	67,058	69,740
Year 3	64,577	67,160	69,846	72,640
Year 4	66,634	69,299	72,071	74,954

**Crown Employees (Department of Juvenile Justice - Detention Centres 2002) Award**

Juvenile Justice Detention Centres - Department of Juvenile Justice				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
<b>Operational</b>				
Level 1 Year 1	30,969	32,208	33,496	34,836
Year 2	32,279	33,570	34,913	36,310
Year 6	37,528	39,029	40,590	42,214
Level 2 Year 1	39,594	41,178	42,825	44,538
Year 2	40,759	42,389	44,085	45,848
Year 3	41,785	43,456	45,194	47,002
Year 4	43,044	44,766	46,557	48,419
Level 4 Year 1	47,023	48,904	50,860	52,894
Year 2	48,468	50,407	52,423	54,520
Year 3	52,252	54,342	56,516	58,777
Year 4	53,901	56,057	58,299	60,631
<b>Operational Casual Hourly Rate - Does not include 15% casual loading</b>				
Level 1 Year 1	15.62	16.24	16.89	17.57
Year 2	16.28	16.93	17.61	18.31
Year 6	18.93	19.69	20.48	21.30
Level 2 Year 1	19.97	20.77	21.60	22.46
Year 2	20.56	21.38	22.24	23.13
Year 3	21.07	21.91	22.79	23.70
Year 4	21.71	22.58	23.48	24.42
<b>Counselling and Administrative</b>				
Level 1 Year 3	33,680	35,027	36,428	37,885
Year 4	34,925	36,322	37,775	39,286
Year 5	36,190	37,638	39,144	40,710
Year 6	37,528	39,029	40,590	42,214
Level 2 Year 1	39,594	41,178	42,825	44,538
Year 2	40,759	42,389	44,085	45,848
Year 3	41,785	43,456	45,194	47,002
Year 4	43,044	44,766	46,557	48,419
Level 3 Year 1	44,265	46,036	47,877	49,792
Year 2	45,598	47,422	49,319	51,292

Level 4				
Year 1	47,023	48,904	50,860	52,894
Year 2	48,468	50,407	52,423	54,520
Year 3	52,252	54,342	56,516	58,777
Year 4	53,901	56,057	58,299	60,631
Level 5				
Year 1	56,013	58,254	60,584	63,007
Year 2	57,656	59,962	62,360	64,854
Year 3	59,382	61,757	64,227	66,796
Year 4	61,158	63,604	66,148	68,794
Level 6				
Year 1	63,707	66,255	68,905	71,661
Year 2	65,731	68,360	71,094	73,938
Year 3	67,689	70,397	73,213	76,142
Year 4	69,593	72,377	75,272	78,283
Level 7				
Year 1	72,435	75,332	78,345	81,479
Year 2	74,593	77,577	80,680	83,907
Managerial				
Level 5				
Year 1	56,013	58,254	60,584	63,007
Year 2	57,656	59,962	62,360	64,854
Year 3	59,382	61,757	64,227	66,796
Year 4	61,158	63,604	66,148	68,794
Level 6				
Year 1	63,707	66,255	68,905	71,661
Year 2	65,731	68,360	71,094	73,938
Year 3	67,689	70,397	73,213	76,142
Year 4	69,593	72,377	75,272	78,283
Level 7				
Year 1	72,435	75,332	78,345	81,479
Year 2	74,593	77,577	80,680	83,907
Level 8				
Year 1	78,290	81,422	84,679	88,066
Year 2	81,610	84,874	88,269	91,800
Level 9				
Year 1	86,723	90,192	93,800	97,552
Year 2	90,543	94,165	97,932	101,849

**Crown Employees (Department of Tourism, Sport and Recreation Centres and Academies Managers)  
Award**

Centres and Academies Managers - Department of Sport and Recreation				
Classification and Grades	1.07.03	1.07.04	1.7.05	1.7.06
	Per annum	Per annum	Per annum	Per annum
		+4%	+4%	+4%
	\$	\$	\$	\$
General Manager (Sydney Academy of Sport and Recreation), Clerk Grade 11/12				
1 <sup>st</sup> year	78,290	81,422	84,679	88,066
2 <sup>nd</sup> year	81,610	84,874	88,269	91,800
3 <sup>rd</sup> year	86,723	90,192	93,800	97,552
4 <sup>th</sup> year	90,543	94,165	97,932	101,849
General Manager (Jindabyne Sport and Recreation Centre) Clerk Grade 11/12				
1 <sup>st</sup> year	78,290	81,422	84,679	88,066
2 <sup>nd</sup> year	81,610	84,874	88,269	91,800

3 <sup>rd</sup> year	86,723	90,192	93,800	97,522
4 <sup>th</sup> year	90,543	94,165	97,932	101,849
General Manager (Centres), Clerk Grade 9/10				
1 <sup>st</sup> year	67,689	70,397	73,213	76,142
2 <sup>nd</sup> year	69,593	72,377	75,272	78,283
3 <sup>rd</sup> year	72,435	75,332	78,345	81,479
4 <sup>th</sup> year	74,593	77,577	80,680	83,907
Venue Manager (SISC or SIEC), Clerk Grade 9/10				
1 <sup>st</sup> year	67,689	70,397	73,213	76,142
2 <sup>nd</sup> year	69,593	72,377	75,272	78,283
3 <sup>rd</sup> year	72,435	75,332	78,345	81,479
4 <sup>th</sup> year	74,593	77,577	80,680	83,907
Assistant General Manager Services (Sydney Academy of Sport and Recreation), Clerk Grade 9/10				
1 <sup>st</sup> year	67,689	70,397	73,213	76,142
2 <sup>nd</sup> year	69,593	72,377	75,272	78,283
3 <sup>rd</sup> year	72,435	75,332	78,345	81,479
4 <sup>th</sup> year	74,593	77,577	80,680	83,907
Assistant General Manager (Centres), Clerk Grade 7/8				
1 <sup>st</sup> year	59,382	61,757	64,227	66,796
2 <sup>nd</sup> year	61,158	63,604	66,148	68,794
3 <sup>rd</sup> year	63,707	66,255	68,905	71,661
4 <sup>th</sup> year	65,731	68,360	71,094	73,938
Operations Manager (SISC or SIEC), Clerk Grade 7/8				
1 <sup>st</sup> year	59,382	61,757	64,227	66,796
2 <sup>nd</sup> year	61,158	63,604	66,148	68,794
3 <sup>rd</sup> year	63,707	66,255	68,905	71,661
4 <sup>th</sup> year	65,731	68,360	71,094	73,938
Events Manager (SIEC), Clerk Grade 7/8				
1 <sup>st</sup> year	59,382	61,757	64,227	66,796
2 <sup>nd</sup> year	61,158	63,604	66,148	68,794
3 <sup>rd</sup> year	63,707	66,255	68,905	71,661
4 <sup>th</sup> year	65,731	68,360	71,094	73,938
Service Co-ordinator, Clerk Grade 4/5				
1 <sup>st</sup> year	47,023	48,904	50,860	52,894
2 <sup>nd</sup> year	48,468	50,407	52,423	54,520
3 <sup>rd</sup> year	52,252	54,342	56,516	58,777
4 <sup>th</sup> year	53,901	56,057	58,299	60,631

**Crown Employees (Division Controllers State Emergency Services 2001) Award**

Division Controllers - State Emergency Services				
Classification	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Salaries of Full-time Divisional Controllers				
1 <sup>st</sup> year of service	67,689	70,397	73,213	76,142
2 <sup>nd</sup> year of service	69,593	72,377	75,272	78,283
3 <sup>rd</sup> year of service	72,435	75,332	78,345	81,479
Thereafter	74,593	77,577	80,680	83,907



**Crown Employees (Domestic Services Officers - Department of Agriculture) Award**

Domestic Services Officers - Department of Agriculture				
Classification	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Domestic Services Officers (A) Full Time (Old Classifications) Level 1 Porter, Pantry Person, Store Person, Useful, Steward, House Person, Kitchen Person, Boiler Attendant, Fourth Cook, General Services Officer Grade 1	30,146	31,352	32,606	33,910
Level 2 Cook 1,2 & 3, Butcher, Kitchen Supervisor, General Services Officers Grade 2, General Services Officer Grade 3, Security Officer Grade 1	32,279	33,570	34,913	36,310
Level 3 Security Officer Grade 2, Assistant House Supervisor, Security Officer Grade 3	34,590	35,974	37,413	38,910
Level 4 House Supervisor	38,913	40,470	42,089	43,773
Level 5 Manager Catering and Accommodation	49,869	51,864	53,939	56,097
Apprentice Cook (Per week)	Per week \$	Per week \$	Per week \$	Per week \$
1 <sup>st</sup> Year	319.80	332.60	345.90	359.70
2 <sup>nd</sup> Year	422.10	439.00	456.60	474.90
3 <sup>rd</sup> Year	522.30	543.20	564.90	587.50
4 <sup>th</sup> Year	611.30	635.80	661.20	687.60
Other Rates and Allowances				
Qualification - Commercial Cookery Trade Course Stage I (Per annum)	563	586	609	633
Qualification - Commercial Cookery Trade Course Stage II and III (Per annum)	1,125	1,170	1,217	1,266
Broken Shift (Per day)	9.50	9.90	10.30	10.70

**Crown Employees (Environment Protection Authority New South Wales) Award**

Environmental Protection Officers - Environment Protection Authority New South Wales				
Classification	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Class 1				
1	23,350	24,284	25,255	26,265
2	28,210	29,338	30,512	31,732
3	30,962	32,200	33,488	34,828
4	32,855	34,169	35,536	36,957
5	34,310	35,682	37,109	38,593
6	36,180	37,627	39,132	40,697
7	39,980	41,579	43,242	44,972

Class 2				
1	39,980	41,579	43,242	44,972
2	41,153	42,799	44,511	46,291
3	42,245	43,935	45,692	47,520
4	43,823	45,576	47,399	49,295
Class 3				
1	42,245	43,935	45,692	47,520
2	43,823	45,576	47,399	49,295
3	46,016	47,857	49,771	51,762
4	47,401	49,297	51,269	53,320
Class 4				
1	46,016	47,857	49,771	51,762
2	47,401	49,297	51,269	53,320
3	49,369	51,344	53,398	55,534
4	51,309	53,361	55,495	57,715
Class 5				
1	49,369	51,344	53,398	55,534
2	51,309	53,361	55,495	57,715
3	53,267	55,398	57,614	59,919
4	54,908	57,104	59,388	61,764
Class 6				
1	53,267	55,398	57,614	59,919
2	54,908	57,104	59,388	61,764
3	57,042	59,324	61,697	64,165
4	58,778	61,129	63,574	66,117
Class 7				
1	57,042	59,324	61,697	64,165
2	58,778	61,129	63,574	66,117
3	60,556	62,978	65,497	68,117
4	63,026	65,547	68,169	70,896
Class 8				
1	60,556	62,978	65,497	68,117
2	63,026	65,547	68,169	70,896
3	65,001	67,601	70,305	73,117
4	68,317	71,050	73,892	76,848
Class 9				
1	65,001	67,601	70,305	73,117
2	68,317	71,050	73,892	76,848
3	70,283	73,094	76,018	79,059
4	72,412	75,308	78,320	81,453
Class 10				
1	70,283	73,094	76,018	79,059
2	72,412	75,308	78,320	81,453
3	75,299	78,311	81,443	84,701
4	77,507	80,607	83,831	87,184
Class 11				
1	75,299	78,311	81,443	84,701
2	77,507	80,607	83,831	87,184
3	79,827	83,020	86,341	89,795
4	82,986	86,305	89,757	93,347
Class 12				
1	79,827	83,020	86,341	89,795
2	82,986	86,305	89,757	93,347
3	85,768	89,199	92,767	96,478
4	87,610	91,114	94,759	98,549

Class 13				
1	85,768	89,199	92,767	96,478
2	87,610	91,114	94,759	98,549
3	90,516	94,137	97,902	101,818
4	91,869	95,544	99,366	103,341
Class 14				
1	90,516	94,137	97,902	101,818
2	91,869	95,544	99,366	103,341
3	96,125	99,970	103,969	108,128
4	100,383	104,398	108,574	112,917
Class 15				
1	96,125	99,970	103,969	108,128
2	100,383	104,398	108,574	112,917
3	104,639	108,825	113,178	117,705
4	108,893	113,249	117,779	122,490
Other Rates and Allowances	1.7.03	1.7.04	1.7.05	1.7.06
	Per week	Per week	Per week	Per week
		+4%	+4%	+4%
Brief Description	\$	\$	\$	\$
Inconvenience and 6 incoming calls	171.00	177.80	184.90	192.30
For each call above 6 with no limit on the number of calls	14.80	15.40	16.00	16.60
Extra for public holiday falling on a weekday	29.70	30.90	32.10	33.40
Late call allowance for each call (between midnight and 0500 hours)	7.50	7.80	8.10	8.40
Total per call	22.30	23.20	24.10	25.10
Out of hours disturbance	29.70	30.90	32.10	33.40

### Crown Employees (Environmental Planning Officers 2003) Award

Environmental Planning Officers Department of Infrastructure, Planning and Natural Resources					
Classification and Grades	Salary Point	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Environmental Planning Officer (Professional)					
Key: Soft barrier Hard barrier					
Level 1	1	44,727	46,516	48,377	50,312
	2	49,384	51,359	53,413	55,550
	3	52,827	54,940	57,138	59,424
	4	54,921	57,118	59,403	61,779
	5	57,057	59,339	61,713	64,182
	6	60,573	62,996	65,516	68,137
	7	63,041	65,563	68,186	70,913
	8	65,019	67,620	70,325	73,138
	9	68,256	70,986	73,825	76,778
Environmental Planning Officer (Professional) Level 2	10	72,435	75,332	78,345	81,479
	11	74,536	77,517	80,618	83,843
	12	77,531	80,632	83,857	87,211

Environmental Planning Officer (Professional) Level 3	13	79,069	82,232	85,521	88,942
	14	82,385	85,680	89,107	92,671
	15	84,856	88,250	91,780	95,451
	.....	.....	.....	.....	.....
	16	88,549	92,091	95,775	99,606
	17	92,080	95,763	99,594	103,578
Environmental Planning Officer Manager (Professional) Level 4	18	101,518	105,579	109,802	114,194
	19	105,771	110,002	114,402	118,978
	20	110,109	114,513	119,094	123,858
Environmental Planning Officer (Professional) Level 5	21	115,952	120,590	125,414	130,431
	22	118,839	123,593	128,537	133,678
Environmental Planning Officer (Administration) Level 1	1	24,701	25,689	26,717	27,786
	2	27,971	29,090	30,254	31,464
	3	30,146	31,352	32,606	33,910
	4	32,279	33,570	34,913	36,310
	5	33,680	35,027	36,428	37,885
	6	34,925	36,322	37,775	39,286
	7	37,528	39,029	40,590	42,214
Environmental Planning Officer (Administration) Level 2	8	40,759	42,389	44,085	45,848
	9	43,044	44,766	46,557	48,419
Environmental Planning Officer (Administration) Level 3	10	45,598	47,422	49,319	51,292
	11	48,468	50,407	52,423	54,520
Environmental Planning Officer (Administration) Level 4	12	53,901	56,057	58,299	60,631
	13	56,013	58,254	60,584	63,007
	14	57,656	59,962	62,360	64,854
Environmental Planning Officer 1 (Administration) Level 5	15	61,158	63,604	66,148	68,794
	16	63,707	66,255	68,905	71,661
	17	65,731	68,360	71,094	73,938
Environmental Planning Officer (Administration) Level 6	18	69,593	72,377	75,272	78,283
	19	72,435	75,332	78,345	81,479
	20	74,593	77,577	80,680	83,907
Environmental Planning Officer (Administration) Level 7	21	78,290	81,422	84,679	88,066
	22	81,610	84,874	88,269	91,800
	23	86,723	90,192	93,800	97,552
	25	90,543	94,165	97,932	101,849
Environmental Planning Officer (Clerical Officer) Level 1	1	18,083	18,806	19,558	20,340
	2	21,757	22,627	23,532	24,473
	3	26,205	27,253	28,343	29,477
	4	27,971	29,090	30,254	31,464
	5	30,146	31,352	32,606	33,910
	6	32,279	33,570	34,913	36,310
	7	33,680	35,027	36,428	37,885
	8	34,925	36,322	37,775	39,286
	9	37,528	39,029	40,590	42,214

Environmental Planning Officer (Clerical Officer) Level 2	10	40,759	42,389	44,085	45,848
Environmental Planning Officer (Clerical Officer) Level 3	11	43,044	44,766	46,557	48,419
Environmental Planning Officer (Clerical Officer) Level 4	12	45,598	47,422	49,319	51,292
Environmental Planning Officer (Clerical Officer) Level 5	13	48,468	50,407	52,423	54,520
Environmental Planning Officer (Clerical Officer) Level 6	14	53,901	56,057	58,299	60,631
Environmental Planning Officer (Clerical Officer) Level 7	15	56,013	58,254	60,584	63,007
	16	57,656	59,962	62,360	64,854
Environmental Planning Officer (Cartographer) Level 1	1	24,701	25,689	26,717	27,786
	2	27,288	28,380	29,515	30,696
	3	30,146	31,352	32,606	33,910
	4	30,969	32,208	33,496	34,836
	5	33,680	35,027	36,428	37,885
	6	34,925	36,322	37,775	39,286
	7	37,120	38,605	40,149	41,755
	8	40,759	42,389	44,085	45,848
	9	43,044	44,766	46,557	48,419
	.....	.....	.....	.....	.....
	10	45,598	47,422	49,319	51,292
	11	48,468	50,407	52,423	54,520
Environmental Planning Officer (Cartographer) Level 2	12	52,252	54,342	56,516	58,777
	13	53,901	56,057	58,299	60,631
Environmental Planning Officer (Cartographer) Level 3	15	57,656	59,962	62,360	64,854
Environmental Planning Officer (Cartographer) Level 4	15	61,158	63,604	66,148	68,794
Environmental Planning Officer (Cartographer) Level 5	16	63,707	66,255	68,905	71,661
	17	65,731	68,360	71,094	73,938
Environmental Planning Officer (Cartographer) Level 6	18	69,593	72,377	75,272	78,283
Environmental Planning Officer (Cartographer) Level 7	19	73,365	76,300	79,352	82,526
	20	74,593	77,577	80,680	83,907
Environmental Planning Officer (Student Planner)	1	32,279	33,570	34,913	36,310
	2	33,680	35,027	36,428	37,885
	3	34,925	36,322	37,775	39,286
	4	37,528	39,029	40,590	42,214

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

General Assistants in Schools - Department of Education and Training					
Classification and Grades	Annual Salary Class	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Full-time Permanent - Junior		21,496	22,356	23,250	24,180
On employment					
After 12 months or at 20 years		27,637	28,742	29,892	31,088
Adult					
Year 1		30,709	31,937	33,214	34,543
Year 2		30,969	32,208	33,496	34,836
Year 3		31,555	32,817	34,130	35,495
Year 4		32,278	33,569	34,912	36,308
Year 5		32,865	34,180	35,547	36,969
Part-time Permanent (up to 35.5 hpw)		1.7.03 Per Hour \$	1.7.04 Per Hour +4% \$	1.7.05 Per Hour +4% \$	1.7.06 Per Hour +4% \$
Junior					
On employment		11.93	12.41	12.91	13.43
After 12 months or at 20 years		15.33	15.94	16.58	17.24
Adult		17.50	18.20	18.93	19.69
Full-time (38 hpw) Temporary - Unloaded Junior					
On employment		10.85	11.28	11.73	12.20
After 12 months or at 20 years		13.93	14.49	15.07	15.67
Adult		15.48	16.10	16.74	17.41
Full-time Temporary - Loaded Junior					
On employment		11.74	12.21	12.70	13.21
After 12 months or at 20 years		15.09	15.69	16.32	16.97
Adult		16.78	17.45	18.15	18.88
Part-time Temporary (up to 35.5 hpw) Unloaded Junior					
On employment		11.93	12.41	12.91	13.43
After 12 months or at 20 years		15.33	15.94	16.58	17.24
Adult		17.50	18.20	18.93	19.69
Loaded Junior					
On employment		12.92	13.44	13.98	14.54
After 12 months or at 20 years		16.61	17.27	17.96	18.68
Adult		18.96	19.72	20.51	21.33

**Crown Employees (General Staff Salaries) Award 2003**

General Staff Salaries					
Classification & Grades	CSP	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Artist's Model, TAFE (draped)	33	35,209	36,617	38,082	39,605
(undraped)	39	37,221	38,710	40,258	41,868
Assistant, Enrolled Nurses Training Program, TAFE (part-time)					
1 <sup>st</sup> year	23	32,279	33,570	34,913	36,310
2 <sup>nd</sup> year	25	32,865	34,180	35,547	36,969
3 <sup>rd</sup> year	28	33,680	35,027	36,428	37,885
Assistant Food & Beverage Controller, Ryde TAFE					
1 <sup>st</sup> year	42	38,248	39,778	41,369	43,024
2 <sup>nd</sup> year	48	40,344	41,958	43,636	45,381
Assistant Operations Controller, Port Macquarie, Campbelltown, TAFE					
1 <sup>st</sup> year	39	37,221	38,710	40,258	41,868
2 <sup>nd</sup> year	42	38,248	39,778	41,369	43,024
Assistant Operations Manager, TAFE (Hamilton, Ryde, Werrington)					
1 <sup>st</sup> year	59	44,727	46,516	48,377	50,312
2 <sup>nd</sup> year	61	45,598	47,422	49,319	51,292
3 <sup>rd</sup> year	64	47,023	48,904	50,860	52,894
4 <sup>th</sup> year	67	48,468	50,407	52,423	54,520
(East Sydney)					
1 <sup>st</sup> year	56	43,449	45,187	46,994	48,874
2 <sup>nd</sup> year	60	45,142	46,948	48,826	50,779
Catering Services Manager, Kurri Kurri, Ryde, TAFE					
1 <sup>st</sup> year	70	49,869	51,864	53,939	56,097
2 <sup>nd</sup> year	75	52,252	54,342	56,516	58,777
Catering Supervisor, Kurri Kurri, Ryde, TAFE					
1 <sup>st</sup> year	52	41,895	43,571	45,314	47,127
2 <sup>nd</sup> year	55	43,044	44,766	46,557	48,419
Class Preparation Assistant Tourism & Hospitality/Rural Studies; Floristry, Catering and Bakery, TAFE					
1 <sup>st</sup> year	23	32,279	33,570	34,913	36,310
2 <sup>nd</sup> year	25	32,865	34,180	35,547	36,969
3 <sup>rd</sup> year	26	33,132	34,457	35,835	37,268
Class Preparation Assistant Hairdresser, TAFE					
1 <sup>st</sup> year	17	30,146	31,352	32,606	33,910
2 <sup>nd</sup> year	20	30,969	32,208	33,496	34,836
3 <sup>rd</sup> year	22	31,555	32,817	34,130	35,495
Duty Manager, Ryde, TAFE	57	43,833	45,586	47,409	49,305
Fitter-Operator, TAFE	51	41,474	43,133	44,858	46,652
Food and Beverage Controller, TAFE (Hamilton)	39	37,221	38,710	40,258	41,868
	42	38,248	39,778	41,369	43,024

Food School Assistant, TAFE					
Years 1 - 3	18	30,442	31,660	32,926	34,243
Year 4 - 6	19	30,709	31,937	33,214	34,543
Year 7	20	30,969	32,208	33,496	34,836
Foreman, TAFE					
Electrical Grade 2	64	47,023	48,904	50,860	52,894
Electrical Grade 3	68	48,824	50,777	52,808	54,920
Electrical Grade 5	77	53,281	55,412	57,628	59,933
Other than Electrical					
Grade 1	57	43,833	45,586	47,409	49,305
Grade 2	61	45,598	47,422	49,319	51,292
Grade 3	65	47,417	49,314	51,287	53,338
Grade 4	73	51,324	53,377	55,512	57,732
Grade 5	77	53,281	55,412	57,628	59,933
Assistant Mechanical Foreman, TAFE	61	45,598	47,422	49,319	51,292
General Assistant/Caretaker, TAFE	25	32,865	34,180	35,547	36,969
Guest Services Agent, Ryde, TAFE					
1 <sup>st</sup> year	34	35,538	36,960	38,438	39,976
2 <sup>nd</sup> year	36	36,190	37,638	39,144	40,710
House Officer, TAFE, Sydney					
1 <sup>st</sup> year	44	38,913	40,470	42,089	43,773
2 <sup>nd</sup> year	47	40,012	41,612	43,276	45,007
3 <sup>rd</sup> year	49	40,759	42,389	44,085	45,848
Newcastle					
1 <sup>st</sup> year	41	37,949	39,467	41,046	42,688
2 <sup>nd</sup> year	42	38,248	39,778	41,369	43,024
3 <sup>rd</sup> year	43	38,627	40,172	41,779	43,450
House Supervisor (Goulburn, Kurri Kurri), TAFE					
1 <sup>st</sup> year	39	37,221	38,710	40,258	41,868
2 <sup>nd</sup> year	41	37,949	39,467	41,046	42,688
Kitchen Assistant (part-time), TAFE	18	30,442 (\$16.89 per hour)	31,660 (\$17.57 per hour)	32,926 (\$18.27 per hour)	34,243 (\$19.00 per hour)
Laboratory Craftsman, TAFE					
Grade 1, 1 <sup>st</sup> year	40	37,528	39,029	40,590	42,214
Grade 1, 2 <sup>nd</sup> year	41	37,949	39,467	41,046	42,688
Grade 1, 3 <sup>rd</sup> year	43	38,627	40,172	41,779	43,450
Grade 1, 4 <sup>th</sup> year	44	38,913	40,470	42,089	43,773
Grade 2, 1 <sup>st</sup> year	45	39,292	40,864	42,499	44,199
Grade 2, 2 <sup>nd</sup> year	46	39,594	41,178	42,825	44,538
Grade 2, 3 <sup>rd</sup> year	47	40,012	41,612	43,276	45,007
Senior Laboratory Craftsman	55	43,044	44,766	46,557	48,419
Operations Controller Campbelltown/Port Macquarie/Orange, TAFE					
1 <sup>st</sup> year	52	41,895	43,571	45,314	47,127
2 <sup>nd</sup> year	55	43,044	44,766	46,557	48,419
Operations Manager - Food School/ Horticulture/Technical Support/ Purchasing and Stores Controller - East Sydney, Ryde, TAFE					
1st year	75	52,252	54,342	56,516	58,777
2nd year	78	53,901	56,057	58,299	60,631
3rd year	82	56,013	58,254	60,584	63,007
4th year	85	57,656	59,962	62,360	64,854



Hamilton/Wollongong					
1st year	72	50,799	52,831	54,944	57,142
2nd year	75	52,252	54,342	56,516	58,777
3rd year	78	53,901	56,057	58,299	60,631
4th year	82	56,013	58,254	60,584	63,007
Operations Manager (Brookvale, Dubbo, Loftus, Werrington) TAFE					
1st year	66	47,978	49,897	51,893	53,969
2nd year	77	53,281	55,412	57,628	59,933
Operations Supervisor - Food School, Kingscliff, Wollongong, TAFE					
1st year	52	41,895	43,571	45,314	47,127
2nd year	55	43,044	44,766	46,557	48,419
Senior Housekeeper, Ryde, TAFE					
1st year	57	43,833	45,586	47,409	49,305
2nd year	63	46,570	48,433	50,370	52,385
Scientific Instrument Maker, TAFE	51	41,474	43,133	44,858	46,652
Steel Production Assistant (formerly Cold Saw Operator) TAFE	25	32,865	34,180	35,547	36,969
Steel Production Supervisor (formerly Charge Hand, Cold Saw (Operator), TAFE	40	37,528	39,029	40,590	42,214
Stores Attendant, Hairdressing, TAFE					
1st year	22	31,555	32,817	34,130	35,495
2nd year	23	32,279	33,570	34,913	36,310
3rd year	25	32,865	34,180	35,547	36,969
Technical Assistant (Art, Ceramics, TV Studio) TAFE					
Years 1 - 3	32	34,925	36,322	37,775	39,286
Years 4 - 6	34	35,538	36,960	38,438	39,976
Year 7	35	35,827	37,260	38,750	40,300
Technical Assistant (Design)					
1st year	35	35,827	37,260	38,750	40,300
2nd year	37	36,537	37,998	39,518	41,099
3rd year	39	37,221	38,710	40,258	41,868
Technical Assistant (Electrical Engineering/ Applied Electricity), TAFE					
1st year	50	41,153	42,799	44,511	46,291
2nd year	52	41,895	43,571	45,314	47,127
3rd year	54	42,623	44,328	46,101	47,945
Technical Assistant (Mechanical Engineering/ Civil Engineering Building)					
1st year	46	39,594	41,178	42,825	44,538
2nd year	47	40,012	41,612	43,276	45,007
Technical Assistant (Vehicle Building)					
1st year	46	39,594	41,178	42,825	44,538
2nd year	47	40,012	41,612	43,276	45,007
Technical Assistant (Refrigeration and Air Conditioning), TAFE	32	34,925	36,322	37,775	39,286
Technical Assistant (Rural Studies), TAFE					
1st year	34	35,538	36,960	38,438	39,976
2nd year	36	36,190	37,638	39,144	40,710
3rd year	39	37,221	38,710	40,258	41,868
4th year	41	37,949	39,467	41,046	42,688
5th year	44	38,913	40,470	42,089	43,773
6th year	47	40,012	41,612	43,276	45,007

7th year	50	41,153	42,799	44,511	46,291
8th year	53	42,254	43,944	45,702	47,530
9th year	56	43,449	45,187	46,994	48,874
10th year	59	44,727	46,516	48,377	50,312
11th year	61	45,598	47,422	49,319	51,292
Community Liaison Officer/Aboriginal Community Liaison Officer, Department of Education and Training (DET)	57	43,833	45,586	47,409	49,305
Farm Foreman, DET					
Grade A					
1st year	39	37,221	38,710	40,258	41,868
2nd year	41	37,949	39,467	41,046	42,688
3rd year	43	38,627	40,172	41,779	43,450
Grade B					
1st year	45	39,292	40,864	42,499	44,199
2nd year	47	40,012	41,612	43,276	45,007
3rd year	51	41,474	43,133	44,858	46,652
House Officer, DET					
1st year	34	35,538	36,960	38,438	39,976
2nd year	36	36,190	37,638	39,144	40,710
3rd year	39	37,221	38,710	40,258	41,868
Maintenance Officer, DET					
1st year	24	32,598	33,902	35,258	36,668
2nd - 7th year	25	32,865	34,180	35,547	36,969
8th year	26	33,132	34,457	35,835	37,268
Photographic Assistant, DET					
1st year	22	31,555	32,817	34,130	35,495
2nd year	23	32,279	33,570	34,913	36,310
3rd year	25	32,865	34,180	35,547	36,969
4th year	26	33,132	34,457	35,835	37,268
Matrons and Sub-Matrons, DET					
Matron					
1st year	45	39,292	40,864	42,499	44,199
Thereafter	46	39,594	41,178	42,825	44,538
Sub-Matron					
1st year	39	37,221	38,710	40,258	41,868
Thereafter	40	37,528	39,029	40,590	42,214
Storeman/Attendant, Hurlstone/Yanco Agricultural High School, DET					
1st year	17	30,146	31,352	32,606	33,910
2nd year	18	30,442	31,660	32,926	34,243
3rd year and 4 <sup>th</sup> year	20	30,969	32,208	33,496	34,836
5th year	22	31,555	32,817	34,130	35,495
Technical Assistant (Art, Ceramics, TV Studio)					
Years 1 - 3	32	34,925	36,322	37,775	39,286
Years 4 - 6	34	35,538	36,960	38,438	39,976
Year 7	35	35,827	37,260	38,750	40,300
Assistant, Dept of Infrastructure Planning and Natural Resources (DIPNR)					
Junior - under 17 (50% of Grade 1, Yr 1)					
Aged 17 (60% of Grade 1, Yr 1)					
Aged 18 (70% of Grade 1, Yr 1)					
Aged 19 (80% of Grade 1, Yr 1)					
Aged 20 (90% of Grade 1, Yr 1)					

Grade 1					
1st year	18	30,442	31,660	32,926	34,243
2nd year	22	31,555	32,817	34,130	35,495
3rd year	25	32,865	34,180	35,547	36,969
4th year	29	34,027	35,388	36,804	38,276
5th year	32	34,925	36,322	37,775	39,286
Grade 2					
1st year	34	35,538	36,960	38,438	39,976
2nd year	36	36,190	37,638	39,144	40,710
3rd year	37	36,537	37,998	39,518	41,099
4th year	39	37,221	38,710	40,258	41,868
Grade 3					
1st year	46	39,594	41,178	42,825	44,538
2nd year	52	41,895	43,571	45,314	47,127
Field Services Staff, DIPNR					
Field Supervisor					
1st year	48	40,344	41,958	43,636	45,381
2nd year	51	41,474	43,133	44,858	46,652
3rd year	53	42,254	43,944	45,702	47,530
4th year	55	43,044	44,766	46,557	48,419
5th year	58	44,265	46,036	47,877	49,792
Field Service Manager, Years 1-3 only					
Other locations (not specified)					
1st year	66	47,978	49,897	51,893	53,969
2nd year	67	48,468	50,407	52,423	54,520
3rd year	69	49,384	51,359	53,413	55,550
Specific locations Years 1-4 (Bathurst, Cooma, Glennies Creek, Gosford, Goulburn, Henty, Inverell, Lithgow, Manilla (f.s.), Moss Vale, Nowra, Newcastle, Parkes, Cowra RC, Parramatta, Penrith, Scone, Singleton, Wellington, Braidwood (cons.), Murwillumbah, Coffs Harbour, Kempsey, Grafton, Queanbeyan, Gunnedah RC.					
4th year	75	52,252	54,342	56,516	58,777
Regional Field Services Manager	83	56,559	58,821	61,174	63,621
Drillers (Central West Region employees only), DIPNR					
Driller's Assistant	22	31,555	32,817	34,130	35,495
Roster Allowance		3,660	3,806	3,958	4,116
Trainee Drilling Officer	25	32,865	34,180	35,547	36,969
Roster Allowance		3,812	3,964	4,123	4,288
Drilling Officer - Level 1	38	36,840	38,314	39,847	41,441
Roster Allowance		4,273	4,444	4,622	4,807
Drilling Officer - Level 2	40	37,528	39,029	40,590	42,214
Roster Allowance		4,353	4,527	4,708	4,896
Drilling Officer - Level 3	43	38,627	40,172	41,779	43,450
Roster Allowance		4,480	4,659	4,845	5,039
Drilling Officer - Level 4	48	40,344	41,958	43,636	45,381
Roster Allowance		4,680	4,867	5,062	5,264
Drilling Officer - Level 5	53	42,254	43,944	45,702	47,530
Roster Allowance		4,902	5,098	5,302	5,514
Senior Drilling Officer	57	43,833	45,586	47,409	49,305
Roster Allowance		5,085	5,288	5,500	5,720

Overseers, DIPNR Grade 1 (ex Dept of Water Resources only)	60	45,142	46,948	48,826	50,779
Grade II	61	45,598	47,422	49,319	51,292
Grade III	65	47,417	49,314	51,287	53,338
Grade IV	73	51,324	53,377	55,512	57,732
Grade V	77	53,281	55,412	57,628	59,933
Plant Managers, DIPNR Grade 1 (Workshop Supervisors, Goulburn, Inverell, Scone & Wagga Wagga)	65	47,417	49,314	51,287	53,338
Grade 2 (Workshop Manager, Wellington & Fleet Managers, Tamworth & Wagga Wagga)					
Year 1	69	49,384	51,359	53,413	55,550
Year 2	70	49,869	51,864	53,939	56,097
Assistant Education Officers, Powerhouse Museum	43	38,627	40,172	41,779	43,450
House Officer, Powerhouse Museum	47	40,012	41,612	43,276	45,007
	43	38,627	40,172	41,779	43,450
	44	38,913	40,470	42,089	43,773
Museum Officer, Powerhouse Museum	18	30,442	31,660	32,926	34,243
	19	30,709	31,937	33,214	34,543
	20	30,969	32,208	33,496	34,836
	21	31,263	32,514	33,815	35,168
	23	32,279	33,570	34,913	36,310
*Photographer - Grade 1 - Years 1-3 (various agencies)					
1st year	39	37,221	38,710	40,258	41,868
2nd year	41	37,949	39,467	41,046	42,688
3rd year	43	38,627	40,172	41,779	43,450
Grade 2					
1st year	49	40,759	42,389	44,085	45,848
2nd year	51	41,474	43,133	44,858	46,652
*Progression from Photographer Grade 1 to Photographer Grade 2					
Employees appointed to Photographer Grade 1 should have successfully completed					
(i) the first year of the Photography Certificate Course of TAFE NSW; or					
(ii) a course of equivalent or higher status; or					
(iii) a photographic related Certificate or Trade course deemed by the employer to have provided the officer with a general basic knowledge of photography.					
Progression from Grade 1 to Grade 2 is subject to the successful completion of:					
(i) the second year of the Photography Certificate of TAFE NSW; or					
(ii) a course of equivalent or higher status; or					
(iii) a photographic related Certificate or Trade course deemed by the employer to have provided the officer with a general basic knowledge of photography; and					

(iv) either the undertaking of supervisory duties of photographic staff or undertaking work the complexity and nature of which is considered by the employer to warrant progression to Grade2.					
Photographers Grade 3 Years 1-3					
1st year	63	46,570	48,433	50,370	52,385
2nd year	65	47,417	49,314	51,287	53,338
3rd year	69	49,384	51,359	53,413	55,550
Requirements for appointment to Grade 3 are as follows:  (i) formal educational qualifications (eg four year Photography Certificate or Bachelor of Visual Arts) and/or significant experience and training.  (ii) strategic and analytical skills, including an ability to provide advice on and apply new and traditional technology and collection management principles as they apply to photography. Ability to apply a strategic approach to communication and project management; and  (iii) an ability to identify and assess options, provide advice and recommend the best course of action.  Technology  (i) in-depth knowledge, skills and proficiency in the use of both traditional (analogue) and digital photographic and related equipment. This may include use of image specific software for the development of websites and the use of electronic files for service delivery; and  (ii) an ability to assess differences in technology and recommend the most appropriate equipment to use in the particular circumstances;  (iii) working in collaboration with information technology specialists in producing visual imagery.					
Collection Management  (i) an ability to apply knowledge of collection management principles as it relates to photographic work.  (ii) Familiarity in working with invaluable, fragile, archival and historical material and objects; and					

(iii) Provision of advice on the appropriate mediums to use in a particular situation and how they would be used. This requires an understanding of the end use of the image, in addition to the process required to obtain and maintain that image. It requires an understanding of the factors involved in accessing images, both now and in the future, as well as cataloguing and storage requirements.					
Communication					
(i) demonstrated ability to consult, advise on, and provide services across all areas of the organisation, including as appropriate, science, information technology, communications, exhibitions, publications, marketing and events.					
Commercial and Other Projects					
(i) manage large and/or complex projects, including those providing services to clients on a fee for service basis. A key component includes a requirement to schedule work.					
Photographic Assistant	22	31,555	32,817	34,130	35,495
	23	32,279	33,570	34,913	36,310
	25	32,865	34,180	35,547	36,969
	26	33,132	34,457	35,835	37,268
Preparator - Grade 1, Powerhouse Museum Years 1-3	45	39,292	40,864	42,499	44,199
	48	40,344	41,958	43,636	45,381
	51	41,474	43,133	44,858	46,652
Grade II - Years 1-2	55	43,044	44,766	46,557	48,419
	59	44,727	46,516	48,377	50,312
Senior Preparator, Powerhouse Museum	63	46,570	48,433	50,370	52,385
	65	47,417	49,314	51,287	53,338
Stores Officer, Powerhouse Museum					
Grade 1	31	34,590	35,974	37,413	38,910
	33	35,209	36,617	38,082	39,605
Grade 2	34	35,538	36,960	38,438	39,976
	35	35,827	37,260	38,750	40,300
Grade 3	36	36,190	37,638	39,144	40,710
	37	36,537	37,998	39,518	41,099
Grade 4	39	37,221	38,710	40,258	41,868
	41	37,949	39,467	41,046	42,688
Transport Officer, Powerhouse Museum	47	40,012	41,612	43,276	45,007
	49	40,759	42,389	44,085	45,848
Field Assistant, Dept of Mineral Resources					
Year 1	26	33,132	34,457	35,835	37,268
Year 2	28	33,680	35,027	36,428	37,885
Year 3	31	34,590	35,974	37,413	38,910
Year 4	32	34,925	36,322	37,775	39,286
Year 5	34	35,538	36,960	38,438	39,976
Regional Mining Officer, Dept of Mineral Resources	58	44,265	46,036	47,877	49,792
	61	45,598	47,422	49,319	51,292

	64	47,023	48,904	50,860	52,894
	67	48,468	50,407	52,423	54,520
Regional Mining Officer, Lightning Ridge, Dept of Mineral Resources	75	52,252	54,342	56,516	58,777
	79	54,332	56,505	58,765	61,116
	82	56,013	58,254	60,584	63,007
	85	57,656	59,962	62,360	64,854
Craftsman/Framer, Art Gallery	32	34,925	36,322	37,775	39,286
Gallery Services Officer, Art Gallery	18	30,442	31,660	32,926	34,243
	20	30,969	32,208	33,496	34,836
Supervisor, Gallery Services Officers Art Gallery -	23	32,279	33,570	34,913	36,310
Senior Gallery Services Officer	43	38,627	40,172	41,779	43,450
	45	39,292	40,864	42,499	44,199
	47	40,012	41,612	43,276	45,007
	49	40,759	42,389	44,085	45,848
Installation Officer, Art Gallery	26	33,132	34,457	35,835	37,268
	29	34,027	35,388	36,804	38,276
	32	34,925	36,322	37,775	39,286
Senior Installation Officer, Art Gallery	32	34,925	36,322	37,775	39,286
	35	35,827	37,260	38,750	40,300
Display Technician, Art Gallery Grade 1	45	39,292	40,864	42,499	44,199
	48	40,344	41,958	43,636	45,381
	51	41,474	43,133	44,858	46,652
Grade 2	55	43,044	44,766	46,557	48,419
	59	44,727	46,516	48,377	50,312
Senior Display Technician	63	46,570	48,433	50,370	52,385
	65	47,417	49,314	51,287	53,338
Bar Manager, Police Academy	34	35,538	36,960	38,438	39,976
Building Manager, NSW Police	60	45,142	46,948	48,826	50,779
	61	45,598	47,422	49,319	51,292
	63	46,570	48,433	50,370	52,385
Driving Instructor, NSW Police College	68	48,824	50,777	52,808	54,920
	69	49,384	51,359	53,413	55,550
	72	50,799	52,831	54,944	57,142
General Assistant, NSW Police College	19	30,709	31,937	33,214	34,543
	20	30,969	32,208	33,496	34,836
	22	31,555	32,817	34,130	35,495
	23	32,279	33,570	34,913	36,310
	25	32,865	34,180	35,547	36,969
Groom, Mounted Police	16	29,407	30,583	31,806	33,078
	18	30,442	31,660	32,926	34,243
Maintenance Attendant, Goulburn Police College	22	31,555	32,817	34,130	35,495
Senior Basement Attendant, Police Headquarters	29	34,027	35,388	36,804	38,276
	31	34,590	35,974	37,413	38,910
	32	34,925	36,322	37,775	39,286
	34	35,538	36,960	38,438	39,976
Storeman/Attendant, Police Headquarters	17	30,146	31,352	32,606	33,910
Uniform Fitter and Advisory Officer, NSW Police	37	36,537	37,998	39,518	41,099
Police Armourer Year 1	51	41,474	43,133	44,858	46,652
Year 2	55	43,044	44,766	46,557	48,419

Year 3	58	44,265	46,036	47,877	49,792
Year 4	59	44,727	46,516	48,377	50,312
General Assistant, State Library	23	32,279	33,570	34,913	36,310
Photographic Operator, State Library	23	32,279	33,570	34,913	36,310
	26	33,132	34,457	35,835	37,268
Museum Assistant, Historic Houses Trust Grade 1 Years 1 to 4	20	30,969	32,208	33,496	34,836
	21	31,263	32,514	33,815	35,168
	25	32,865	34,180	35,547	36,969
	27	33,398	34,734	36,123	37,568
Grade 2, Years 1 to 5	30	34,316	35,689	37,117	38,602
	31	34,590	35,974	37,413	38,910
	34	35,538	36,960	38,438	39,976
	35	35,827	37,260	38,750	40,300
	36	36,190	37,638	39,144	40,710
Museum Guide, Historic Houses Trust Years 1 to 6	28	33,680	35,027	36,428	37,885
	30	34,316	35,689	37,117	38,602
	32	34,925	36,322	37,775	39,286
	34	35,538	36,960	38,438	39,976
	36	36,190	37,638	39,144	40,710
	39	37,221	38,710	40,258	41,868
Chief Guide, Historic Houses Trust	48	40,344	41,958	43,636	45,381
	51	41,474	43,133	44,858	46,652
Timber Inspectors, State Forests Chief Timber Inspector	92	61,724	64,193	66,761	69,431
Deputy Chief Timber Inspector	77	53,281	55,412	57,628	59,933
	80	54,921	57,118	59,403	61,779
Senior Timber Inspector	67	48,468	50,407	52,423	54,520
	68	48,824	50,777	52,808	54,920
	69	49,384	51,359	53,413	55,550
Timber Inspector	45	39,292	40,864	42,499	44,199
	47	40,012	41,612	43,276	45,007
	49	40,759	42,389	44,085	45,848
	51	41,474	43,133	44,858	46,652
	53	42,254	43,944	45,702	47,530
	56	43,449	45,187	46,994	48,874
	58	44,265	46,036	47,877	49,792
Entrance Attendant, Royal Botanic Gardens	30	34,316	35,689	37,117	38,602
Herbarium Assistants, Royal Botanic Gardens - Grade 1	18	30,442	31,660	32,926	34,243
	22	31,555	32,817	34,130	35,495
	25	32,865	34,180	35,547	36,969
	29	34,027	35,388	36,804	38,276
	32	34,925	36,322	37,775	39,286
Grade 2	34	35,538	36,960	38,438	39,976
	36	36,190	37,638	39,144	40,710
	37	36,537	37,998	39,518	41,099
	39	37,221	38,710	40,258	41,868
Centre Supervisor, State Sports Centre	37 (+ 10% all purpose allowance)	36,537	37,998	39,518	41,099
Centre Supervisor, State Sports Centre	40	37,528	39,029	40,590	42,214
Events Technical Officer, State Sports Centre	58	44,265	46,036	47,877	49,792
Maintenance Officer, State Sports Centre	55	43,044	44,766	46,557	48,419



Facilities Manager, State Sports Centre	111	74,593	77,577	80,680	83,907
Assistant Facilities Manager, State Sports Centre	67	48,468	50,407	52,423	54,520
General Assistant, WorkCover	19	30,709	31,937	33,214	34,543
	20	30,969	32,208	33,496	34,836
	22	31,555	32,817	34,130	35,495
	23	32,279	33,570	34,913	36,310
	25	32,865	34,180	35,547	36,969
Day Attendant, Australian Museum	18	30,442	31,660	32,926	34,243
	19	30,709	31,937	33,214	34,543
	20	30,969	32,208	33,496	34,836
	21	31,263	32,514	33,815	35,168
	23	32,279	33,570	34,913	36,310
Preparator, Australian Museum Assistant Preparator (55)	29	34,027	35,388	36,804	38,276
	34	35,538	36,960	38,438	39,976
	39	37,221	38,710	40,258	41,868
	43	38,627	40,172	41,779	43,450
Cadet Preparator (56)	21	31,263	32,514	33,815	35,168
	25	32,865	34,180	35,547	36,969
Chief Preparator	82	56,013	58,254	60,584	63,007
	84	57,057	59,339	61,713	64,182
Preparator (57) Grade I	46	39,594	41,178	42,825	44,538
	49	40,759	42,389	44,085	45,848
	52	41,895	43,571	45,314	47,127
Grade II	56	43,449	45,187	46,994	48,874
	60	45,152	46,958	48,836	50,789
Senior Preparator	63	46,570	48,433	50,370	52,385
	65	47,717	49,626	51,611	53,675
Cleaner/Messenger/Courtkeeper, Sheriff's Office, Attorney-General's Dept	30	34,316	35,689	37,117	38,602
Courtkeeper and Cleaner, Darlinghurst, Attorney-General's Dept	27	33,398	34,734	36,123	37,568
Courtkeeper/Cleaner and Messenger, Bathurst, Attorney-General's Dept	25	32,865	34,180	35,547	36,969
Courtkeeper/Cleaner and Messenger, Queanbeyan (Local Court), Attorney- General's Dept	25	32,865	34,180	35,547	36,969
Security Attendant, Attorney-General's Dept (formerly Assistant Service Officer)	17	30,146	31,352	32,606	33,910
	18	30,442	31,660	32,926	34,243
	20	30,969	32,208	33,496	34,836
	22	31,555	32,817	34,130	35,495
Basement Attendant, Attorney-General's Dept (formerly Assistant Service Officer)	23	32,279	33,570	34,913	36,310
Property Inspector, Public Trust Office	64	47,023	48,904	50,860	52,894
	67	48,468	50,407	52,423	54,520
	69	49,384	51,359	53,413	55,550
	73	51,324	53,377	55,512	57,732

**Crown Employees (Geoscientists - Department of Mineral Resources) Award**

Geoscientists, Department of Mineral Resources				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Geoscientists Department of Mineral Resources - Grade I				
1st year of service	40,012	41,612	43,276	45,007
2nd year of service	41,474	43,133	44,858	46,652
3rd year of service	43,833	45,586	47,409	49,305
4th year of service	47,023	48,904	50,860	52,894
5th year of service	50,370	52,385	54,480	56,659
6th year of service and thereafter	53,281	55,412	57,628	59,933
Grade II				
1st year of service	56,013	58,254	60,584	63,007
2nd year of service	57,656	59,962	62,360	64,854
3rd year of service	59,979	62,378	64,873	67,468
4th year of service and thereafter	63,041	65,563	68,186	70,913
Senior Geologist/Geophysicist				
1st year of service	65,019	67,620	70,325	73,138
2nd year of service	66,362	69,016	71,777	74,648
3rd year of service	68,338	71,072	73,915	76,872
4th year of service & thereafter	70,302	73,114	76,039	79,081
Principal Geologist/Geophysicist Research Officer, Curator Geological and Mining Museum				
1st year of service	74,593	77,577	80,680	83,907
2nd year of service & thereafter	76,770	79,841	83,035	86,356
Assistant Director of the Geological Survey				
1st year of service	80,731	83,960	87,318	90,811
2nd year of service	84,856	88,250	91,780	95,451
3rd year of service and thereafter	88,550	92,092	95,776	99,607

**Crown Employees (Graphic Service Operators - Department of Lands) Award**

Classification	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Commencing Salary				
After completion of stage 1 training	39,594	41,178	42,825	44,538
After completion of stage 2 training	40,759	42,389	44,085	45,848
After completion of stage 3 training	41,895	43,571	45,314	47,127
After completion of stage 3 training	43,044	44,766	46,557	48,419
Graphic Service Operator Class 1				
Commencing Salary	44,265	46,036	47,877	49,792
After completion of stage 1 training	45,598	47,422	49,319	51,292
After completion of stage 2 training	47,023	48,904	50,860	52,894
After completion of stage 3 training	48,468	50,407	52,423	54,520
After completion of stage 4 training	52,252	54,342	56,516	58,777
After completion of stage 5 training	53,901	56,057	58,299	60,631
Graphic Services Operator - Shift Supervisor				
Commencement salary	59,382	61,757	64,227	66,796
Year 2	61,158	63,604	66,148	68,794
Year 3	63,707	66,255	68,905	71,661
Year 4	65,731	68,360	71,094	73,938

**Crown Employees (Harness Racing New South Wales) Conditions of Employment Award**

Harness Racing New South Wales				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
<b>Group 1 Classified Officer</b>				
(i) Chief Steward				
1st year	86,723	90,192	93,800	97,552
Thereafter	90,543	94,165	97,932	101,849
(ii) Chief Handicapper				
1st year	56,013	58,254	60,584	63,007
2nd year	57,656	59,962	62,360	64,854
3rd year	59,382	61,757	64,227	66,796
4th year	61,158	63,604	66,148	68,794
5th year	63,707	66,255	68,905	71,661
6th year	65,731	68,360	71,094	73,938
(iii) Deputy Chief Steward				
1st year	72,435	75,332	78,345	81,479
Thereafter	74,593	77,577	80,680	83,907
(iv) Deputy Chief Handicapper/ Club Liaison Officer				
1st year	52,252	54,342	56,516	58,777
2nd year	53,901	56,057	58,299	60,631
(v) Steward				
1st year	47,023	48,904	50,860	52,894
2nd year	48,468	50,407	52,423	54,520
3rd year	52,252	54,342	56,516	58,777
4th year	53,901	56,057	58,299	60,631
5 <sup>th</sup> year	56,013	58,254	60,584	63,007
6th year	57,656	59,962	62,360	64,854
7th year	59,382	61,757	64,227	66,796
8th year	61,158	63,604	66,148	68,794
(vi) Handicapper				
1st year	39,394	40,970	42,609	44,313
2nd year	40,759	42,389	44,085	45,848
3rd year	41,895	43,571	45,314	47,127
4th year	43,044	44,766	46,557	48,419
5th year	44,265	46,036	47,877	49,792
6th year	45,598	47,422	49,319	51,292
(vii) Cadet Steward				
1st year	33,680	35,027	36,428	37,885
2nd year	34,925	36,322	37,775	39,286
3rd year	36,190	37,638	39,144	40,710
4th year	37,528	39,029	40,590	42,214
5th year	39,394	40,970	42,609	44,313
6th year	40,759	42,389	44,085	45,848
(viii) Cadet Handicapper				
1st year	33,680	35,027	36,428	37,885
2nd year	34,925	36,322	37,775	39,286
3rd year	36,190	37,638	39,144	40,710
4th year	37,528	39,029	40,590	42,214

(ix) Freeze Branding Officer				
1st year	41,895	43,571	45,314	47,127
2nd year	43,044	44,766	46,557	48,419
3rd year	44,265	46,036	47,877	49,792
4th year	45,598	47,422	49,319	51,292
(x) Assistant Freeze Branding Officer				
1st year	33,680	35,027	36,428	37,885
2nd year	34,925	36,322	37,775	39,286
3rd year	36,190	37,638	39,144	40,710
4th year	37,528	39,029	40,590	42,214
(xi) Customer Relations Officer				
Grade 12				
Min	86,723	90,192	93,800	97,552
Max	90,543	94,165	97,932	101,849
(xii) Assistant Customer Relations Officer				
1st year	39,394	40,970	42,609	44,313
2nd year	40,759	42,389	44,085	45,848
3rd year	41,895	43,571	45,314	47,127
4th year	43,044	44,766	46,557	48,419
(xiii) Registrar				
1st year	56,013	58,254	60,584	63,007
2nd year	57,656	59,962	62,360	64,854
3rd year	59,382	61,757	64,227	66,796
4th year	61,158	63,604	66,148	68,794
(xiv) Deputy Registrar				
1st year	41,895	43,571	45,314	47,127
2nd year	43,044	44,766	46,557	48,419
3rd year	44,265	46,036	47,877	49,792
4th year	45,598	47,422	49,319	51,292
(xv) Accountant				
1st year	52,252	54,342	56,516	58,777
2nd year	53,901	56,057	58,299	60,631
3rd year	56,013	58,254	60,584	63,007
4th year	57,656	59,962	62,360	64,854
5th year	59,382	61,757	64,227	66,796
6th year	61,158	63,604	66,148	68,794
(xvi) Senior Accounts Clerk				
1st year	39,394	40,970	42,609	44,313
2nd year	40,759	42,389	44,085	45,848
3rd year	41,895	43,571	45,314	47,127
4th year	43,044	44,766	46,557	48,419
5th year	44,265	46,036	47,877	49,792
6th year	45,598	47,422	49,319	51,292
(xvii) Secretary to Department Head				
1st year	33,680	35,027	36,428	37,885
2nd year	34,925	36,322	37,775	39,286
3rd year	36,190	37,638	39,144	40,710
4th year	37,528	39,029	40,590	42,214
(xviii) Executive Assistant to General Manager				
1st year	39,394	40,970	42,609	44,313
Thereafter	40,759	42,389	44,085	45,848
Attendance at Race Meetings				
(i) The Chief Steward, Deputy Chief Steward, Steward, Starter, Cadet Steward required to attend race meetings on weekends and public holidays shall be paid an allowance of (A) per race meeting held less than 175 kilometres from the Authority's office, and shall be paid an allowance of (B) per race meeting held further than 175 kilometres from the Authority's office.				

This rate includes all incidents of work in the attendance at the race meeting.				
(ii) An officer, other than Chief Steward, Deputy Chief Steward, Steward, Starter, Cadet Steward required to attend a race meeting outside normal working hours, shall be paid an allowance of (C) per meeting. Such allowance is subject to adjustment according to State Wage Case movements. The rate includes all incidents of work associated with attendance at race meetings.				
	1.7.03	1.7.04 Per annum +4%	1.7.05 Per annum +4%	1.7.06 Per annum +4%
	\$	\$	\$	\$
(A) Stewards Allowance - less than 250 km	281	292	304	316
(B) Stewards Allowance - further than 250 km	382	397	413	430
(C) Other than Stewards - Allowance	215	224	233	242

### Crown Employees (Heritage Office 2003) Award

Heritage Officers, Heritage Office					
Classification & Grades	Salary Class	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
HO (Professional) Level 1	1	44,727	46,516	48,377	50,312
	2	49,384	51,359	53,413	55,550
	3	52,827	54,940	57,138	59,424
	4	54,921	57,118	59,403	61,779
	5	57,057	59,339	61,713	64,182
	6	60,573	62,996	65,516	68,137
	7	63,041	65,563	68,186	70,913
	8	65,019	67,620	70,325	73,138
	9	68,256	70,986	73,825	76,778
HO (Professional) Level 2	10	72,435	75,332	78,345	81,479
	11	74,536	77,517	80,618	83,843
	12	77,531	80,632	83,857	87,211
HO (Professional) Level 3	13	79,069	82,232	85,521	88,942
	14	82,385	85,680	89,107	92,671
	15	84,856	88,250	91,780	95,451
	16	88,549	92,091	95,775	99,606
	17	92,080	95,763	99,594	103,578
HO (Professional) Level 4	18	101,518	105,579	109,802	114,194
	19	105,771	110,002	114,402	118,978
	20	110,109	114,513	119,094	123,858
HO (Administration) Level 1	1st year of service	24,701	25,689	26,717	27,786
	2nd year of service	27,971	29,090	30,254	31,464
	3rd year of service	30,146	31,352	32,606	33,910
	4th year of service	32,279	33,570	34,913	36,310
	5th year of service	33,680	35,027	36,428	37,885
	6th year of service	34,925	36,322	37,775	39,286
	7th year of service	37,528	39,029	40,590	42,214
HO (Administration) Level 2	1st year of service	40,759	42,389	44,085	45,848
	2nd year of service	43,044	44,766	46,557	48,419

HO (Administration) Level 3					
1st year of service		45,598	47,422	49,319	51,292
2nd year of service		48,468	50,407	52,423	54,520
HO (Administration) Level 4					
1st year of service		53,901	56,057	58,299	60,631
2nd year of service		56,013	58,254	60,584	63,007
3rd year of service		57,656	59,962	62,360	64,854
HO (Administration) Level 5					
1st year of service		61,158	63,604	66,148	68,794
2nd year of service		63,707	66,255	68,905	71,661
3rd year of service		65,731	68,360	71,094	73,938
HO (Administration) Level 6					
1st year of service		69,593	72,377	75,272	78,283
2nd year of service		72,435	75,332	78,345	81,479
3rd year of service		74,593	77,577	80,680	83,907
HO (Administration) Level 7					
1st year of service		78,290	81,422	84,679	88,066
2nd year of service		81,610	84,874	88,269	91,800
3rd year of service		86,723	90,192	93,800	97,552
4th year of service		90,543	94,165	97,932	101,849
HO (Clerical Officer) Level 1					
1st year of service		18,083	18,806	19,558	20,340
2nd year of service		21,757	22,627	23,532	24,473
3rd year of service		26,205	27,253	28,343	29,477
4th year of service		27,971	29,090	30,254	31,464
5th year of service		28,975	30,134	31,339	32,593
6th year of service		32,279	33,570	34,913	36,310
7th year of service		33,680	35,027	36,428	37,885
8th year of service		34,925	36,322	37,775	39,286
9th year of service		37,528	39,029	40,590	42,214
HO (Clerical Officer) Level 2					
1st year of service		40,759	42,389	44,085	45,848
HO (Clerical Officer) Level 3					
1st year of service		43,044	44,766	46,557	48,419
HO (Clerical Officer) Level 4					
1st year of service		45,598	47,422	49,319	51,292
HO (Clerical Officer) Level 5					
1st year of service		48,468	50,407	52,423	54,520
HO (Clerical Officer) Level 6					
1st year of service		53,901	56,057	58,299	60,631
HO (Clerical Officer) Level 7					
1st year of service		56,013	58,254	60,584	63,007
2nd year of service		57,656	59,962	62,360	64,854
HO (Student) Level 1					
1st year of service		32,279	33,570	34,913	36,310
2nd year of service		33,680	35,027	36,428	37,885
3rd year of service		34,925	36,322	37,775	39,286
4th year of service		37,528	39,029	40,590	42,214

**Crown Employees Historic Houses Trust (Gardens - Horticulture and Trades Staff) Award 2004**

Gardens - Horticulture and Trades Staff				
Historic Houses Trust				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Horticultural/Trades Officer				
Level One	29,072	30,235	31,444	32,702
Level Two Year 1	32,279	33,570	34,913	36,310
Level Two Year thereafter	33,132	34,457	35,835	37,268
Level Three Year 1	34,316	35,689	37,117	38,602
Level Three Year thereafter	35,538	36,960	38,438	39,976
Level Four Year 1	36,840	38,314	39,847	41,441
Level Four Year thereafter	37,949	39,467	41,046	42,688
Level Five Year 1	39,292	40,864	42,499	44,199
Level Five Year thereafter	40,344	41,958	43,636	45,381
Level Six Year 1	41,474	43,133	44,858	46,652
Level Six Year thereafter	42,623	44,328	46,101	47,945
Level Seven Year 1	43,833	45,586	47,409	49,305
Level Seven Year thereafter	45,142	46,948	48,826	50,779
Level Eight Year 1	46,570	48,433	50,370	52,385
Level Eight Year thereafter	48,468	50,407	52,423	54,520
Level Nine Year 1	50,370	52,385	54,480	56,659
Level Nine Year thereafter	52,252	54,342	56,516	58,777
Level Ten Year 1	53,901	56,057	58,299	60,631
Level Ten Year thereafter	55,415	57,632	59,937	62,334
Level Eleven Year 1	59,979	62,378	64,873	67,468
Level Eleven Year thereafter	63,707	66,255	68,905	71,661

**Crown Employees (Home Care Service of New South Wales - Administrative Staff) Award 2004**

Home Care Service of New South Wales Administrative Staff				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Home Care Gradings and Pay Scales -				
Grade 1 -				
Step 1	34,027	35,388	36,804	38,276
Step 2	35,209	36,617	38,082	39,605
Grade 2 -				
Step 1	35,827	37,260	38,750	40,300
Step 2	36,840	38,314	39,847	41,441
Grade 3 -				
Step 1	37,528	39,029	40,590	42,214
Step 2	38,627	40,172	41,779	43,450
Grade 4 -				
Step 1	39,292	40,864	42,499	44,199
Step 2	40,759	42,389	44,085	45,848
Grade 5 -				
Step 1	41,895	43,571	45,314	47,127
Step 2	43,449	45,187	46,994	48,874
Grade 6 -				
Step 1	44,265	46,036	47,877	49,792
Step 2	46,029	47,870	49,785	51,776

Grade 7 - Step 1	47,023	48,904	50,860	52,894
Step 2	48,824	50,777	52,808	54,920
Grade 8 - Step 1	49,869	51,864	53,939	56,097
Step 2	51,731	53,800	55,952	58,190
Grade 9 - Step 1	52,827	54,940	57,138	59,424
Step 2	54,332	56,505	58,765	61,116
Grade 10 - Step 1	55,415	57,632	59,937	62,334
Step 2	57,057	59,339	61,713	64,182
Grade 11 - Step 1	58,170	60,497	62,917	65,434
Step 2	59,979	62,378	64,873	67,468
Grade 12 - Step 1	60,573	62,996	65,516	68,137
Step 2	63,041	65,563	68,186	70,913
Grade 13 - Step 1	64,374	66,949	69,627	72,412
Step 2	67,040	69,722	72,511	75,411
Grade 14 - Step 1	68,338	71,072	73,915	76,872
Step 2	70,302	73,114	76,039	79,081
Grade 15 - Step 1	71,723	74,592	77,576	80,679
Step 2	73,871	76,826	79,899	83,095
Grade 16 - Step 1	75,319	78,332	81,465	84,724
Step 2	77,531	80,632	83,857	87,211
Grade 17 - Step 1	79,069	82,232	85,521	88,942
Step 2	81,610	84,874	88,269	91,800
Grade 18 - Step 1	82,312	85,604	89,028	92,589
Step 2	84,856	88,250	91,780	95,451
Grade 19 - Step 1	86,723	90,192	93,800	97,552
Step 2	90,543	94,165	97,932	101,849

**Crown Employees (Interpreters and Translators, Community Relations Commission) Award 2003**

Interpreters and Translators - Community Relations Commission				
Classification and Grades	1.7.03	1.7.04	1.7.05	1.7.06
	Per annum	Per annum	Per annum	Per annum
		+4%	+4%	+4%
	\$	\$	\$	\$
Interpreting/Translating Officer				
Year 1	40,758	42,388	44,084	45,847
Year 2	43,449	45,187	46,994	48,874
Year 3	46,570	48,433	50,370	52,385
Interpreter/Translator				
Year 1	43,449	45,187	46,994	48,874
Year 2	46,570	48,433	50,370	52,385
Year 3	49,869	51,864	53,939	56,097
Year 4	52,827	54,940	57,138	59,424
Year 5	55,415	57,632	59,937	62,334



Senior Interpreter/Translator				
Year 1	57,057	59,339	61,713	64,182
Year 2	58,795	61,147	63,593	66,137
Year 3	61,158	63,604	66,148	68,794
Casual Interpreter				
Base Hourly Rate (Unloaded)	30.34	31.55	32.81	34.12
Hourly Rate (Base + 54.5%)	46.87	48.74	50.69	52.72
Base Overtime Rate (Base + 34.5%)	40.81	42.44	44.14	45.91
Casual Translator				
Standard Document	23.45	24.39	25.37	26.38
Non Standard Document				
Translation				
First 200 words or part thereof	46.87	48.74	50.69	52.72
Then 100 words thereafter or part thereof	23.45	24.39	25.37	26.38
Editing				
First 200 words or part thereof	35.16	36.57	38.03	39.55
Then 100 words thereafter or part thereof	17.58	18.28	19.01	19.77
Proof Reading				
First 200 words or part thereof	23.45	24.39	25.37	26.38
Then 100 words thereafter or part thereof	11.71	12.18	12.67	13.18
Checking				
First 200 words or part thereof	35.16	36.57	38.03	39.55
Then 100 words thereafter or part thereof	17.58	18.28	19.01	19.77

#### Crown Employees (Jenolan Caves Reserve Trust) Salaries Award

Jenolan Caves Reserve Trust Officers				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Administration Officer	37,072	38,555	40,097	41,701
Administration Officer (Special)	38,419	39,956	41,554	43,216
Business Development Manager	69,594	72,378	75,273	78,284
Caretaker Binda Cabins	35,668	37,095	38,579	40,122
Visitor Services Manager	46,372	48,227	50,156	52,162
Executive Assistant	53,516	55,657	57,883	60,198
General Manager	118,839	123,593	128,537	133,678
Guide - Grade 1	35,668	37,095	38,579	40,122
Guide - Grade 2	37,072	38,555	40,097	41,701
Guide - Grade 2 (Special Duties)	37,072	38,555	40,097	41,701
Senior Environment Manager	83,402	86,738	90,208	93,816
Karst Resources Officer	53,516	55,657	57,883	60,198
Maintenance Officer	33,635	34,980	36,379	37,834
Manager - Jenolan Caves	69,692	72,480	75,379	78,394
Manager - Wombeyan Caves	59,379	61,754	64,224	66,793
Ranger (Animals)	39,835	41,428	43,085	44,808
Ranger (Weeds)	39,835	41,428	43,085	44,808
Senior Finance Officer	59,379	61,754	64,224	66,793
Senior Guide (Guide - Grade 3)	39,835	41,428	43,085	44,808
System Administrator/Finance Officer	53,516	55,657	57,883	60,198
Team Leader - Electrical	46,372	48,227	50,156	52,162
Team Leader - Maintenance	46,372	48,227	50,156	52,162
Trades Officer	38,419	39,956	41,554	43,216
Trades Officer - Electrical (W/ends)	43,744	45,494	47,314	49,207

Visitor Services Officer (Tickets - PT)*	35,668	37,095	38,579	40,122
Visitor Services Officer (Tickets)	35,668	37,095	38,579	40,122
* Visitor Services Officer part-time works four days per week. Proposed base rate is 80 per cent of Level 1A base rate.				

**Crown Employees (Kingsford Smith Airport Travel Centre) Award 2003**

Classification	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Travel Consultant				
Year 1	33,880	35,235	36,644	38,110
Year 2	35,292	36,704	38,172	39,699
Senior Travel Consultant				
Year 1	38,115	39,640	41,226	42,875
Year 2	39,526	41,107	42,751	44,461
Supervisor				
Year 1	45,174	46,981	48,860	50,814
Year 2	46,585	48,448	50,386	52,401

**Crown Employees (Land Information Officers - Department of Mineral Resources) Award**

Land Information Officers - Department of Mineral Resources				
Classification	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Land Information Officer Level 1				
Year 1	30,969	32,208	33,496	34,836
Year 2	33,398	34,734	36,123	37,568
Year 3	36,190	37,638	39,144	40,710
Year 4	39,594	41,178	42,825	44,538
Land Information Officer Level 2				
Year 1	41,885	43,560	45,302	47,114
Year 2	43,833	45,586	47,409	49,305
Year 3	46,029	47,870	49,785	51,776
Land Information Officer Level 3				
Year 1	48,468	50,407	52,423	54,520
Year 2	50,370	52,385	54,480	56,659
Year 3	52,252	54,342	56,516	58,777
Year 4	53,901	56,057	58,299	60,631
Land Information Officer Level 4				
Year 1	56,013	58,254	60,584	63,007
Year 2	57,656	59,962	62,360	64,854
Year 3	59,382	61,757	64,227	66,796
Land Information Officer Level 5				
Year 1	61,158	63,604	66,148	68,794
Year 2	63,041	65,563	68,186	70,913
Year 3	65,731	68,360	71,094	73,938
Land Information Officer Level 6				
Year 1	67,689	70,397	73,213	76,142
Year 2	70,302	73,114	76,039	79,081
Year 3	72,435	75,332	78,345	81,479
Year 4	74,593	77,577	80,680	83,907

Land Information Officer Level 7				
Year 1	78,290	81,422	84,679	88,066
Year 2	81,610	84,874	88,269	91,800
Year 3	86,723	90,192	93,800	97,552
Year 4	90,543	94,165	97,932	101,849

**Crown Employees (Lands Officers, Department of Lands and Department of Infrastructure, Planning and Natural Resources 2003) Award**

Lands Officers Department of Lands and Department of Infrastructure, Planning and Natural Resources					
Classification and Grades	Salary Point	1.7.03	1.7.04	1.7.05	1.7.06
		Per annum	Per annum	Per annum	Per annum
		\$	\$	\$	\$
Level 1					
1st year of service or age 18	7	23,126	24,051	25,013	26,014
2nd year of service or age 20	11	27,971	29,090	30,254	31,464
3rd year of service of age 21	17	30,146	31,352	32,606	33,910
4th year of service	20	30,969	32,208	33,496	34,836
5th year of service	23	32,279	33,570	34,913	36,310
6th year of service	25	32,865	34,180	35,547	36,969
7th year of service	28	33,680	35,027	36,428	37,885
8th year of service	32	34,925	36,322	37,775	39,286
9th year of service	36	36,190	37,638	39,144	40,710
10th year of service	40	37,528	39,029	40,590	42,214
11th year of service	46	39,594	41,178	42,825	44,538
12th year of service	49	40,759	42,389	44,085	45,848
Provided that a Lands Officer with the Higher School Certificate at age 19 years shall not be paid less than	9	26,205	27,253	28,343	29,477
Level 2					
1st year of service	52	41,895	43,571	45,314	47,127
2nd year of service	55	43,044	44,766	46,557	48,419
3rd year of service	58	44,265	46,036	47,877	49,792
4th year of service	61	45,598	47,422	49,319	51,292
5th year of service	64	47,023	48,904	50,860	52,894
6th year of service	67	48,468	50,407	52,423	54,520
Level 3					
1st year of service	75	52,252	54,342	56,516	58,777
2nd year of service	78	53,901	56,057	58,299	60,631
Level 4					
1st year of service	82	56,013	58,254	60,584	63,007
2nd year of service	85	57,656	59,962	62,360	64,854
Level 5					
1st year of service	88	59,382	61,757	64,227	66,796
2nd year of service	91	61,158	63,604	66,148	68,794
Level 6					
1st year of service	95	63,707	66,255	68,905	71,661
2nd year of service	98	65,731	68,360	71,094	73,938
Level 7					
1st year of service	101	67,689	70,397	73,213	76,142
2nd year of service	104	69,593	72,377	75,272	78,283
3rd year of service	108	72,435	75,332	78,345	81,479
4th year of service	111	74,593	77,577	80,680	83,907

Level 8					
1st year of service	116	78,290	81,422	84,679	88,066
2nd year of service	120	81,610	84,874	88,269	91,800
3rd year of service	126	86,723	90,192	93,800	97,552
4th year of service	130	90,543	94,165	97,932	101,849

**Crown Employees Learning and Development Officers (State Emergency Service 2004) Award**

Learning and Development Officers - Full-time State Emergency Service				
Classification	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
1st year of service	56,013	58,254	60,584	63,007
2 <sup>nd</sup> year of service	57,656	59,962	62,360	64,854
3 <sup>rd</sup> year of service	59,382	61,757	64,227	66,796
Thereafter	61,158	63,604	66,148	68,794

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

Legal Officers				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Legal Officers Grade I				
1st year of service	41,474	43,133	44,858	46,652
2nd year of service	43,044	44,766	46,557	48,419
3rd year of service	44,265	46,036	47,877	49,792
4th year of service	45,598	47,422	49,319	51,292
5th year of service	47,417	49,314	51,287	53,338
Grade II				
1st year of service	51,324	53,377	55,512	57,732
2nd year of service	53,901	56,057	58,299	60,631
3rd year of service	57,057	59,339	61,713	64,182
4th year of service	59,979	62,378	64,873	67,468
5th year of service	62,372	64,867	67,462	70,160
Grade III				
1st year of service	65,731	68,360	71,094	73,938
2nd year of service	67,689	70,397	73,213	76,142
3rd year of service	70,302	73,114	76,039	79,081
Grade IV				
1st year of service	75,319	78,332	81,465	84,724
2nd year of service	76,770	79,841	83,035	86,356
Grade V				
1st year of service	80,731	83,960	87,318	90,811
2nd year of service	82,312	85,604	89,028	92,589
Grade VI				
1st year of service	86,723	90,192	93,800	97,552
2nd year of service	88,550	92,092	95,776	99,607

**Crown Employees (Librarians, Library Assistants, Library Technicians and Archivists) Award 2002**

Librarians and Archivists				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Grade 1				
Year 1	39,594	41,178	42,825	44,538
Year 2	41,895	43,571	45,314	47,127
Year 3	44,265	46,036	47,877	49,792
Year 4	47,023	48,904	50,860	52,894
Year 5	49,384	51,359	53,413	55,550
Year 6	51,731	53,800	55,952	58,190
Grade 2				
Year 1	53,901	56,057	58,299	60,631
Year 2	56,013	58,254	60,584	63,007
Year 3	58,796	61,148	63,594	66,138
Year 4	61,158	63,604	66,148	68,794
Grade 3				
Year 1	64,374	66,949	69,627	72,412
Year 2	66,362	69,016	71,777	74,648
Year 3	68,968	71,727	74,596	77,580
Year 4	71,723	74,592	77,576	80,679
Grade 4				
Year 1	73,871	76,826	79,899	83,095
Year 2	76,045	79,087	82,250	85,540
Year 3	78,290	81,422	84,679	88,066
Year 4	80,731	83,960	87,318	90,811
Grade 5				
Year 1	83,010	86,330	89,783	93,374
Year 2	85,791	89,223	92,792	96,504
Year 3	88,550	92,092	95,776	99,607
Year 4	91,554	95,216	99,025	102,986
Library Assistants and Library Technicians				
Library Assistant				
Year 1	30,969	32,208	33,496	34,836
Year 2	32,865	34,180	35,547	36,969
Year 3	34,925	36,322	37,775	39,286
Year 4	37,528	39,029	40,590	42,214
Year 5	38,913	40,470	42,089	43,773
Library Technician				
Grade 1				
Year 1	39,594	41,178	42,825	44,538
Year 2	41,895	43,571	45,314	47,127
Year 3	44,265	46,036	47,877	49,792
Year 4	47,023	48,904	50,860	52,894
Grade 2				
Year 1	52,252	54,342	56,516	58,777
Year 2	53,901	56,057	58,299	60,631
Year 3	56,013	58,254	60,584	63,007
Year 4	58,796	61,148	63,594	66,138

**Crown Employees (Lord Howe Island Board Salaries and Conditions 2004) Award**

Lord Howe Island Board Officer				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
LHIB Officer Grade 1				
Year 1	33,618	34,963	36,362	37,816
Year 2	35,118	36,523	37,984	39,503
Year 3	35,986	37,425	38,922	40,479
LHIB Officer Grade 2				
Year 1	36,945	38,423	39,960	41,558
Year 2	37,312	38,804	40,356	41,970
	38,927	40,484	42,103	43,787
LHIB Officer Grade 3				
Year 1	39,580	41,163	42,810	44,522
Year 2	40,693	42,321	44,014	45,775
Year 3	42,039	43,721	45,470	47,289
LHIB Officer Grade 4				
Year 1	43,262	44,992	46,792	48,664
Year 2	45,316	47,129	49,014	50,975
Year 3	47,051	48,933	50,890	52,926
LHIB Officer Grade 5				
Year 1	48,052	49,974	51,973	54,052
Year 2	49,425	51,402	53,458	55,596
Year 3	52,293	54,385	56,560	58,822
LHIB Officer Grade 5A				
Year 1	52,294	54,386	56,561	58,823
Year 2	53,827	55,980	58,219	60,548
Year 3	60,376	62,791	65,303	67,915
Year 4	62,818	65,331	67,944	70,662
Year 5	64,758	67,348	70,042	72,844
Year 6	66,908	69,584	72,367	75,262
LHIB Officer Grade 6				
Year 1	53,827	55,980	58,219	60,548
Year 2	60,376	62,791	65,303	67,915
Year 3	62,818	65,331	67,944	70,662
LHIB Officer Grade 7				
Year 1	64,758	67,348	70,042	72,844
Year 2	66,908	69,584	72,367	75,262
Year 3	71,184	74,031	76,992	80,072
LHIB Officer Grade 8				
Year 1	73,250	76,180	79,227	82,396
Year 2	76,793	79,865	83,060	86,382
Year 3	79,976	83,175	86,502	89,962

LHIB Senior Officer Grade 1				
Year 1	88,409	91,945	95,623	99,448
Year 2	92,231	95,920	99,757	103,747

**Crown Employees (Mine Safety and Environment Officers - Department of Mineral Resources) Award**

Mine Safety and Environment Officers				
Classification and Grade	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Inspector Grade 1 Mine Safety Officer Level 1	41,153	42,799	44,511	46,291
Inspector (Information and Analysis) Level 2	43,833	45,586	47,409	49,305
Inspector (Mining) Level 3	46,570	48,433	50,370	52,385
Inspector (Environment) Level 4	49,384	51,359	53,413	55,550
Level 5	52,252	54,342	56,516	58,777
Level 6	54,921	57,118	59,403	61,779
Level 7	61,724	64,193	66,761	69,431
Level 8	68,338	71,072	73,915	76,872
Level 9	75,319	78,332	81,465	84,724
Inspector Grade 2 Inspector (Review, Enforcement and Systems) Level 1	85,756	89,186	92,753	96,463
Mine Safety Officer Level 2	88,637	92,182	95,869	99,704
Inspector (Mining) Level 3	91,455	95,113	98,918	102,875
Inspector (Environment) Level 4	93,758	97,508	101,408	105,464
Level 5	96,877	100,752	104,782	108,973
Level 6	99,260	103,230	107,359	111,653
Inspector Grade 3 Inspector (Management and/or Systems) Level 1	109,414	113,791	118,343	123,077
Inspector (Mining) Level 2	113,469	118,008	122,728	127,637
Inspector (Environment) Level 3	117,895	122,611	127,515	132,616
Level 4	122,264	127,155	132,241	137,531
Level 5	126,631	131,696	136,964	142,443
Inspector Grade 4 Regional Manager Grade 4 Assistant Director Deputy Chief Inspector Grade 4 Level 1	128,346	133,480	138,819	144,372
Level 2	133,102	138,426	143,963	149,722

**Crown Employees (Museum of Applied Arts and Sciences - Casual Guide Lecturers) Award 2004**

Casual Guide Lecturers - Museum of Applied Arts and Sciences				
Classification & Grades	1.7.03 Per hour \$	1.7.04 Per hour +4% \$	1.7.05 Per hour +4% \$	1.7.06 Per hour +4% \$
	29.30	30.47	31.69	32.96

**Crown Employees (National Parks and Wildlife Service) Conditions of Employment 2000 Award**

National Parks and Wildlife Service				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Law Enforcement				
Chief Law Enforcement Officer	64,666	67,253	69,943	72,741
Law Enforcement Officer	61,080	63,523	66,064	68,707
Ranger Classification				
Trainee Rangers				
1st year of service	35,463	36,882	38,357	39,891
2nd year of service	36,100	37,544	39,046	40,608
3rd year of service	37,188	38,676	40,223	41,832
4th year of service	37,855	39,369	40,944	42,582
5th year of service	38,248	39,778	41,369	43,024
6th year of service	38,801	40,353	41,967	43,646
Rangers				
Grade 1				
1st level	38,801	40,353	41,967	43,646
2nd level	40,327	41,940	43,618	45,363
3rd level	42,578	44,281	46,052	47,894
4th level	45,635	47,460	49,358	51,332
5th level	50,298	52,310	54,402	56,578
6th level	53,241	55,371	57,586	59,889
Grade 2				
1st year	54,303	56,475	58,734	61,083
2nd year	55,914	58,151	60,477	62,896
3rd year	57,615	59,920	62,317	64,810
4th year	59,932	62,329	64,822	67,415
Senior Ranger				
1st year & thereafter	64,412	66,988	69,668	72,455
Assistant District Manager				
Grade 1	66,332	68,985	71,744	74,614
Grade 2	70,981	73,820	76,773	79,844
Grade 3	76,719	79,788	82,980	86,299
Grade 4	79,973	83,172	86,499	89,959
District Manager				
Grade 1	68,199	70,927	73,764	76,715
Grade 2	73,098	76,022	79,063	82,226
Grade 3	79,973	83,172	86,499	89,959
Grade 4	84,984	88,383	91,918	95,595
Grade 5	88,727	92,276	95,967	99,806
Project/Research Officer				
Grade 1				
1st year	40,185	41,792	43,464	45,203
2nd year	41,475	43,134	44,859	46,653
3rd year	45,243	47,053	48,935	50,892
4th year	48,779	50,730	52,759	54,869
5th year	52,292	54,384	56,559	58,821
Grade 2*				
1st year	56,013	57,693	60,001	63,001
2nd year	57,653	59,959	62,357	64,851
3rd year	59,382	61,757	64,227	66,796



Grade 3*				
1st year	62,372	64,867	67,462	70,160
2nd year	64,374	66,949	69,627	72,412
3rd year	66,366	69,021	71,782	74,653
4th year	67,688	70,396	73,212	76,140
Grade 4*				
1st year	68,337	71,070	73,913	76,870
2nd year	70,302	73,114	76,039	79,081
Grade 5				
1st year	73,866	76,821	79,894	83,090
2nd year	77,001	80,081	83,284	86,615
Grade 6				
1st year	81,823	85,096	88,500	92,040
2nd year	82,682	85,989	89,429	93,006
* Progression criteria applies				
Project Officer (Aboriginal Positions)				
Grade 1				
1st year	40,185	41,792	43,464	43,464
2nd year	41,475	43,134	44,859	44,859
3rd year	45,243	47,053	48,935	48,935
4th year	48,779	50,730	52,759	52,759
5th year	52,292	54,384	56,559	56,559
Grade 2*				
1st year	56,013	58,254	60,584	60,584
2nd year	57,653	59,959	62,357	62,357
3rd year	59,382	61,757	64,227	64,227
Grade 3*				
1st year	62,372	64,867	67,462	67,462
2nd year	64,374	66,949	69,627	69,627
3rd year	66,366	69,021	71,782	71,782
4th year	67,688	70,396	73,212	73,212
Grade 4*				
1st year	68,337	71,070	73,913	73,913
2nd year	70,302	73,114	76,039	76,039
Grade 5				
1st year	73,866	76,821	79,894	79,894
2nd year	77,001	80,081	83,284	83,284
Grade 6				
1st year	81,823	85,096	88,500	88,500
2nd year	82,682	85,989	89,429	89,429
*Progression criteria applies				
Field Officer				
Trainee				
1st year	32,868	34,183	34,183	34,183
2nd year	33,713	35,062	35,062	35,062
Field Officer				
Grade 1				
1st year	35,931	37,368	37,368	37,368
2nd year	36,604	38,068	38,068	38,068
Grade 2				
1st year	37,153	38,639	38,639	38,639
2nd year	37,864	39,379	39,379	39,379
Grade 3 (A)				
1st year	38,553	40,095	40,095	40,095
2nd year	39,234	40,803	40,803	40,803

Grade 3 (B)				
1st year	38,553	40,095	40,095	40,095
2nd year	39,234	40,803	40,803	40,803
Grade 4 (A)(Special)				
1st year	39,943	41,541	41,541	41,541
2nd year	40,664	42,291	42,291	42,291
Grade 4 (A) Plant - (Special)				
1st year	39,943	41,541	41,541	41,541
2nd year	40,664	42,291	42,291	42,291
Senior Field Officer and Senior Field Officer (Plant)				
Grade 1				
1st year	41,369	43,024	43,024	46,535
2nd year	41,939	43,617	43,617	47,176
Grade 2				
1st year	42,650	44,356	44,356	47,975
2nd year	43,406	45,142	45,142	48,826
Grade 3 (Geographic)				
1st year	43,777	45,528	45,528	49,243
2nd year	44,526	46,307	46,307	50,085
Field Supervisor				
Grade 1				
1st year	44,896	46,692	46,692	50,502
2nd year	45,677	47,504	47,504	51,380
Grade 2				
1st year	46,262	48,112	48,112	52,037
2nd year	47,089	48,973	48,973	52,969
Senior Field Supervisor				
1st year	48,785	50,736	50,736	54,876
2nd year	49,619	51,604	51,604	55,815

**Crown Employees (New South Wales Attorney General's Department Reporting Services Branch Sound Reporters) Award 2003**

Multi-Skilled Reporters and Sound Reporters Dual Remote				
Classification and Grade	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Trainee Multi-Skilled Sound Reporter Year 1	39,594	41,178	42,825	44,538
Multi-Skilled Sound Reporter Year 2	41,895	43,571	45,314	47,127
Multi-Skilled Sound Reporter Year 3	43,044	44,766	46,557	48,419
Multi-Skilled Sound Reporter Year 4	44,265	46,036	47,877	49,792
Multi-Skilled Sound Reporter Year 5	45,598	47,422	49,319	51,292
Sound Reporter Dual Remote	47,023	48,904	50,860	52,894

**Crown Employees (New South Wales Department of Ageing, Disability and Home Care) Community Living and Residential (State) Award 2004**

Community Living and Residential Staff - Department of Ageing, Disability and Home Care				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
House Manager	56,484	58,743	61,093	63,537
Residential Support Worker - Level 1				
Year 1	33,598	34,942	36,340	37,794
Year 2	34,190	35,558	36,980	38,459
Year 3	35,085	36,488	37,948	39,466
Residential Support Worker - Level 2				
Year 1	35,767	37,198	38,686	40,233
Year 2	36,442	37,900	39,416	40,993
Year 3	37,446	38,944	40,502	42,122
Year 4	38,096	39,620	41,205	42,853
Year 5	38,768	40,319	41,932	43,609
Year 6	40,064	41,667	43,334	45,067
Year 7	41,367	43,022	44,743	46,533
Residential Support Worker - Level 3				
Year 1	42,921	44,638	46,424	48,281
Year 2	45,067	46,870	48,745	50,695
Year 3	46,037	47,878	49,793	51,785
Year 4	47,450	49,348	51,322	53,375
Year 5	49,732	51,721	53,790	55,942
Year 6	52,162	54,248	56,418	58,675
Year 7	54,251	56,421	58,678	61,025
Year 8	54,839	57,033	59,314	61,687
Community Support Worker (CSW) -				
Year 1	33,598	34,942	36,340	37,794
Year 2	34,190	35,558	36,980	38,459
Year 3	35,085	36,488	37,948	39,466
Year 4	35,767	37,198	38,686	40,233
Year 5	36,442	37,900	39,416	40,993
Community Worker (CW) -				
Year 1	36,442	37,900	39,416	40,993
Year 2	37,446	38,944	40,502	42,122
Year 3	38,768	40,319	41,932	43,609
Year 4	41,014	42,655	44,361	46,135
Year 5	42,921	44,638	46,424	48,281
Year 6	45,067	46,870	48,745	50,695
Year 7	47,450	49,348	51,322	53,375
Year 8	49,732	51,721	53,790	55,942
Community Consultant				
Year 1	47,979	49,898	51,894	53,970
Year 2	50,371	52,386	54,481	56,602
Year 3	52,252	54,342	56,516	58,777
Year 4	54,331	56,504	58,764	61,115
Year 5	57,057	59,339	61,713	64,182
Allowances - (i) An officer who is required by the Department to accompany clients on excursions, etc., which necessitate overnight stays shall be paid an allowance equivalent to eight hours at ordinary rates for each overnight stay.				

(ii) An officer who is nominated to supervise a team in a community based service, other than in a residential setting, shall be paid a Team Leader Allowance as follows:				
No of staff Supervised 5 to 10	2,582	2,685	2,792	2,904
No of staff Supervised 11 to 25	4,312	4,484	4,663	4,850
No of staff Supervised 26 to 40	6,043	6,285	6,536	6,797
No of staff Supervised 40 +	6,894	7,170	7,457	7,755

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

Residential Centre Support Services Staff - Department of Ageing, Disability and Home Care				
Classification and Grades	1.7.03	1.7.04	1.7.05	1.7.06
	Per annum	Per annum	Per annum	Per annum
	\$	\$	\$	\$
Schedule A				
Transport Driver				
Up to 2,950 kilograms	32,433	33,730	35,079	36,482
Over 2,950 kilos & up to 4,650 kilos*	32,696	34,004	35,364	36,779
Over 4,650 kilos & up to 6,250 kilos*	32,973	34,292	35,664	37,091
Over 6,250 kilos & up to 7,700 kilos*	32,973	34,292	35,664	37,091
Over 7,700 kilos & up to 9,200 kilos*	33,312	34,644	36,030	37,471
Over 9,200 kilos & up to 10,800 kilos*	33,312	34,644	36,030	37,471
Over 10,800 kilos & up to 12,350 kilos*	33,598	34,942	36,340	37,794
Over 12,350 kilos & up to 13,950 kilos*	33,863	35,218	36,627	38,092
Over 13,950 kilos & up to 15,500 kilos*	33,863	35,218	36,627	38,092
Over 15,500 kilos & up to 16,950 kilos*	34,196	35,564	36,987	38,466
Over 16,950 kilos & up to 18,400 kilos*	34,196	35,564	36,987	38,466
Over 18,400 kilos & up to 19,750 kilos*	34,196	35,564	36,987	38,466
Over 19,750 kilos & up to 21,000 kilos*	34,196	35,564	36,987	38,466
Over 21,000 kilos & up to 22,450 kilos*	34,477	35,856	37,290	38,782
*Manufacturer's Gross Vehicle Mass				
Extra Hand	32,433	33,730	35,079	36,482
Services Support Officer -				
Grade 1	29,802	30,994	32,234	33,523
Grade 2	30,605	31,829	33,102	34,426
Grade 3	31,601	32,865	34,180	35,547
Apprentice Cook -				
1st six months (50%)	16,224	16,873	17,548	18,250
2nd six months (70%)	22,708	23,616	24,561	25,543
3rd six months (80%)	25,955	26,993	28,073	29,196
4th six months (85%)	27,577	28,680	29,827	31,020
5th six months (90%)	29,199	30,367	31,582	32,845
6th six months (90%)	30,821	32,054	33,336	34,669
7th six months (90%)	32,444	33,742	35,092	36,496
Cook -				
1st Cook	33,863	35,218	36,627	38,092
2nd Cook	33,312	34,644	36,030	37,471
Cook - Other	32,433	33,730	35,079	36,482
Rydalmere - 1st Cook (incumbent as at 19/4/1999 only)	35,431	36,848	38,322	39,855
Outdoor Attendant Sewerage Works - Peat Island	33,863	35,218	36,627	38,092
Gardener (Tradesperson)	35,769	37,200	38,688	40,236
Gardener (non-Tradesperson)	33,598	34,942	36,340	37,794
Boiler Attendant Attend 1 high pressure boiler	32,433	33,730	35,079	36,482

Instructor Woodwork -				
Without Qualifications - 1st Year	38,766	40,317	41,930	43,607
Without Qualifications - 2nd Year	39,502	41,082	42,725	44,434
Without Qualifications - Thereafter	39,903	41,499	43,159	44,885
With Qualifications - 1st Year	39,589	41,173	42,820	44,533
With Qualifications - 2nd Year	40,606	42,230	43,919	45,676
With Qualifications - Thereafter	41,017	42,658	44,364	46,139
Technical Instructor Without Qualifications -				
1st Year	36,439	37,897	39,413	40,990
2nd Year	36,737	38,206	39,734	41,323
Thereafter	37,153	38,639	40,185	41,792
Technical Instructor With Qualifications -				
1st Year	37,816	39,329	40,902	42,538
2nd Year	38,096	39,620	41,205	42,853
Thereafter	38,766	40,317	41,930	43,607
Therapy Aide -				
1st Year	32,435	33,732	35,081	36,484
2nd Year	32,977	34,296	35,668	37,095
Thereafter	33,861	35,215	36,624	38,089
Supervisor - Linen Distribution -				
Rydalmere	34,191	35,559	36,981	38,460
Marsden, Grosvenor	32,666	33,973	35,332	36,745
Schedule B - Special Allowances				
(i) A Services Support Officer, Grade 1 or Grade 2, called upon to work as a Cook shall:				
(a) be paid an allowance at the rate for "Cook - Other" for the whole day where the period of relief is for four hours or more;				
(b) be paid an allowance at the rate for "Cook - Other" for the actual period of relief where such period exceeds one hour but is less than four hours;				
(c) not be paid any allowance where the period of relief is for one hour or less.				
(ii) Services Support Officers Grade 2 additional duties allowance	10.30 per week	10.70 per week	11.10 per week	11.50 per week
(iii) Sewerage works and grease traps allowance (the allowance is not automatically adjusted in the future)	\$3.30 per week	\$3.30 per week	\$3.30 per week	\$3.30 per week
(iv) Sewerage chokages allowance	\$6.10 per day	6.30 per day	6.60 per day	6.90 per day
(v) Drivers and Extra Hands who handle wet and dry garbage shall be paid an allowance of 34c per hour	\$0.34 per hour	0.35 per hour	0.36 per hour	0.37 per hour
(vi) Officers required to handle linen of a nauseous nature (other than in sealed bags) allowance per shift	3.00 per shift	3.10 per shift	3.20 per shift	3.30 per shift
(vii) Leading Hand Allowance (Per Week)				
In charge of 2 to 5 other officers	21.20	22.00	22.90	23.80
In charge of 6 to 10 other officers	30.10	31.30	32.60	33.90
In charge of 11 to 15 other officers	38.40	39.90	41.50	43.20
In charge of 16 to 19 other officers	47.00	48.90	50.90	52.90

(viii) A Boiler Attendant required to attend more than one high pressure boiler	558 per annum	580 per annum	603 per annum	627 per annum
(ix) Uniform Allowance - If the uniform of an officer is not laundered at the expense of the Dept	5.35 per week	5.35 per week	5.35 per week	5.35 per week
(x) Officers shall be paid the amounts prescribed in Schedule C - Allowances, of Part B, Monetary Rates, when working in situations where the conditions encountered are not normally encountered by officers of that classification.				
Schedule C - Allowances See subclause (x) of Schedule B - Special Allowances.				
(i) Cold Places - Where temperature is reduced by artificial means to below 0 degrees Celsius	0.52 per hour	0.54 per hour	0.56 per hour	0.58 per hour
(ii) Confined Spaces	0.64 per hour	0.67 per hour	0.70 per hour	0.73 per hour
(iii) Dirty Work	0.52 per hour	0.54 per hour	0.56 per hour	0.58 per hour
(iv) Height Money Officers working at a height of 7.5 metres from the ground, deck, floor or water	0.52 per hour	0.54 per hour	0.56 per hour	0.58 per hour
And for every additional 3 metres	0.13 per hour	0.14 per hour	0.15 per hour	0.16 per hour
(v) Hot Places Officers working in the shade in places where the temperature is raised by artificial means to between 46 degrees Celsius and 54 degrees Celsius Where the temperature exceeds 54 degrees Celsius	0.52 per hour	0.54 per hour	0.56 per hour	0.58 per hour
	0.64 per hour	0.67 per hour	0.70 per hour	0.73 per hour
(vi)(a) Insulation Material Officers working in any room or similar area or in any confined (unventilated) space where pumice or other recognised insulating material is being used in insulating work	0.42 per hour	0.44 per hour	0.46 per hour	0.48 per hour
Where the insulating material is silicate	0.64 per hour	0.67 per hour	0.70 per hour	0.73 per hour
(b) Asbestos An officer required to work with any materials containing asbestos and where safeguards include the mandatory wearing of protective equipment	0.53 per hour	0.55 per hour	0.57 per hour	0.59 per hour
(vii) Smoke Boxes, etc. Officers working on repairs to smoke boxes, furnaces or flues of boilers	0.35 per hour	0.36 per hour	0.37 per hour	0.38 per hour
Officers working on repairs to oil fired boilers, including the casings, uptakes and funnels or flues and smoke stacks,	1.27 per hour	1.32 per hour	1.37 per hour	1.42 per hour

(viii) Wet Places				
(a) (1) An officer working in a place where water other than rain is falling so that their clothing shall be appreciably wet and/or water, oil or mud underfoot is sufficient to saturate their boots	0.52 per hour	0.54 per hour	0.56 per hour	0.58 per hour
(2) Where an officer is required to work in the rain,	0.52 per hour	0.54 per hour	0.56 per hour	0.58 per hour
(b) An officer called upon to work knee-deep in mud or water.	4.02 per day	4.18 per day	4.35 per day	4.52 per day
(ix) Acid Furnaces, Stills, etc.- An officer engaged on the construction or alteration or repairs to boilers, flues, furnaces, retorts, kilns, ovens, ladles and similar refractory work	2.60 per hour	2.70 per hour	2.81 per hour	2.92 per hour
(x) Depth Money - An officer engaged in tunnels, cylinders, caissons, coffer dams and sewer work and in underground shafts exceeding 3 metres in depth	0.52 per hour	0.54 per hour	0.56 per hour	0.58 per hour
(xi) Swinging Scaffolds -				
(a) An officer working in a bosun's chair or on a swinging scaffold shall be paid:				
For the first four hours whilst so engaged	3.75 per hour	3.90 per hour	4.06 per hour	4.22 per hour
After four hours.	0.76 per hour	0.79 per hour	0.82 per hour	0.85 per hour
(xii) Spray Application - carried out in other than a properly constructed booth	0.52 per hour	0.54 per hour	0.56 per hour	0.58 per hour
(xiii) Roof Work	0.64 per hour	0.67 per hour	0.70 per hour	0.73 per hour
(xiv) Explosive Powered Tools Officers required to use explosive powered tools shall be paid	0.04 per hour	0.04 per hour	0.04 per hour	0.04 per hour
With a minimum payment per day	1.21 per day	1.26 per day	1.31 per day	1.36 per day
(xv) Morgues	0.60 per hour	0.62 per hour	0.64 per hour	0.67 per hour
(xvi) Toxic and Obnoxious Substances -				
(a) An officer engaged in either the preparation and/or the application of toxic or epoxy based materials	0.64 per hour	0.67 per hour	0.70 per hour	0.73 per hour
(b) In addition, officers applying such material in buildings where the air-conditioning plant is not operating.	0.44 per hour	0.46 per hour	0.48 per hour	0.50 per hour
(c) Where there is an absence of adequate natural ventilation, the employer shall provide ventilation by artificial means and/or supply an approved type of respirator and, in addition, protective clothing shall be supplied where recommended by the Department.				

(d) Officers working in close proximity to officers so engaged	0.52 per hour	0.54 per hour	0.56 per hour	0.58 per hour
Domestic Assistant *Current incumbents only	30,065	30,967	32,206	33,816
Outdoor Attendant (Other) 11th year and thereafter *Current incumbents only	32,175	33,462	34,800	36,192
Kitchenman 2nd year *Current incumbents only	30,894	32,130	33,415	34,752

**Crown Employees (NSW Department of Information Technology and Management) Conditions of Employment Award 2002**

Officer Salary Rates - Department of Information, Technology and Management						
Classifications & Grades		Common Salary Point	1.07.03 Per annum \$	1.07.04 Per annum +4% \$	1.07.05 Per annum +4% \$	1.07.06 Per annum +4% \$
General Scale	Year 1	7	23,126	24,051	25,013	26,014
	Year 2	11	27,971	29,090	30,254	31,464
	Year 3	17	30,146	31,352	32,606	33,910
	Year 4	20	30,969	32,208	33,496	34,836
	Year 5	23	32,279	33,570	34,913	36,310
	Year 6	25	32,865	34,180	35,547	36,969
	Year 7	28	33,680	35,027	36,428	37,885
	Year 8	32	34,925	36,322	37,775	39,286
	Year 9	36	36,190	37,638	39,144	40,710
	Year 10	40	37,528	39,029	40,590	42,214
Grade 1-2 (Level 1)	Year 1	46	39,594	41,178	42,825	44,538
	Year 2	49	40,759	42,389	44,085	45,848
	Year 3	52	41,895	43,571	45,314	47,127
	Year 4	55	43,044	44,766	46,557	48,419
Grade 3-4 (Level 2)	Year 1	58	44,265	46,036	47,877	49,792
	Year 2	61	45,598	47,422	49,319	51,292
	Year 3	64	47,023	48,904	50,860	52,894
	Year 4	67	48,468	50,407	52,423	54,520
Grade 5-6 (Level 3)	Year 1	75	52,252	54,342	56,516	58,777
	Year 2	78	53,901	56,057	58,299	60,631
	Year 3	82	56,013	58,254	60,584	63,007
	Year 4	85	57,656	59,962	62,360	64,854
Grade 7-8 (Level 4)	Year 1	88	59,382	61,757	64,227	66,796
	Year 2	91	61,158	63,604	66,148	68,794
	Year 3	95	63,707	66,255	68,905	71,661
	Year 4	98	65,731	68,360	71,094	73,938
Grade 9-10 (Level 5)	Year 1	101	67,689	70,397	73,213	76,142
	Year 2	104	69,593	72,377	75,272	78,283
	Year 3	108	72,435	75,332	78,345	81,479
	Year 4	111	74,593	77,577	80,680	83,907
Grade 11 (Level 6)	Year 1	116	78,290	81,422	84,679	88,066
	Year 2	120	81,610	84,874	88,269	91,800
Grade 12 (Level 7)	Year 1	126	86,723	90,192	93,800	97,552
	Year 2	130	90,543	94,165	97,932	101,849
Senior Officer	Year 1		101,311	105,363	109,578	113,961
Grade 1 - (Level 8)	Year 2		109,165	113,532	118,073	122,796
Senior Officer	Year 1		111,012	115,452	120,070	124,873
Grade 2 - (Level 9)	Year 2		118,839	123,593	128,537	133,678
Senior Officer	Year 1		122,816	127,729	132,838	138,152
Grade 3 - (Level 10)	Year 2		134,816	140,209	145,817	151,650



**Crown Employees (NSW Department of Tourism, Sport and Recreation - Program Officers) Award**

Program Officers - NSW Department of Tourism, Sport and Recreation				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Program Officers				
Level 1	37,084	38,567	40,110	41,714
Level 2	38,538	40,080	41,683	43,350
Level 3	40,712	42,340	44,034	45,795
Level 4	43,621	45,366	47,181	49,068
Level 5	45,074	46,877	48,752	50,702
Level 6	47,262	49,152	51,118	53,163
Level 7	49,438	51,416	53,473	55,612
Level 8	51,625	53,690	55,838	58,072
Level 9	53,799	55,951	58,189	60,517
Level 10	55,987	58,226	60,555	62,977
Level 11	58,160	60,486	62,905	65,421
Level 12	59,615	62,000	64,480	67,059
Program Officers Temporary Employees	1.7.03 Per day \$	1.7.04 Per day +4% \$	1.7.05 Per day +4% \$	1.7.06 Per day +4% \$
Level 1	142.17	147.86	153.77	159.92
Level 2	147.70	153.61	159.75	166.14
Level 3	156.03	162.27	168.76	175.51
Level 4	167.23	173.92	180.88	188.12
Level 5	172.76	179.67	186.86	194.33
Level 6	181.16	188.41	195.95	203.79
Level 7	189.49	197.07	204.95	213.15
Level 8	197.89	205.81	214.04	222.60
Level 9	206.22	214.47	223.05	231.97
Level 10	214.62	223.20	232.13	241.42
Level 11	222.95	231.87	241.14	250.79
Level 12	228.48	237.62	247.12	257.00
Program Officers Casual Employees	1.7.03 Per day \$	1.7.04 Per day +4% \$	1.7.05 Per day +4% \$	1.7.06 Per day +4% \$
Level 1	159.92	166.32	172.97	179.89
Level 2	166.18	172.83	179.74	186.93
Level 3	175.56	182.58	189.88	197.48
Level 4	188.10	195.62	203.44	211.58
Level 5	194.38	202.16	210.25	218.66
Level 6	203.79	211.94	220.42	229.24
Level 7	213.18	221.71	230.58	239.80
Level 8	222.61	231.51	240.77	250.40
Level 9	231.98	241.26	250.91	260.95
Level 10	241.43	251.09	261.13	271.58
Level 11	250.81	260.84	271.27	282.12
Level 12	257.06	267.34	278.03	289.15

**Crown Employees (NSW Department of Tourism, Sport and Recreation - Program Officers) Award**

Program Officers - NSW Department of Tourism, Sport and Recreation				
	1.7.03 Per day \$	1.7.04 Per day +4% \$	1.7.05 Per day +4% \$	1.7.06 Per day +4% \$
Assistant instructor (Per day)	38.99	40.55	42.17	43.86
Program Officer (Instructor)	124.27 150.77	129.24 156.80	134.41 163.07	139.79 169.59
Allowances				
Sport and recreation allowance- permanent Program Officers (per annum)	7,270	7,561	7,863	8,178
Sport and recreation allowance- temporary Program Officers (per day)	27.87	28.98	30.14	31.35
Night duty allowance - causal Program Officers (per night)	59.49	61.87	64.34	66.91
Night duty allowance - Program Officer (Instructors) (per night)	28.71	29.86	31.05	32.29

**Crown Employees (NSW Fisheries Salaries and Conditions of Employment) Award**

Fisheries (NSW Staff) Administrative and Clerical Officers				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
General Scale				
Year 1	26,205	27,253	28,343	29,477
Year 2	30,146	31,352	32,606	33,910
Year 3	32,865	34,180	35,547	36,969
Year 4	34,925	36,322	37,775	39,286
Year 5	37,528	39,029	40,590	42,214
Clerical Officers - Grade ½				
Year 1	26,205	27,253	28,343	29,477
Year 2	30,146	31,352	32,606	33,910
Year 3	32,865	34,180	35,547	36,969
Year 4	34,925	36,322	37,775	39,286
Year 5	37,528	39,029	40,590	42,214
Fisheries Officers - Grade 1				
Year 1	34,637	36,022	37,463	38,962
Grade 2				
Year 1	38,442	39,980	41,579	43,242
Year 2	39,570	41,153	42,799	44,511
Grade 3				
Year 1	41,789	43,461	45,199	47,007
Year 2	44,272	46,043	47,885	49,800
District Fisheries Officer				
Year 1	44,272	46,043	47,885	49,800
Year 2	47,054	48,936	50,893	52,929
Supervising Fisheries Officer				
Year 1	52,329	54,422	56,599	58,863
Year 2	55,975	58,214	60,543	62,965

Clause 4 (ii)(a)(1) Fisheries Officers receive a salary loading of 13.7%				
Fisheries Scientific Technicians				
Grade 1				
Year 1	28,940	30,098	31,302	32,554
Year 2	30,886	32,121	33,406	34,742
Year 3	32,865	34,180	35,547	36,969
Year 4	34,784	36,175	37,622	39,127
Year 5	36,732	38,201	39,729	41,318
Year 6	38,678	40,225	41,834	43,507
Grade 2				
Year 1	40,233	41,842	43,516	45,257
Year 2	42,349	44,043	45,805	47,637
Year 3	44,466	46,245	48,095	50,019
Grade 3				
Year 1	46,584	48,447	50,385	52,400
Year 2	48,984	50,943	52,981	55,100
Year 3	52,825	54,938	57,136	59,421
Grade 4				
Year 1	53,784	55,935	58,172	60,499
Year 2	55,408	57,624	59,929	62,326
Year 3	57,057	59,339	61,713	64,182
Grade 5				
Year 1	59,149	61,515	63,976	66,535
Year 2	61,266	63,717	66,266	68,917
Year 3	63,707	66,255	68,905	71,661
Fisheries Maintenance Technician				
Grade 1				
Year 1	28,939	30,097	31,301	32,553
Year 2	30,886	32,121	33,406	34,742
Year 3	32,865	34,180	35,547	36,969
Year 4	34,784	36,175	37,622	39,127
Year 5	36,732	38,201	39,729	41,318
Year 6	38,678	40,225	41,834	43,507
Grade 2				
Year 1	40,233	41,842	43,516	45,257
Year 2	42,349	44,043	45,805	47,637
Year 3	44,466	46,245	48,095	50,019
Grade 3				
Year 1	46,584	48,447	50,385	52,400
Year 2	48,984	50,943	52,981	55,100
Year 3	52,825	54,938	57,136	59,421
Grade 4				
Year 1	53,784	55,935	58,172	60,499
Year 2	55,408	57,624	59,929	62,326
Year 3	57,057	59,339	61,713	64,182
Grade 5				
Year 1	59,149	61,515	63,976	66,535
Year 2	61,266	63,717	66,266	68,917
Year 3	63,707	66,255	68,905	71,661
Fish Hatchery Staff				
Assistant Manager				
Year 1	40,233	41,842	43,516	45,257
Year 2	42,349	44,043	45,805	47,637
Year 3	44,467	46,246	48,096	50,020

Manager				
Year 1	46,584	48,447	50,385	52,400
Year 2	48,984	50,943	52,981	55,100
Year 3	52,827	54,940	57,138	59,424
Clause 4 (ii)(c) Fish Hatchery Staff receive a salary loading of 11.05%				
Senior Manager				
Year 1	94,079	97,842	101,756	105,826
Year 2	103,164	107,291	111,583	116,046

### Crown Employees (NSW Police Communications Officers) Award

Communications Officers - NSW Police				
Classification	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Communications Officer				
Trainee	35,827	37,260	38,750	40,300
1st year	37,528	39,029	40,590	42,214
2nd year	39,594	41,178	42,825	44,538
3rd year	40,759	42,389	44,085	45,848
4th year	43,044	44,766	46,557	48,419
5th year	44,265	46,036	47,877	49,792
Senior Communication Officer				
1st year	47,023	48,904	50,860	52,894
2nd year	48,468	50,407	52,423	54,520
Shift Co-ordinators				
1st year	52,252	54,342	56,516	58,777
2nd year	53,901	56,057	58,299	60,631
3rd year	56,013	58,254	60,584	63,007
4th year	57,656	59,962	62,360	64,854
Radio and Communications Operators				
4th year	41,895	43,571	45,314	47,127
5th year	43,044	44,766	46,557	48,419

### Crown Employees (NSW Police, Special Constables) (Police Band) Award

Special Constables (Police Bands)				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Bandsperson				
1st year of service	37,949	39,467	41,046	42,688
2nd year of service	38,627	40,172	41,779	43,450
3rd year of service	39,292	40,864	42,499	44,199
4th year of service	40,012	41,612	43,276	45,007
5th year of service	41,895	43,571	45,314	47,127
6th year of service and thereafter	42,623	44,328	46,101	47,945
Senior Special Constable	44,227	45,996	47,836	49,749

**Crown Employees (NSW Police, Special Constables (Security)) Award**

Special Constables (Security) NSW Police				
Classification and Grades	1.7.03 Per week \$	1.7.04 Per week +4% \$	1.7.05 Per week +4% \$	1.7.06 Per week +4% \$
Special Constable (Security) 1st year of service	634.40	659.80	686.20	713.60
2nd year of service	645.40	671.20	698.00	725.90
3rd year of service and thereafter	657.70	684.00	711.40	739.90
Special Constable (Security) First Class 1st year of service and Thereafter	669.30	696.10	723.90	752.90
Senior Special Constable (Security) 1st year of service	716.30	745.00	774.80	805.80
2nd year of service and Thereafter	732.10	761.40	791.90	823.60
Special Constable (Security), Field Supervisor 1st year of service	819.20	852.00	886.10	921.50
2nd year of service and Thereafter	836.80	870.30	905.10	941.30
Other rates and allowances Full time Special Constables (Security) Monday to Friday Shift Allowance	43.30	45.00	46.80	48.70
Full time Special Constables (Security), Saturday and Sunday Shift Allowance	122.40	127.30	132.40	137.70

**Crown Employees (Officer in Charge Allowance - NSW Agriculture) Award**

Classification	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Administrative responsibility for up to 3 staff	1,558	1,620	1,685	1,752
Administrative responsibility for up to 6 staff	2,335	2,428	2,525	2,626
Administrative responsibility for up to 10 staff	3,113	3,238	3,368	3,503
Administrative responsibility for more than 10 staff	4,673	4,860	5,054	5,256

**Crown Employees (Operational Staff - NSW Agriculture) Award**

Operational Staff - NSW Agriculture				
Classification & Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Junior Under 17 at 17 years	22,366 27,158	23,261 28,244	24,191 29,374	25,159 30,549
Grade 1 Step 1	31,950	33,228	34,557	35,939
Step 2	33,132	34,457	35,835	37,268
Step 3	34,027	35,388	36,804	38,276
Step 4	35,209	36,617	38,082	39,605

Grade 2				
Step 1	36,190	37,638	39,144	40,710
Step 2	37,221	38,710	40,258	41,868
Step 3	38,627	40,172	41,779	43,450
Step 4	39,594	41,178	42,825	44,538
Grade 3				
Step 1	39,594	41,178	42,825	44,538
Step 2	41,153	42,799	44,511	46,291
Step 3	42,254	43,944	45,702	47,530
Grade 4				
Step 1	43,449	45,187	46,994	48,874
Step 2	45,142	46,948	48,826	50,779
Step 3	46,570	48,433	50,370	52,385
Grade 5				
Step 1	46,570	48,433	50,370	52,385
Step 2	47,978	49,897	51,893	53,969
Step 3	49,869	51,864	53,939	56,097
Grade 6				
Step 1	51,324	53,377	55,512	57,732
Step 2	52,827	54,940	57,138	59,424
Step 3	54,921	57,118	59,403	61,779
Apprentices Full-time (Weekly Rate)				
Year 1	319.80	332.60	345.90	359.70
Year 2	422.10	439.00	456.60	474.90
Year 3	537.90	559.40	581.80	605.10
Year 4	611.30	635.80	661.20	687.60
Chokage, etc., allowance per day or part thereof	5.97	6.21	6.46	6.72
	Per day	Per day	Per day	Per day
Maintenance Operator - Licence and Registration Allowances	Per annum			
Electricians Licence A Grade	1,664	1,731	1,800	1,872
B Grade	895	931	968	1,007
Registration Allowance	1,254	1,304	1,356	1,410
(a) Plumber's Licence	1,646	1,712	1,780	1,851
(b) Gasfitter's Licence	1,646	1,712	1,780	1,851
(c) Drainer's Licence	1,418	1,475	1,534	1,595
(d) Plumber's/Gasfitter's Licence	2,195	2,283	2,374	2,469
(e) Gasfitter's/Drainer's Licence	2,195	2,283	2,374	2,469
(f) Plumber's/Drainer's Licence	2,195	2,283	2,374	2,469
(g) Plumber's/Gasfitter's/Drainer's Licence	3,030	3,151	3,277	3,408
Leading Hand Allowance	1,450	1,508	1,568	1,631
	per annum	per annum	per annum	per annum
Broken Shift	9.25	9.60	10.00	10.40
	per day	per day	per day	per day
Occupational First Aid	16.40	17.10	17.80	18.50
	per week	per week	per week	per week
First Aid Allowance	11.00	11.40	11.90	12.40
	per week	per week	per week	per week
Refrigeration Allowance	439.00	457.00	475.00	494.00
	per annum	per annum	per annum	per annum

**Crown Employees (Parks and Gardens - Horticulture and Rangers Staff) Consent Award 2004**

Classification	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Horticultural Apprentice Year 1	17,681	18,388	19,124	19,889
Horticultural Apprentice Year 2	23,575	24,518	25,499	26,519
Horticultural Apprentice Year 3	29,469	30,648	31,874	33,149
Horticultural Apprentice Year 4	33,398	34,734	36,123	37,568
Level 1	29,072	30,235	31,444	32,702
Level 2, Year 1 (Minimum)	32,279	33,570	34,913	36,310
Level 2, (Maximum)	33,132	34,457	35,835	37,268
Level 3 Year 1, (Minimum)	34,316	35,689	37,117	38,602
Level 3, (Maximum)	35,538	36,960	38,438	39,976
Level 4, Year 1, (Minimum)	36,840	38,314	39,847	41,441
Level 4, (Maximum)	37,949	39,467	41,046	42,688
Level 5, Year 1, (Minimum)	39,292	40,864	42,499	44,199
Level 5, (Maximum)	40,344	41,958	43,636	45,381
Level 6, Year 1, (Minimum)	41,474	43,133	44,858	46,652
Level 6, (Maximum)	42,623	44,328	46,101	47,945
Level 7, Year 1, (Minimum)	43,833	45,586	47,409	49,305
Level 7, (Maximum)	45,142	46,948	48,826	50,779
Level 8, Year 1, (Minimum)	46,570	48,433	50,370	52,385
Level 8, Maximum	48,468	50,407	52,423	54,520
Level 9, Year 1, (Minimum)	50,370	52,385	54,480	56,659
Level 9, (Maximum)	52,252	54,342	56,516	58,777
Level 10, Year 1, (Minimum)	53,901	56,057	58,299	60,631
Level 10, (Maximum)	55,415	57,632	59,937	62,334
Level 11, Year 1, (Minimum)	59,979	62,378	64,873	67,468
Level 11, (Maximum)	63,707	66,255	68,905	71,661
Level 12, Year 1, (Minimum)	73,154	76,080	79,123	82,288
Level 12, (Maximum)	75,319	78,332	81,465	84,724
Level 13, Year 1, (Minimum)	77,531	80,632	83,857	87,211
Level 13, (Maximum)	79,854	83,048	86,370	89,825
Level 14, Year 1, (Minimum)	82,312	85,604	89,028	92,589
Level 14, (Maximum)	84,856	88,250	91,780	95,451
Level 15, Year 1, (Minimum)	87,632	91,137	94,782	98,573
Level 15, (Maximum)	90,543	94,165	97,932	101,849

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

Parliamentary Electorate Officers				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Grade 1				
1st year of service or 18 years	23,126	24,051	25,013	26,014
2nd year of service, min at 20 years	27,971	29,090	30,254	31,464
3rd year, min at 21 years	30,146	31,352	32,606	33,910
4th year of service	30,969	32,208	33,496	34,836
5th year of service	32,279	33,570	34,913	36,310
6th year of service	32,865	34,180	35,547	36,969
7th year of service	33,680	35,027	36,428	37,885
8th year of service	34,925	36,322	37,775	39,286

9th year of service	36,190	37,638	39,144	40,710
10th year of service	37,528	39,029	40,590	42,214
<b>Grade 2</b>				
1st year of service	47,023	48,904	50,860	52,894
2nd year of service	48,468	50,407	52,423	54,520
3rd year of service	52,252	54,342	56,516	58,777
4th year of service	53,901	56,057	58,299	60,631
<b>Grade 1 Special Salary Scale</b>				
1st year of service	41,895	43,571	45,314	47,127
2nd year of service	43,044	44,766	46,557	48,419
3rd year of service	44,265	46,036	47,877	49,792
4th year of service	45,598	47,422	49,319	51,292
Research Assistant to independent Members of the Legislative Assembly	65,731	68,360	71,094	73,938
<b>Allowances</b>				
Electorate Officer, Grade 1	3,428	3,565	3,708	3,856
Electorate Officer, Grade 1 Special Salary Scale	4,112	4,276	4,447	4,625
Electorate Officer, Grade 2	5,482	5,701	5,929	6,166

### **Crown Employees (Parliament House Conditions of Employment 2004) Award**

No monetary rates - see various determinations covering parliamentary staff.

Allowances	1.7.03	1.7.04	1.7.05	1.7.06
	\$	\$	\$	\$
Monitoring Computerised Building Maintenance System (R-tec) (per year)	715	744	774	805
Allowance in lieu of overtime	251.93	262.01	272.49	283.39
Sessional Staff Above Clerk Grade 8 (per occasion)				
Leading Hand (per shift)	5.17	5.38	5.60	5.82

Meal, travel and overtime meal allowances contained in Part B. Table 1 Allowances will move in line with any variations to such allowances as contained in Table 1 - Allowances of the Crown Employees (Public Service Conditions of Employment) Award 2002 or any replacement award. All other allowances applicable to the Crown Employees (Parliament House Conditions of Employment 2004) Award will move in line with clause 3(iii) of the Crown Employees (Public Sector Salaries 2004) Award.

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

Physiotherapists, Occupational Therapists, Speech Pathologists and Music Therapists				
Classification and Grade	1.7.03	1.7.04	1.7.05	1.7.06
	Per annum	Per annum	Per annum	Per annum
		+4%	+4%	+4%
	\$	\$	\$	\$
<b>Physiotherapists - Grade 1</b>				
1st year of service	39,594	41,178	42,825	44,538
2nd year of service	41,153	42,799	44,511	46,291
3rd year of service	43,449	45,187	46,994	48,874
4th year of service	46,570	48,433	50,370	52,385
5th year of service	49,869	51,864	53,939	56,097
6th year of service	52,827	54,940	57,138	59,424
7th year of service	55,415	57,632	59,937	62,334
<b>Grade 2</b>	57,656	59,962	62,360	64,854
<b>Grade 3</b>	61,724	64,193	66,761	69,431
<b>Grade 4</b>	63,707	66,255	68,905	71,661



Grade 5	65,731	68,360	71,094	73,938
Grade 6	67,040	69,722	72,511	75,411
Grade 7	68,968	71,727	74,596	77,580
Occupational Therapists - Grade 1				
1st year of service	39,594	41,178	42,825	44,538
2nd year of service	41,153	42,799	44,511	46,291
3rd year of service	43,449	45,187	46,994	48,874
4th year of service	46,570	48,433	50,370	52,385
5th year of service	49,869	51,864	53,939	56,097
6th year of service	52,827	54,940	57,138	59,424
7th year of service	55,415	57,632	59,937	62,334
Grade 2	57,656	59,962	62,360	64,854
Grade 3	61,724	64,193	66,761	69,431
Grade 4	63,707	66,255	68,905	71,661
Grade 5	65,731	68,360	71,094	73,938
Grade 6	67,040	69,722	72,511	75,411
Speech Pathologist - Grade 1				
1st year of service	39,594	41,178	42,825	44,538
2nd year of service	41,153	42,799	44,511	46,291
3rd year of service	43,449	45,187	46,994	48,874
4th year of service	46,570	48,433	50,370	52,385
5th year of service	49,869	51,864	53,939	56,097
6th year of service	52,826	54,939	57,137	59,422
7th year of service	55,415	57,632	59,937	62,334
Grade 2	57,656	59,962	62,360	64,854
Grade 3	61,724	64,193	66,761	69,431
Grade 4	63,707	66,255	68,905	71,661
Grade 5	65,731	68,360	71,094	73,938
Music Therapists				
1st year of service	34,590	35,974	37,413	38,910
2nd year of service	36,839	38,313	39,846	41,440
3rd year of service	38,627	40,172	41,779	43,450
4th year of service	40,758	42,388	44,084	45,847
5th year of service	42,623	44,328	46,101	47,945
6th year of service	44,728	46,517	48,378	50,313
7th year of service	46,570	48,433	50,370	52,385
Sole Allowance	1,667	1,734	1,803	1,875
Part-time Student Unit Supervisor Allowance \$5.27 a student each supervised shift				

### Crown Employees (Prison Officers, Department of Corrective Services) Award

Correctional Officers - Department of Corrective Services				
Classification and Grades	1.7.03	1.7.04	1.7.05	1.7.06
	Per annum	Per annum	Per annum	Per annum
		+4%	+4%	+4%
	\$	\$	\$	\$
Correctional Officer - Probationary	39,292	40,864	42,499	44,199
1st year	40,012	41,612	43,276	45,007
2nd year and thereafter	40,759	42,389	44,085	45,848
Correctional Officer				
1st year	43,044	44,766	46,557	48,419
2nd year and thereafter	46,570	48,433	50,370	52,385
Senior Correctional Officer	49,384	51,359	53,413	55,550

Allowance Industries & Maintenance Overseer 1st year \$5637 per annum 2nd year and thereafter \$2502 per annum.				
Senior Overseer \$4923				

**Crown Employees (Professional Officers - Department of Agriculture) Award**

Professional Officers - Department of Agriculture					
Classification & Grades	Salary Class	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Grade 1					
Year 1	46	39,594	40,782	42,413	44,534
Year 2	50	41,153	42,799	44,511	46,291
Year 3	56	43,449	45,187	46,994	48,874
Year 4	64	47,023	48,904	50,860	52,894
Year 5	70	49,869	51,864	53,939	56,097
Year 6	76	52,827	54,940	57,138	59,424
Grade 2					
Year 1	81	55,415	57,632	59,937	62,334
Year 2	84	57,057	59,339	61,713	64,182
Year 3	87	58,796	61,148	63,594	66,138
Year 4	91	61,158	63,604	66,148	68,794
Grade 3					
Year 1	95	63,707	66,255	68,905	71,661
Year 2	98	65,731	68,360	71,094	73,938
Year 3	100	67,040	69,721	72,510	75,410
Year 4	103	68,968	71,727	74,596	77,580
Grade 4					
Year 1	107	71,723	74,592	77,576	80,679
Year 2	110	73,871	76,826	79,899	83,095
Year 3	113	76,045	79,087	82,250	85,540
Grade 5					
Year 1	116	78,290	81,422	84,679	88,066
Year 2	118	79,854	83,048	86,370	89,825
Grade 6					
Year 1	121	82,312	85,604	89,028	92,589
Year 2	124	84,856	88,250	91,780	95,451
Grade 7					
Year 1	127	87,632	91,137	94,782	98,573
Year 2	130	90,543	94,165	97,932	101,849
Grade 8					
Year 1	132	94,965	98,764	102,715	106,824
Year 2	133	99,750	103,740	107,890	112,206
Grade 9					
Year 1	134	104,799	108,991	113,351	117,885
Year 2	135	110,104	114,508	119,088	123,852
OIC Veterinary Laboratory Allowance		4,673	4,860	5,054	5,256

**Crown Employees (Public Service Conditions of Employment) Award 2002**

Allowances	1.7.03 \$	1.7.04 \$	1.7.05 \$	1.7.06 \$
On call allowance	per hour 0.62	per hour 0.64	per hour 0.67	per hour 0.70
Community Language Allowance Scheme	per annum	per annum	per annum	per annum
Base level rate	886	921	958	996
Higher level rate	1,330	1,383	1,438	1,496
Flying Allowance	per hour 13.30	per hour 13.80	per hour 14.40	per hour 15.00
First Aid Allowance	per annum	per annum	per annum	per annum
Holders of basic qualification	568	591	615	640
Holders of current occupational first aid certificate	856	890	926	963

**Crown Employees (Regulatory Officers - Department of Agriculture) Award**

Classification and Grades	Common Salary Point	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Grade 1, Year 1	29	34,027	35,388	36,804	38,276
Grade 1, Year 2	33	35,209	36,617	38,082	39,605
Grade 1, Year 3	37	36,537	37,998	39,518	41,099
Grade 2, Year 1	42	38,248	39,778	41,369	43,024
Grade 2, Year 2	50	41,153	42,799	44,511	46,291
Grade 2, Year 3	56	43,449	45,187	46,994	48,874
Grade 3, Year 1	62	46,029	47,870	49,785	51,776
Grade 3, Year 2	70	49,869	51,864	53,939	56,097
Grade 3, Year 3	74	51,731	53,800	55,952	58,190
Grade 4, Year 1	78	53,901	56,057	58,299	60,631
Grade 4, Year 2	81	55,415	57,632	59,937	62,334
Grade 5, Year 1	85	57,656	59,962	62,360	64,854
Grade 5, Year 2	88	59,382	61,757	64,227	66,796
Grade 6, Year 1	95	63,707	66,255	68,905	71,661
Grade 6, Year 2	98	65,731	68,360	71,094	73,938
Grade 7, Year 1	100	67,040	69,722	72,511	75,411
Grade 7, Year 2	103	68,968	71,727	74,596	77,580
Grade 8, Year 1	107	71,723	74,592	77,576	80,679
Grade 8, Year 2	110	73,871	76,826	79,899	83,095
Grade 8, Year 3	113	76,045	79,087	82,250	85,540
Allowances					
One person crossing relief allowance		3,647	3,793	3,945	4,103
One person crossing telephone allowance		1,803	1,875	1,950	2,028

**Crown Employees (Research Scientists 2004) Award**

Research Scientists				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Research Scientist -				
1st year of service	58,170	60,497	62,917	65,434
2nd year of service	61,158	63,604	66,148	68,794

3 <sup>rd</sup> year of service	64,374	66,949	69,627	72,412
4th year of service	67,040	69,722	72,511	75,411
Efficiency Barrier -				
5th year of service	70,302	73,114	76,039	79,081
6th year of service	73,154	76,080	79,123	82,288
7th year of service	76,045	79,087	82,250	85,540
Senior Research Scientist -				
1st year of service	77,531	80,632	83,857	87,211
2nd year of service	79,854	83,048	86,370	89,825
3rd year of service	82,312	85,604	89,028	92,589
Efficiency Barrier -				
4th year of service	84,856	88,250	91,780	95,451
5th year of service	87,632	91,137	94,782	98,573
Principal Research Scientist -				
1st year of service	90,543	94,165	97,932	101,849
2nd year of service	92,613	96,318	100,171	104,178
3rd year of service	94,965	98,764	102,715	106,824

### Crown Employees (Resource NSW) Award 2002

Resource Officers - Resource NSW.				
Classification and Grades	1.7.03	1.7.04	1.7.05	1.7.06
	Per annum	Per annum	Per annum	Per annum
		+4%	+4%	+4%
	\$	\$	\$	\$
Class 1	23,350	24,284	25,255	26,265
	28,210	29,338	30,512	31,732
	30,962	32,200	33,488	34,828
	32,855	34,169	35,536	36,957
	34,310	35,682	37,109	38,593
	36,180	37,627	39,132	40,697
	39,980	41,579	43,242	44,972
Class 2	39,980	41,579	43,242	44,972
	41,153	42,799	44,511	46,291
	42,245	43,935	45,692	47,520
	43,823	45,576	47,399	49,295
Class 3	42,245	43,935	45,692	47,520
	43,823	45,576	47,399	49,295
	46,016	47,857	49,771	51,762
	47,401	49,297	51,269	53,320
Class 4	46,016	47,857	49,771	51,762
	47,401	49,297	51,269	53,320
	49,369	51,344	53,398	55,534
	51,309	53,361	55,495	57,715
Class 5	49,369	51,344	53,398	55,534
	51,309	53,361	55,495	57,715
	53,267	55,398	57,614	59,919
	54,908	57,104	59,388	61,764
Class 6	53,267	55,398	57,614	59,919
	54,908	57,104	59,388	61,764
	57,042	59,324	61,697	64,165
	58,778	61,129	63,574	66,117

Class 7	57,042	59,324	61,697	64,165
	58,778	61,129	63,574	66,117
	60,556	62,978	65,497	68,117
	63,026	65,547	68,169	70,896
Class 8	60,556	62,978	65,497	68,117
	63,026	65,547	68,169	70,896
	65,001	67,601	70,305	73,117
	68,317	71,050	73,892	76,848
Class 9	65,001	67,601	70,305	73,117
	68,317	71,050	73,892	76,848
	70,283	73,094	76,018	79,059
	72,412	75,308	78,320	81,453
Class 10	70,283	73,094	76,018	79,059
	72,412	75,308	78,320	81,453
	75,299	78,311	81,443	84,701
	77,507	80,607	83,831	87,184
Class 11	75,299	78,311	81,443	84,701
	77,507	80,607	83,831	87,184
	79,827	83,020	86,341	89,795
	82,986	86,305	89,757	93,347
Class 12	79,827	83,020	86,341	89,795
	82,986	86,305	89,757	93,347
	85,768	89,199	92,767	96,478
	87,610	91,114	94,759	98,549
Class 13	85,768	89,199	92,767	96,478
	87,610	91,114	94,759	98,549
	90,516	94,137	97,902	101,818
	91,869	95,544	99,366	103,341
Class 14	90,516	94,137	97,902	101,818
	91,869	95,544	99,366	103,341
	96,125	99,970	103,969	108,128
	100,383	104,398	108,574	112,917

**Crown Employees (Roads and Traffic Authority of New South Wales - Salaried Staff Conditions of Employment) Award**

Roads and Traffic Authority of NSW

All officers employed by the Roads and Traffic Authority of NSW subject to this award are employed under Section 63 of the Transport Administration Act 1988 and shall be titled RTA Officers (RTAO).

Classification and Grades	1.7.03	1.7.04	1.7.05	1.7.06
	Per annum	Per annum	Per annum	Per annum
	\$	+4% \$	+4% \$	+4% \$
Grade 1	24,711	25,699	26,727	27,796
	27,103	28,187	29,314	30,487
	30,986	32,225	33,514	34,855
Grade 2	32,680	33,987	35,346	36,760
	34,162	35,528	36,949	38,427
	35,434	36,851	38,325	39,858
Grade 3	37,622	39,127	40,692	42,320
	39,387	40,962	42,600	44,304
	41,221	42,870	44,585	46,368
Grade 4	42,479	44,178	45,945	47,783
	44,144	45,910	47,746	49,656
	45,881	47,716	49,625	51,610

Grade 5	47,458	49,356	51,330	53,383
	48,991	50,951	52,989	55,109
	49,874	51,869	53,944	56,102
Grade 6	50,969	53,008	55,128	57,333
	52,515	54,616	56,801	59,073
	54,236	56,405	58,661	61,007
Grade 7	55,415	57,632	59,937	62,334
	57,370	59,665	62,052	64,534
	58,485	60,824	63,257	65,787
Grade 8	60,884	63,319	65,852	68,486
	63,355	65,889	68,525	71,266
	65,333	67,946	70,664	73,491
Grade 9	68,338	71,072	73,915	76,872
	70,302	73,114	76,039	79,081
	73,466	76,405	79,461	82,639
Grade 10	75,319	78,332	81,465	84,724
	78,290	81,422	84,679	88,066
	82,312	85,604	89,028	92,589
Grade 11	84,856	88,250	91,780	95,451
	88,550	92,092	95,776	99,607
	90,543	94,165	97,932	101,849
Grade 12	95,842	99,676	103,663	107,810
	98,640	102,586	106,689	110,957
	102,086	106,169	110,416	114,833
Grade 13	105,133	109,338	113,712	118,260
	107,857	112,171	116,658	121,324
	113,025	117,546	122,248	127,138

Crown Employees (Roads and Traffic Authority of New South Wales - Toll Plaza Officers) Award

Rates of pay are contained in the Crown Employees (Roads and Traffic Authority of New South Wales - Salaried Staff Conditions of Employment) Award

**Crown Employees (Rural Fire Service Salaries and Conditions of Employment 2003) Award**

Rural Fire Service Officers				
Classification and Grades	1.7.03	1.7.04	1.7.05	1.7.06
	Per annum	Per annum	Per annum	Per annum
	\$	+4%	+4%	+4%
	\$	\$	\$	\$
RFS Officer Level 1				
Year 1	23,439	24,377	25,352	26,366
Year 2	28,348	29,482	30,661	31,887
Year 3	30,553	31,775	33,046	34,368
Year 4	31,388	32,644	33,950	35,308
Year 5	32,715	34,024	35,385	36,800
Year 6	33,307	34,639	36,025	37,466
Year 7	34,133	35,498	36,918	38,395
Year 8	35,397	36,813	38,286	39,817
Year 9	36,679	38,146	39,672	41,259
Year 10	38,033	39,554	41,136	42,781
RFS Officer Level 2				
Year 1	40,129	41,734	43,403	45,139
Year 2	41,309	42,961	44,679	46,466
RFS Officer Level 3				
year 1	42,461	44,159	45,925	47,762
year 2	43,625	45,370	47,185	49,072

RFS Officer Level 4				
year 1	44,862	46,656	48,522	50,463
year 2	46,215	48,064	49,987	51,986
RFS Officer Level 5				
year 1	47,658	49,564	51,547	53,609
year 2	49,122	51,087	53,130	55,255
RFS Officer Level 6				
year 1	52,957	55,075	57,278	59,569
year 2	54,628	56,813	59,086	61,449
RFS Officer Level 7				
year 1	56,768	59,039	61,401	63,857
year 2	58,434	60,771	63,202	65,730
RFS Officer Level 8				
year 1	60,184	62,591	65,095	67,699
year 2	61,984	64,463	67,042	69,724
RFS Officer Level 9				
year 1	64,567	67,150	69,836	72,629
year 2	66,618	69,283	72,054	74,936
RFS Officer Level 10				
year 1	68,604	71,348	74,202	77,170
year 2	70,533	73,354	76,288	79,340
RFS Officer Level 11				
year 1	73,413	76,350	79,404	82,580
year 2	75,599	78,623	81,768	85,039
RFS Officer Level 12				
year 1	79,346	82,520	85,821	89,254
year 2	82,713	86,022	89,463	93,042
RFS Officer Level 13				
year 1	87,893	91,409	95,065	98,868
year 2	91,765	95,436	99,253	103,223
RFS Officer Level 14				
year 1	102,680	106,787	111,058	115,500
year 2	110,639	115,065	119,668	124,455
RFS Officer Level 15				
year 1	112,511	117,011	121,691	126,559
year 2	120,442	125,260	130,270	135,481
RFS Officer Level 16				
year 1	124,473	129,452	134,630	140,015
year 2	136,635	142,100	147,784	153,695

**Crown Employees (Safe Food Production NSW - Food Safety Officers) Award**

Food Safety Officers - Safe Food Production NSW				
Classification and Grades	1.7.03	1.7.04	1.7.05	1.7.06
	Per annum	Per annum +4%	Per annum +4%	Per annum +4%
	\$	\$	\$	\$
Grade 1	40,177	41,784	43,455	45,193
	41,327	42,980	44,699	46,487
	43,044	44,766	46,557	48,419
Grade 2	45,645	47,471	49,370	51,345
	49,638	51,624	53,689	55,837
	56,013	58,254	60,584	63,007
Grade 3	60,270	62,681	65,188	67,796
	62,432	64,929	67,526	70,227
	65,731	68,360	71,094	73,938

Grade 4	68,641	71,387	74,242	77,212
	71,014	73,855	76,809	79,881
	74,593	77,577	80,680	83,907
Grade 5	78,290	81,422	84,679	88,066
	81,610	84,874	88,269	91,800
Grade 6	86,723	90,192	93,800	97,552
	90,543	94,165	97,932	101,849

### Crown Employees (School Administrative and Support Staff) Award

School Administrative and Support Staff - Department of Education and Training School Administrative and Support Staff In respect of school assistant and senior school assistants only, new titles, classification structure and rates effective FFPOA 1.7.04 have been created see (\*). Please note a new classification of School Support Officer.

Classification and Grades	Annual Salary Class	1.7.03 Per hour \$	1.7.04 Per hour +4% \$	1.7.05 Per hour +4% \$	1.7.06 Per hour +4% \$
Permanent Aboriginal Education Assistant Junior					
On employment		12.13	12.62	13.12	13.64
After 12 months or at 20 years		15.09	15.69	16.32	16.97
Adult					
1st year		18.59	19.33	20.10	20.90
2nd year		19.11	19.87	20.66	21.49
3rd year		19.80	20.59	21.41	22.27
4th year		20.33	21.14	21.99	22.87
5th year		20.89	21.73	22.60	23.50
6th year		21.42	22.28	23.17	24.10
Permanent Temporary School Administrative & Support Staff					
School Administrative Manager		1.7.04*			
Level 4 - SAM/SAO/SSO EFT 10 or more by formula		23.59	24.53	25.51	26.53
Level 3 - SAM/SAO/SSO EFT 1.8 to ≤10 by formula		22.90	23.82	24.77	25.76
Level 2 - SAM/SAO/SSO EFT 1.4 to ≤1.8 by formula		22.27	23.16	24.09	25.05
Level 1 - SAM/SAO/SSO EFT ≤1.4 by formula		21.67	22.54	23.44	24.38
		1.7.04*			
School Administrative Officer		18.73	19.48	20.26	21.07
School Support Officer		16.70	17.37	18.06	18.78
Teachers Aide (Braille, Transcriber, Ethnic, Sign Interpreter, Special) Junior					
On employment		11.92	12.40	12.90	13.42
After 12 months or at 20 years		14.09	14.65	15.24	15.85
Adult					
1st year		17.16	17.85	18.56	19.30
2nd year		17.45	18.15	18.88	19.64
3rd year		18.68	19.43	20.21	21.02
4th year		19.91	20.71	21.54	22.40



Teachers Aide (Pre-School)					
Junior					
On employment		11.92	12.40	12.90	13.42
After 12 months or at 20 years		14.09	14.65	15.24	15.85
Adult					
1st year		16.54	17.20	17.89	18.61
2nd year		16.84	17.51	18.21	18.94
3rd year		17.16	17.85	18.56	19.30
4th year		17.45	18.15	18.88	19.64
Allowance:					
First Aid (cents per hour - cph)		30.59	31.81	33.08	34.40
Long Term Temporary Aboriginal Education Assistant					
Junior					
On employment		12.83	13.34	13.87	14.42
After 12 months or at 20 years		15.96	16.60	17.26	17.95
Adult					
1st year		19.67	20.46	21.28	22.13
2nd year		20.21	21.02	21.86	22.73
3rd year		20.96	21.80	22.67	23.58
4th year		21.52	22.38	23.28	24.21
5th year		22.10	22.98	23.90	24.86
6th Year		22.70	23.61	24.55	25.53
Long Term Temporary School Administrative & Support Staff					
School Administrative Manager		1.7.04*			
Level 4 - SAM/SAO/SSO EFT 10 or more by formula		24.96	25.96	27.00	28.08
Level 3 - SAM/SAO/SSO EFT 1.8 to ≤10 by formula		24.23	25.20	26.21	27.26
Level 2 - SAM/SAO/SSO EFT 1.4 to ≤1.8 by formula		23.56	24.50	25.48	26.50
Level 1 - SAM/SAO/SSO EFT ≤1.4 by formula		22.93	23.85	24.80	25.79
		1.7.04*			
School Administrative Officer		19.82	20.61	21.43	22.29
School Support Officer		17.67	18.38	19.12	19.88
Teachers Aid (Braille Transcriber, Ethnic, Sign Interpreter, Special)					
Junior					
On employment		12.60	13.10	13.62	14.16
After 12 months or at 20 years		14.90	15.50	16.12	16.76
Adult					
1st year		18.17	18.90	19.66	20.45
2nd year		18.47	19.21	19.98	20.78
3rd year		19.76	20.55	21.37	22.22
4th year		21.06	21.90	22.78	23.69
Teachers Aid (Pre-school)					
Junior					
On employment		12.60	13.10	13.62	14.16
After 12 months or at 20 years		14.90	15.50	16.12	16.76
Adult					
1st year		17.51	18.21	18.94	19.70
2nd year		17.82	18.53	19.27	20.04
3rd year		18.17	18.90	19.66	20.45
4th year		18.47	19.21	19.98	20.78

Allowance: First Aid (cents per hour - cph)		32.36	33.65	35.00	36.40
Short Term Temporary Aboriginal Education Assistant Junior On employment After 12 months or at 20 years		13.95 17.36	14.51 18.05	15.09 18.77	15.69 19.52
Adult 1st year 2nd year 3rd year 4th year 5th year 6th year		21.38 21.97 22.76 23.39 24.02 24.65	22.24 22.85 23.67 24.33 24.98 25.64	23.13 23.76 24.62 25.30 25.98 26.67	24.06 24.71 25.60 26.31 27.02 27.74
Short Term Temporary School Administrative & Support Staff					
School Administrative Manager		1.7.04*			
Level 4 - SAM/SAO/SSO EFT 10 or more by formula		27.13	28.22	29.35	30.52
Level 3 - SAM/SAO/SSO EFT 1.8 to ≤10 by formula		26.34	27.39	28.49	29.63
Level 2 - SAM/SAO/SSO EFT 1.4 to ≤1.8 by formula		25.61	26.63	27.70	28.81
Level 1 - SAM/SAO/SSO EFT ≤1.4 by formula		24.92	25.92	26.96	28.04
		1.7.04*			
School Administrative Officer		21.54	22.40	23.30	24.23
School Support Officer		19.21	19.98	20.78	21.61
Teachers Aide (Braille Transcriber, Ethnic, Sign Interpreter, Special) Junior On employment After 12 months or at 20 years		13.71 16.18	14.26 16.83	14.83 17.50	15.42 18.20
Adult 1st year 2nd year 3rd year 4th year		19.74 20.08 21.49 22.90	20.53 20.88 22.35 23.82	21.35 21.72 23.24 24.77	22.20 22.59 24.17 25.76
Teachers Aide (Pre-School) Junior On employment After 12 months or at 20 years		13.71 16.18	14.26 16.83	14.83 17.50	15.42 18.20
Adult 1st year 2nd year 3rd year 4th year		19.04 19.38 19.74 20.08	19.80 20.16 20.53 20.88	20.59 20.97 21.35 21.72	21.41 21.81 22.20 22.59

**Crown Employees (Senior Officers Salaries 2004) Award**

Senior Officers				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Grade 1				
Year 1	101,311	105,363	109,578	113,961
Year 2	109,165	113,532	118,073	122,796
Grade 2				
Year 1	111,012	115,452	120,070	124,873
Year 2	118,839	123,593	128,537	133,678
Grade 3				
Year 1	122,816	127,729	132,838	138,152
Year 2	134,816	140,209	145,817	151,650

**Crown Employees (Services Officers - Department of Tourism, Sport and Recreation) Award**

Services Officers - Department of Tourism, Sport and Recreation				
Table 1				
Salary Scale for Services Officers Prior to Competency Attainment				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Level 1	31,057	32,299	33,591	34,935
Level 2	32,757	34,067	35,430	36,847
Level 3	34,167	35,534	36,955	38,433
Level *4	35,579	37,002	38,482	40,021
	Hourly Salary pay period following 1.7.03			
Level 1	15.66	16.29	16.94	17.62
Level 2	16.52	17.18	17.87	18.58
Level 3	17.23	17.92	18.64	19.39
Level 4	17.94	18.66	19.41	20.19

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

**Crown Employees (Services Officers - Department of Tourism, Sport and Recreation) Award**

Services Officers - Department of Sport and Recreation				
Table 2				
Salary Scale for Services Officers after Competency Attainment				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Level 1	31,988	33,268	34,599	35,983
Level 2	33,740	35,090	36,494	37,954
Level 3	35,193	36,601	38,065	39,588
Level *4	36,646	38,112	39,636	41,221

	Hourly Salary pay period following 1.7.03			
Level 1	16.13	16.78	17.45	18.15
Level 2	17.02	17.70	18.41	19.15
Level 3	17.75	18.46	19.20	19.97
Level 4	18.48	19.22	19.99	20.79
* Services Officer (Groundsperson) and Services Officer (Gardener) salary rate				

**Crown Employees (Services Officers - Department of Tourism, Sport and Recreation) Award**

Services Officers - Department of Sport and Recreation				
Table 3 Salary Scale for Assistant Services Officers				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Level 1	31,057	32,299	33,591	34,935
Level 2	32,757	34,067	35,430	36,847
	Hourly Salary pay period following 1.7.03			
Level 1	15.66	16.29	16.94	17.62
Level 2	16.52	17.18	17.87	18.58

**Crown Employees (Sheriff's Officers) Award 2004**

Sheriff's Officers				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Chief Inspector				
Year 2	57,656	59,962	62,360	64,854
Year 1	56,013	58,254	60,584	63,007
Inspector				
Year 2	53,901	56,057	58,299	60,631
Year 1	52,252	54,342	56,516	58,777
Sergeant				
Year 4	48,468	50,407	52,423	54,520
Year 3	47,023	48,904	50,860	52,894
Year 2	45,598	47,422	49,319	51,292
Year 1	44,265	46,036	47,877	49,792
Sheriff's officer				
Year 4	43,044	44,766	46,557	48,419
Year 3	41,895	43,571	45,314	47,127
Year 2	40,759	42,389	44,085	45,848
Year 1	39,594	41,178	42,825	44,538
Probationary Sheriff's officer	36,189	37,637	39,142	40,708

**Crown Employees (State Library Security Staff) Award 2004**

Security Staff - State Library				
Classification	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
1st year of service	41,460	43,118	44,843	46,637
2nd year of service	42,937	44,654	46,440	48,298
3rd year of service	44,155	45,921	47,758	49,668
4th year of service	45,485	47,304	49,196	51,164

**Crown Employees (Sydney Harbour Foreshore Authority 2003) Award**

Professional, Administration and Operational Officers - Sydney Harbour Foreshore Authority					
Classification and Grades	Pay Point	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Professional Officer					
PO4	20	110,109	114,513	119,094	123,858
	19	105,770	110,001	114,401	118,977
	18	101,518	105,579	109,802	114,194
		Hard Barrier			
PO3	17	92,079	95,762	99,592	103,576
	16	88,548	92,090	95,774	99,605
		Soft Barrier			
	15	84,855	88,249	91,779	95,450
	14	82,385	85,680	89,107	92,671
	13	79,070	82,233	85,522	88,943
		Hard Barrier			
PO2	12	77,530	80,631	83,856	87,210
	11	74,536	77,517	80,618	83,843
	10	72,435	75,332	78,345	81,479
		Hard Barrier			
PO1	9	68,256	70,986	73,825	76,778
	8	65,019	67,620	70,325	73,138
	7	63,040	65,562	68,184	70,911
	6	60,573	62,996	65,516	68,137
		Soft Barrier			
	5	57,058	59,340	61,714	64,183
	4	54,921	57,118	59,403	61,779
	3	52,847	54,961	57,159	59,445
	2	49,383	51,358	53,412	55,548
	1	44,726	46,515	48,376	50,311
Administrative Staff					
AO7	24	90,542	94,164	97,931	101,848
	23	86,723	90,192	93,800	97,552
	22	81,610	84,874	88,269	91,800
	21	78,290	81,422	84,679	88,066

AO6		Hard Barrier			
	20	74,593	77,577	80,680	83,907
	19	72,434	75,331	78,344	81,478
	18	69,592	72,376	75,271	78,282
		Hard Barrier			
AO5	17	65,732	68,361	71,095	73,939
	16	63,706	66,254	68,904	71,660
	15	61,158	63,604	66,148	68,794
AO4		Hard Barrier			
	14	57,655	59,961	62,359	64,853
	13	56,013	58,254	60,584	63,007
	12	53,901	56,057	58,299	60,631
AO3		Hard Barrier			
	11	48,468	50,407	52,423	54,520
	10	45,598	47,422	49,319	51,292
AO2		Hard Barrier			
	9	43,043	44,765	46,556	48,418
	8	40,758	42,388	44,084	45,847
		Hard Barrier			
AO1	7	37,528	39,029	40,590	42,214
	6	34,925	36,322	37,775	39,286
	5	33,679	35,026	36,427	37,884
	4	32,278	33,569	34,912	36,308
	3	30,145	31,351	32,605	33,909
	2	27,970	29,089	30,253	31,463
	1	24,701	25,689	26,717	27,786
Operational Staff					
OO4	17	65,732	68,361	71,095	73,939
	16	63,706	66,254	68,904	71,660
	15	61,158	63,604	66,148	68,794
OO3		Hard Barrier			
	14	57,655	59,961	62,359	64,853
	13	56,013	58,254	60,584	63,007
	12	53,901	56,057	58,299	60,631
OO2		Hard Barrier			
	11	48,468	50,407	52,423	54,520
	10	45,598	47,422	49,319	51,292
OO1		Hard Barrier			
	9	43,043	44,765	46,556	48,418
	8	40,758	42,388	44,084	45,847
		Soft Barrier			
	7	37,528	39,029	40,590	42,214
	6	34,925	36,322	37,775	39,286
	5	33,679	35,026	36,427	37,884
	4	32,278	33,569	34,912	36,308
	3	30,145	31,351	32,605	33,909
	2	27,970	29,089	30,253	31,463
	1	24,701	25,689	26,717	27,786

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

Technical Officers - Treasury				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Technical Officers - Treasury Grade 1	96,097 100,383 104,807 109,165	99,941 104,398 108,999 113,532	103,939 108,574 113,359 118,073	108,097 112,917 117,893 122,796
Technical Officers - Treasury Grade 2	110,940 115,368	115,378 119,983	119,993 124,782	124,793 129,773

**Crown Employees (Technical Staff - NSW Agriculture) Award**

Technical Staff - NSW Agriculture					
Classification and Grades	Common Salary Point	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Technical Assistant Junior					
Under 17	n/a	16,566	17,229	17,918	18,635
Age 17	n/a	19,879	20,674	21,501	22,361
Age 18	n/a	23,192	24,120	25,085	26,088
Age 19	n/a	26,506	27,566	28,669	29,816
Age 20	n/a	29,819	31,012	32,252	33,542
Grade 1					
1st Year	26	33,132	34,457	35,835	37,268
2nd Year	29	34,027	35,388	36,804	38,276
3rd Year & T/A	33	35,209	36,617	38,082	39,605
Grade 2					
1st Year	36	36,190	37,638	39,144	40,710
2nd Year & T/A	39	37,221	38,710	40,258	41,868
Grade 3					
1st Year	43	38,627	40,172	41,779	43,450
2nd Year & T/A	46	39,594	41,178	42,825	44,538
Technical Officer					
1.1.1 Grade 1					
1st Year	46	39,594	41,178	42,825	44,538
2nd Year	50	41,153	42,799	44,511	46,291
3rd Year	53	42,254	43,944	45,702	47,530
4th Year & T/A	56	43,449	45,187	46,994	48,874
Grade 2					
1st Year	64	47,023	48,904	50,860	52,894
2nd Year	67	48,468	50,407	52,423	54,520
3rd Year	70	49,869	51,864	53,939	56,097
4th Year & T/A	76	52,827	54,940	57,138	59,424
Grade 3					
1st Year	81	55,415	57,632	59,937	62,334
2nd Year	84	57,057	59,339	61,713	64,182
3rd Year	87	58,796	61,148	63,594	66,138
4th Year & T/A	91	61,158	63,604	66,148	68,794

Grade 4					
1st Year	95	63,707	66,255	68,905	71,661
2nd Year	98	65,731	68,360	71,094	73,938
3rd Year	100	67,040	69,722	72,511	75,411
4th Year & T/A	103	68,968	71,727	74,596	77,580
Grade 5					
1st Year	107	71,723	74,592	77,576	80,679
2nd Year	110	73,871	76,826	79,899	83,095
3rd Year & T/A	113	76,045	79,087	82,250	85,540
Technical Co-ordinator Allowance		1,778	1,849	1,923	2,000

### Crown Employees (Tipstaves to Justices) Award

Tipstaff - Attorney General's Department				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
1st year of service	37,528	39,029	40,590	42,214
2nd year of service	38,248	39,778	41,369	43,024
3rd year of service	38,913	40,470	42,089	43,773
Tipstaff to the Chief Justice	39,594	41,178	42,825	44,538

### Crown Employees (Trades Assistants) Award

Trades Assistants				
Classification and Grades	1.7.03 Per week \$	1.7.04 Per week +4% \$	1.7.05 Per week +4% \$	1.7.06 Per week +4% \$
Classification -				
Blacksmith's striker	588.70	612.20	636.70	662.20
Cold saw operator	593.40	617.10	641.80	667.50
Driller (stationary machines)	588.70	612.20	636.70	662.20
Dresser and grinder (portable machines)	599.00	623.00	647.90	673.80
Dresser, shot blast or sand blast-				
(a) who operates from outside a properly enclosed cabin	593.40	617.10	641.80	667.50
(b) other	618.80	643.60	669.30	696.10
Dogman and/or crane chaser	599.00	623.00	647.90	673.80
Forger's assistant	588.70	612.20	636.70	662.20
Fork Lift Driver (TAFE)	634.50	659.90	686.30	713.80
Assistant Furnaceperson	593.40	617.10	641.80	667.50
General assistant assisting tradespersons or employed in a metal And/or electrical workshop (TAFE)	588.70	612.20	636.70	662.20
General assistant, other (TAFE)	583.70	607.00	631.30	656.60
General assistant/tool storeperson assisting tradespersons or employed in a metal and/or electrical workshop (less than 20 hpw toolstore duties) (TAFE)	599.00	623.00	647.90	673.80
General assistant/tool storeperson, other (less than 20 hpw toolstore duties) (TAFE)	618.60	643.30	669.00	695.80
Hammer driver	593.40	617.10	641.80	667.50
Heat treater operative	599.00	623.00	647.90	673.80
Machinist second class (Metal Trades)	624.90	649.90	675.90	702.90
Operator of straight line oxy-acetylene Cutting machine	599.00	623.00	647.90	673.80



Pipe fitter	624.90	649.90	675.90	702.90
Rigger and/or splicer (other than construction work)	645.40	671.20	698.00	725.90
Rigger and/or splicer (construction work)	657.30	683.60	710.90	739.30
Spray painter (ironwork) and/or brush hand	599.00	623.00	647.90	673.80
Tool and/or material storeman	618.80	643.60	669.30	696.10
Tool Storeperson (Classroom only, TAFE)	624.90	649.90	675.90	702.90
Trades assistant (Metal Trades)	588.70	612.20	636.70	662.20
Trades assistant (Electrical Trades)	604.60	628.80	654.00	680.20
Trades assistant	593.40	617.10	641.80	667.50
Cupola furnacperson (foundries)	624.90	649.90	675.90	702.90
First Aid Allowance (per day)	2.23	2.32	2.41	2.51

Other Rates and Allowances usually adjusted by increase in salary rates are increased by the percentages above. Expense Related allowances are adjusted in accordance with Crown Employees (Skilled Trades) Award.

### Crown Employees (WorkCover Authority - Inspectors) Award

Inspectors - WorkCover Authority					
Classification		1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Inspectorial Stream	Managerial Stream				
Progression Level					
Level 1		52,331	54,424	56,601	58,865
Level 2		53,015	55,136	57,341	59,635
Level 3		56,831	59,104	61,468	63,927
Level 4		58,496	60,836	63,269	65,800
Level 5*		62,053	64,535	67,116	69,801
Senior Inspector		64,635	67,220	69,909	72,705
Assistant Principal Inspector	District Coordinator	66,689	69,357	72,131	75,016
Principal Inspector		70,606	73,430	76,367	79,422
Regional Inspector	Centre Co-ordinator	75,680	78,707	81,855	85,129
State Inspector	State Co-ordinator	79,433	82,610	85,914	89,351
	Team Manager	86,262	89,712	93,300	97,032
	Manager Technical	89,920	93,517	97,258	101,148
	Support	95,553	99,375	103,350	107,484
		99,761	103,751	107,901	112,217

\*Inspectors Level 5 are eligible to apply for positions of Senior Inspector after completion of 12 months service as an Inspector Level 5.

### Exhibition Project Managers and Project Officers Australian Museum Award

Exhibition Project Managers and Project Officers - Australian Museum					
Classification and Grades	Common Salary Points	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Exhibition Project Officer					
Skill Level 1	46	35,594	37,018	38,499	40,039
Skill Level 2	52	41,895	43,571	45,138	46,944
Skill Level 3	58	44,265	46,036	47,877	49,792
Skill Level 4	64	47,023	48,913	50,870	52,905
Skill Level 5	67	48,468	50,407	52,423	54,520

Skill Level 6	78	53,901	56,057	58,299	60,631
Skill Level 7	83	56,559	58,821	61,174	63,621
Skill Level 8	88	59,382	61,757	64,227	66,796
Exhibition Project Manager					
Year 1	95	63,707	66,255	68,905	71,661
Year 2	98	65,731	68,360	71,094	73,938
Year 3	102	68,338	71,072	73,915	76,872

#### Forestry Commission of New South Wales (Trading as State Forests of NSW) Senior Staff Award

Senior Staff - State Forests of NSW				
Classification and Grades	1.7.03	1.7.04	1.7.05	1.7.06
	Per annum	Per annum +4%	Per annum +4%	Per annum +4%
	\$	\$	\$	\$
Level 1	90,180	93,787	97,538	101,440
	95,355	99,169	103,136	107,261
Level 2	95,356	99,170	103,137	107,262
	103,051	107,173	111,460	115,918
Level 3	103,052	107,174	111,461	115,919
	108,215	112,544	117,046	121,728
Level 4	108,216	112,545	117,047	121,729
	111,149	115,595	120,219	125,028

#### Forestry Field Officers (Forestry Commission of NSW) Award

Classification		1.7.03	1.7.04	1.7.05	1.7.06
		Per annum	Per annum +4%	Per annum +4%	Per annum +4%
		\$	\$	\$	\$
Forest Assistant					
Grade 1	First Year	36,191	37,639	39,145	40,711
	Second Year	38,248	39,778	41,369	43,024
	Third Year	39,594	41,178	42,825	44,538
	Fourth Year	41,153	42,799	44,511	46,291
	Fifth Year	46,569	48,432	50,369	52,384
Grade 2	First Year	49,867	51,862	53,936	56,093
	Second Year	53,280	55,411	57,627	59,932
Forester Grade 1	First Year	41,153	42,799	44,511	46,291
	Second Year	46,569	48,432	50,369	52,384
	Third Year	49,867	51,862	53,936	56,093
	Fourth Year	53,280	55,411	57,627	59,932
	Fifth Year	58,795	61,147	63,593	66,137
	Sixth Year	63,045	65,567	68,190	70,918
Grade 2	First Year	66,364	69,019	71,780	74,651
	Second Year	68,967	71,726	74,595	77,579
	Third Year	70,303	73,115	76,040	79,082
Grade 3		73,151	76,077	79,120	82,285
Grade 4		74,592	77,576	80,679	83,906
Grade 5		76,045	79,087	82,250	85,540
Grade 6	First Year	86,723	90,192	93,800	97,552
	Second Year	88,550	92,092	95,776	99,607
Grade 7		90,542	94,164	97,931	101,848

**Greyhound Racing Authority (NSW) Award**

Classifications and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Administrative Manager - A & C Grade 9/10				
1st year	67,689	70,397	73,213	76,142
2nd year	69,593	72,377	75,272	78,283
3rd year	72,435	75,332	78,345	81,479
Thereafter	74,593	77,577	80,680	83,907
Chief Steward - A & C Grade 9/10				
1st year	67,689	70,397	73,213	76,142
2nd year	69,593	72,377	75,272	78,283
3rd year	72,435	75,332	78,345	81,479
Thereafter	74,593	77,577	80,680	83,907
Administrative Officer (Finance) - A & C Grade 9				
1st year	67,689	70,397	73,213	76,142
Thereafter	69,593	72,377	75,272	78,283
Special Projects Officer - A & C Grade 8				
1st year	63,707	66,255	68,905	71,661
Thereafter	65,731	68,360	71,094	73,938
Accountant - A & C Grade 7				
1st year	59,382	61,757	64,227	66,796
Thereafter	61,158	63,604	66,148	68,794
Deputy Chief Stewart - A & C Grade 7				
1st year	59,382	61,757	64,227	66,796
Thereafter	61,158	63,604	66,148	68,794
Manager Registration Division - A & C Grade 7				
1st year	59,382	61,757	64,227	66,796
Thereafter	61,158	63,604	66,148	68,794
Stewards - A & C Grade 6				
1st year	56,013	58,254	60,584	63,007
Thereafter	57,656	59,962	62,360	64,854
Clerk - A & C Grade $\frac{3}{4}$				
1st year	44,265	46,036	47,877	49,792
2nd year	45,598	47,422	49,319	51,292
3rd year	47,023	48,904	50,860	52,894
Thereafter	48,468	50,407	52,423	54,520
Executive Assistant to - A & C Grade $\frac{3}{4}$ Chief Executive				
1st year	44,265	46,036	47,877	49,792
2nd year	45,598	47,422	49,319	51,292
3rd year	47,023	48,904	50,860	52,894
Thereafter	48,468	50,407	52,423	54,520
Field Officer - A & C Grade 3				
1st year	44,265	46,036	47,877	49,792
Thereafter	45,598	47,422	49,319	51,292
Greyhound Identity Officer - A & C Grade 2				
1st year	41,895	43,571	45,314	47,127
Thereafter	43,044	44,766	46,557	48,419
Personal Assistant to - A & C Grade 2 Chief Steward				
1st year	41,895	43,571	45,314	47,127
Thereafter	43,044	44,766	46,557	48,419

Cadet Steward - A & C Grade 1				
1st year	39,594	41,178	42,825	44,538
Thereafter	40,759	42,389	44,085	45,848
Registration Clerk - A & C Grade 1				
1st year	39,594	41,178	42,825	44,538
Thereafter	40,759	42,389	44,085	45,848

#### New South Wales Department of Community Services (After Hours Service) Award

After Hour Service - Department of Community Services				
Classification & Grades	1.8.03 Per day \$	1.7.04 Per day +4% \$	1.7.05 Per day +4% \$	1.7.06 Per day +4% \$
Monday 5.00 pm to Saturday 9.00 am	65.40 per day	68.02	70.74	73.57
Saturday 9.00 am to Sunday 9.00 am	98.10 per day	102.02	106.10	110.34
Sunday 9.00 am to Monday 9.00 am	98.10 per day	102.02	106.10	110.34
Public Holiday	98.10 per day	102.02	106.10	110.34
Other Rates and Allowances				
Disturbance Rate	19.60 per day	20.38	21.20	22.05

#### Senior Managers (National Parks and Wildlife Service) Award 2004

Senior Managers - National Parks and Wildlife Service				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Senior Manager Grade One (Bandwidth)	83,276 91,892	86,607 95,568	90,071 99,391	93,674 103,367
Senior Manager Grade Two (Bandwidth)	93,328 101,942	97,061 106,020	100,943 110,261	104,981 114,671
Senior Manager Grade Three (Bandwidth)	103,378 113,429	107,513 117,966	111,814 122,685	116,287 127,592

#### Zoological Parks Board of New South Wales Employees (State) Award

Classification	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Clerks - General Scale -				
1st year (up to 18 years)	23,126	24,051	25,013	26,014
2nd year (or 20 years)	27,971	29,090	30,254	31,464
3rd year	30,146	31,352	32,606	33,910
4th year	30,969	32,208	33,496	34,836
5th year	32,279	33,570	34,913	36,310
6th year	32,865	34,180	35,547	36,969
7th year	33,680	35,027	36,428	37,885
8th year	34,925	36,322	37,775	39,286
9th year	36,190	37,638	39,144	40,710
10th year	37,528	39,029	40,590	42,214
At 19 years + (HSC)	26,205	27,253	28,343	29,477

Grade 1 -				
1st year	39,394	40,970	42,609	44,313
2nd year	40,759	42,389	44,085	45,848
Grade 2 -				
1st year	41,895	43,571	45,314	47,127
2nd year	43,044	44,766	46,557	48,419
Grade 3 -				
1st year	44,265	46,036	47,877	49,792
2nd year	45,598	47,422	49,319	51,292
Grade 4 -				
1st year	47,023	48,904	50,860	52,894
2nd year	48,468	50,407	52,423	54,520
Grade 5 -				
1st year	52,252	54,342	56,516	58,777
2nd year	53,901	56,057	58,299	60,631
Grade 6 -				
1st year	56,013	58,254	60,584	63,007
2nd year	57,656	59,962	62,360	64,854
Grade 7 -				
1st year	59,382	61,757	64,227	66,796
2nd year	61,158	63,604	66,148	68,794
Grade 8 -				
1st year	63,707	66,255	68,905	71,661
2nd year	65,731	68,360	71,094	73,938
Grade 9 -				
1st year	67,689	70,397	73,213	76,142
2nd year	69,593	72,377	75,272	78,283
Grade 10 -				
1st year	72,435	75,332	78,345	81,479
2nd year	74,593	77,577	80,680	83,907
Grade 11 -				
1st year	78,290	81,422	84,679	88,066
2nd year	81,610	84,874	88,269	91,800
Grade 12 -				
1st year	86,723	90,192	93,800	97,552
2nd year	90,543	94,165	97,932	101,849
Stenographers and Machine Operators				
1st year (up to 17 years)	17,177	17,864	18,579	19,322
2nd year (or 17 years)	20,389	21,205	22,053	22,935
3rd year (or 18 years)	23,126	24,051	25,013	26,014
4th year (or 19 years )	26,205	27,253	28,343	29,477
5th year (or 20 years)	27,716	28,825	29,978	31,177
6th year (or 21 years)	30,709	31,937	33,214	34,543
7th year	31,555	32,817	34,130	35,495
8th year	32,598	33,902	35,258	36,668
9th year	35,209	36,617	38,082	39,605
10th year	35,827	37,260	38,750	40,300
11th year	36,840	38,314	39,847	41,441
12th year	37,528	39,029	40,590	42,214
Grade 1 -				
1st year	39,394	40,970	42,609	44,313
2nd year	40,759	42,389	44,085	45,848
Grade 2 -				
1st year	41,895	43,571	45,314	47,127
2nd year	43,044	44,766	46,557	48,419

Grade 3 -				
1st year	44,265	46,036	47,877	49,792
2nd year	45,598	47,422	49,319	51,292
Clerical Assistants -				
1st year (or under 17 years)	16,098	16,742	17,412	18,108
2nd year (or 17 years)	18,083	18,806	19,558	20,340
3rd year (or 18 years )	21,757	22,627	23,532	24,473
4th year (or 19 years)	24,711	25,699	26,727	27,796
5th year (or 20 years)	26,205	27,253	28,343	29,477
6th year (or 21 years)	29,072	30,235	31,444	32,702
7th year	30,146	31,352	32,606	33,910
8th year	30,969	32,208	33,496	34,836
9th year	31,555	32,817	34,130	35,495
Class 1 -				
1st year	32,865	34,180	35,547	36,969
2nd year	33,680	35,027	36,428	37,885
Class 2 -				
1st year	34,925	36,322	37,775	39,286
2nd year	35,827	37,260	38,750	40,300
Class 3 -				
1st year	36,537	37,998	39,518	41,099
2nd year	37,528	39,029	40,590	42,214
Class 4 -				
1st year	38,248	39,778	41,369	43,024
2nd year	38,913	40,470	42,089	43,773
Typists and Communications Assistants -				
1st year (or under 17)	17,177	17,864	18,579	19,322
2nd year (or 17 years )	19,172	19,939	20,737	21,566
3rd year (or 18 years)	21,757	22,627	23,532	24,473
4th year (or 19 years)	24,711	25,699	26,727	27,796
5th year (or 20 years)	27,716	28,825	29,978	31,177
6th year (or 21 years)	30,146	31,352	32,606	33,910
7th year	30,709	31,937	33,214	34,543
8th year	31,555	32,817	34,130	35,495
Senior Typist -				
1st year	32,865	34,180	35,547	36,969
2nd year	33,680	35,027	36,428	37,885
Garden Labourer -				
Grade 1	29,072	30,235	31,444	32,702
Grade 2	30,442	31,660	32,926	34,243
Grade 3	31,263	32,514	33,815	35,168
Horticultural Labourer -				
Grade 1	32,865	34,180	35,547	36,969
Grade 2	34,316	35,689	37,117	38,602
Grade 3	35,827	37,260	38,750	40,300
Horticulturalist Level 1 -				
Grade 1	38,248	39,778	41,369	43,024
Grade 2	39,292	40,864	42,499	44,199
Horticulturalist Level 2 -				
Grade 1	40,344	41,958	43,636	45,381
Grade 2	41,153	42,799	44,511	46,291
Horticultural Technician -				
Grade 1	43,044	44,766	46,557	48,419
Grade 2	43,833	45,586	47,409	49,305
Senior Horticultural Technician -				
Grade 1	46,570	48,433	50,370	52,385
Grade 2	48,468	50,407	52,423	54,520

Keeper Grade 1 -				
Level 1	34,590	35,974	37,413	38,910
Level 2	34,925	36,322	37,775	39,286
Level 3	35,538	36,960	38,438	39,976
Level 4	36,190	37,638	39,144	40,710
Keeper Grade 2 -				
Level 1	36,840	38,314	39,847	41,441
Level 2	37,949	39,467	41,046	42,688
Keeper Grade 3 -				
Level 1	38,627	40,172	41,779	43,450
Level 2	43,044	44,766	46,557	48,419
Keeper Grade 4 (Specialist) -				
Level 1	47,417	49,314	51,287	53,338
Level 2	52,252	54,342	56,516	58,777
Publicity and Assistant Publicity Officer -				
Public Relations Officer -				
Grade 1 -				
1st year	58,796	61,148	63,594	66,138
2nd year	59,979	62,378	64,873	67,468
3rd year	61,158	63,604	66,148	68,794
Grade 2 -				
1st year	68,968	71,727	74,596	77,580
2nd year	70,302	73,114	76,039	79,081
3rd year	71,723	74,592	77,576	80,679
Publicity Officer -				
1st year	49,384	51,359	53,413	55,550
2nd year	50,799	52,831	54,944	57,142
3rd year	51,731	53,800	55,952	58,190
Assistant Publicity Officer -				
1st year	44,727	46,516	48,377	50,312
2nd year	46,029	47,870	49,785	51,776
Gate Receptionists				
Graphic Artists -	36,840	38,314	39,847	41,441
Artists -				
Grade 1 -				
1st year	33,680	35,027	36,428	37,885
2nd year	34,590	35,974	37,413	38,910
3rd year	35,538	36,960	38,438	39,976
4th year	36,537	37,998	39,518	41,099
5th year	37,360	38,854	40,408	42,024
6th year	38,627	40,172	41,779	43,450
7th year or thereafter	39,394	40,970	42,609	44,313
Grade 2 -				
1st year	40,759	42,389	44,085	45,848
2nd year	41,474	43,133	44,858	46,652
3rd year and thereafter	42,254	43,944	45,702	47,530
Grade 3 -				
1st year	44,265	46,036	47,877	49,792
2nd year and thereafter	45,598	47,422	49,319	51,292
Designers (Exhibitions and Publications)				
1st year	36,537	37,998	39,518	41,099
2nd year	37,221	38,710	40,258	41,868
3rd year	38,248	39,778	41,369	43,024
4th year	39,394	40,970	42,609	44,313
5th year	40,759	42,389	44,085	45,848
6th year	41,474	43,133	44,858	46,652
7th year	42,254	43,944	45,702	47,530

8th year	43,449	45,187	46,994	48,874
9th year	45,142	46,948	48,826	50,779
10th year	47,023	48,904	50,860	52,894
11th year	48,468	50,407	52,423	54,520
12th year and thereafter	50,370	52,385	54,480	56,659
Allowances	1.7.03	1.7.04	1.7.05	1.7.06
Casual first aid allowance (per shift)	10.90	11.30	11.80	12.30
Laundry Allowance for staff other than Gate Receptionists (per week)	4.57	4.75	4.94	51.38
Laundry Allowance for Gate Receptionists (per week)	8.23	8.56	8.90	9.26

### Agreements and Determinations

#### Architects etc. (Public Service Board) Agreement No. 1733 of 1971

Architects				
Classification & Grades	1.7.03	1.7.04	1.7.05	1.7.06
	Per annum	Per annum +4%	Per annum +4%	Per annum +4%
	\$	\$	\$	\$
Grade I				
1st year of service	39,394	40,970	42,609	44,313
2nd year of service	41,153	42,799	44,511	46,291
3rd year of service	43,449	45,187	46,994	48,874
4th year of service	46,570	48,433	50,370	52,385
5th year of service	49,869	51,864	53,939	56,097
6th year of service and thereafter	52,827	54,940	57,138	59,424
Grade II				
1st year of service	56,013	58,254	60,584	63,007
2nd year of service	58,170	60,497	62,917	65,434
3rd year of service	59,979	62,378	64,873	67,468
4th year of service and thereafter	61,724	64,193	66,761	69,431
Grade III				
1st year of service	65,019	67,620	70,325	73,138
2nd year of service	67,040	69,722	72,511	75,411
3rd year of service	69,593	72,377	75,272	78,283
4th year of service and thereafter	71,723	74,592	77,576	80,679
Grade IV				
1st year of service	75,319	78,332	81,465	84,724
2nd year of service	77,531	80,632	83,857	87,211
3rd year of service and thereafter	79,069	82,232	85,521	88,942
Grade V				
1st year of service	82,312	85,604	89,028	92,589
2nd year of service and thereafter	83,933	87,290	90,782	94,413
Grade VI				
1st year of service	85,791	89,223	92,792	96,504
2nd year of service	87,632	91,137	94,782	98,573



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

Artists, Designers, Exhibitions Officers, etc.				
Classification & Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Artists Australian Museum and Museum of Applied Arts and Sciences				
Grade I				
1st year of service	33,680	35,027	36,428	37,885
2nd year of service	34,590	35,974	37,413	38,910
3rd year of service	35,538	36,960	38,438	39,976
4th year of service	36,537	37,998	39,518	41,099
5th year of service	37,221	38,710	40,258	41,868
6th year of service	38,627	40,172	41,779	43,450
7th year of service and thereafter	39,594	41,178	42,825	44,538
Grade II				
1st year of service	40,759	42,389	44,085	45,848
2nd year of service	41,474	43,133	44,858	46,652
3rd year of service and thereafter	42,254	43,944	45,702	47,530
Grade III				
1st year of service	44,265	46,036	47,877	49,792
2nd year of service and thereafter	45,598	47,422	49,319	51,292
Keeper Of Exhibits (Non Graduate)				
Museum of Applied Arts & Sciences				
1st year of service	38,913	40,470	42,089	43,773
2nd year of Service	40,012	41,612	43,276	45,007
3rd year of service	41,474	43,133	44,858	46,652
4th year of service	42,254	43,944	45,702	47,530
5th year of service	44,265	46,036	47,877	49,792
6th year of service and thereafter	44,265	46,036	47,877	49,792
Designers (Exhibitions and Publications)				
National Parks and Wildlife Services				
1st year of service	36,537	37,998	39,518	41,099
2nd year of service	37,221	38,710	40,258	41,868
3rd year of service	38,248	39,778	41,369	43,024
4th year of service	39,594	41,178	42,825	44,538
5th year of service	40,759	42,389	44,085	45,848
6th year of service	41,474	43,133	44,858	46,652
7th year of service	42,254	43,944	45,702	47,530
8th year of service	43,449	45,187	46,994	48,874
9th year of service	45,142	46,948	48,826	50,779
10th year of service	47,023	48,904	50,860	52,894
11th year of service	48,468	50,407	52,423	54,520
12th year of service	50,370	52,385	54,480	56,659
Senior Designer (Exhibitions and Publications) National Parks and Wildlife Service On Appointment				
	53,281	55,412	57,628	59,933
Exhibitions Officer, Australian Museum Grade I				
1st year of service	43,449	45,187	46,994	48,874
2nd year of service	45,142	46,948	48,826	50,779
3rd year of service	47,023	48,904	50,860	52,894
4th year of service	48,468	50,407	52,423	54,520
5th year of service and thereafter	50,370	52,385	54,480	56,659

Grade II				
1st year of service	52,252	54,342	56,516	58,777
2nd year of service	53,281	55,412	57,628	59,933
Chief, Exhibitions Department Museum of Applied Arts and Sciences				
1st year of service	61,724	64,193	66,761	69,431

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

Department of Corrective Services				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
The rate of pay for the Bandmaster, Department of Corrective Services shall be an annual salary equivalent to a Clerk Grade 5/6 under the Crown Employees (Administrative and Clerical Officers) Award.				

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

Cadet Conditions and Rates of Pay, Various Departments				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Level 1 At 18 years of age	23,126	24,051	25,013	26,014
Level 1 At 19 years of age with HSC	26,205	27,253	28,343	29,477
Level 2 Or minimum at 20 years	27,971	29,090	30,254	31,464
Level 3 Or minimum at 21 years	30,146	31,352	32,606	33,910
Level 4	30,969	32,208	33,496	34,836
Level 5	32,279	33,570	34,913	36,310
Level 6	32,865	34,180	35,547	36,969
Level 7	33,680	35,027	36,428	37,885
Level 8	34,925	36,322	37,775	39,286
Level 9	36,190	37,638	39,144	40,710
Level 10	37,528	39,029	40,590	42,214

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

Cartographers, Engineering Survey Drafting Officers, Survey Drafting Officers, Photogrammetrists, Computers All Departments				
Classification & Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
General Scale				
1st year	23,126	24,051	25,013	26,014
2nd year	27,971	29,090	30,254	31,464

3rd year	30,146	31,352	32,606	33,910
4th year	30,969	32,208	33,496	34,836
5th year	32,279	33,570	34,913	36,310
6th year	32,865	34,180	35,547	36,969
7th year	33,680	35,027	36,428	37,885
8th year	34,925	36,322	37,775	39,286
9th year	36,190	37,638	39,144	40,710
10th year	37,528	39,029	40,590	42,214
11th year	39,594	41,178	42,825	44,538
12th year	40,759	42,389	44,085	45,848
13th year	41,895	43,571	45,314	47,127
14th year	43,044	44,766	46,557	48,419
Officer with HSC aged 19 and over paid not less than	26,205	27,253	28,343	29,477
Class 1				
1st year	44,265	46,036	47,877	49,792
2nd year	45,598	47,422	49,319	51,292
3rd year	47,023	48,904	50,860	52,894
4th year	48,468	50,407	52,423	54,520
Class 2				
1st year	52,252	54,342	56,516	58,777
2nd year	53,901	56,057	58,299	60,631
Class 3				
1st year	56,013	58,254	60,584	63,007
2nd year	57,656	59,962	62,360	64,854
Class 4				
1st year	59,382	61,757	64,227	66,796
2nd year	61,158	63,604	66,148	68,794
Class 5				
1st year	63,707	66,255	68,905	71,661
2nd year	65,731	68,360	71,094	73,938
Class 6				
1st year	67,689	70,397	73,213	76,142
2nd year	69,593	72,377	75,272	78,283
Class 7				
1st year	72,435	75,332	78,345	81,479
2nd year	74,593	77,577	80,680	83,907

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

Department of Corrective Services				
Classification & Grades	10.5.04 Per hour \$	1.7.04 Per hour +4% \$	1.7.05 Per hour +4% \$	1.7.06 Per hour +4% \$
Sessional Specialist HIV/Health Promotion	50.78	50.78	52.81	54.92
(The rates are inclusive of a 15% casual loading for Monday to Friday work, plus 1/12th in lieu of recreation leave.				
Environmental Allowance for working within a correctional centre.	1.17	1.17	1.22	1.27

**Clerical Officer Public Service Board Agreement No. 2515 of 1988 and Determination No.877 of 1989**

Clerical Officer, All Departments				
Classification & Grades	1.7.03	1.7.04	1.7.05	1.7.06
	Per annum	Per annum	Per annum	Per annum
	\$	+4%	+4%	+4%
	\$	\$	\$	\$
<b>Grade 1</b>				
<b>Group A</b>				
1st year of service under 17	16,098	16,742	17,412	18,108
2nd year of service or 17	19,172	19,939	20,737	21,566
3rd year of service or 18	21,757	22,627	23,532	24,473
4th year of service or 19	26,205	27,253	28,343	29,477
5th year of service or 20	27,971	29,090	30,254	31,464
6th year of service	30,146	31,352	32,606	33,910
7th year of service	30,969	32,208	33,496	34,836
8th year of service	32,279	33,570	34,913	36,310
9th year of service	32,865	34,180	35,547	36,969
10th year of service	33,680	35,027	36,428	37,885
<b>Group B</b>				
1st year of service under 17	17,177	17,864	18,579	19,322
2nd year of service or 17	19,172	19,939	20,737	21,566
3rd year of service or 18	21,757	22,627	23,532	24,473
4th year of service or 19	26,205	27,253	28,343	29,477
5th year of service or 20	27,971	29,090	30,254	31,464
6th year of service	30,146	31,352	32,606	33,910
7th year of service	30,969	32,208	33,496	34,836
8th year of service	32,279	33,570	34,913	36,310
9th year of service	32,865	34,180	35,547	36,969
10th year of service	33,680	35,027	36,428	37,885
Minimum rate at 21	30,146	31,352	32,606	33,910
<b>Grade 1/2</b>				
<b>Group C</b>				
1st year of service under 17	18,083	18,806	19,558	20,340
2nd year of service or 17	21,757	22,627	23,532	24,473
3rd year of service or 18	26,205	27,253	28,343	29,477
4th year of service or 19	27,971	29,090	30,254	31,464
5th year of service or 20	30,146	31,352	32,606	33,910
6th year of service	30,969	32,208	33,496	34,836
7th year of service	32,279	33,570	34,913	36,310
8th year of service	32,865	34,180	35,547	36,969
9th year of service	33,680	35,027	36,428	37,885
10th year of service	34,925	36,322	37,775	39,286
11th year of service	36,190	37,638	39,144	40,710
12th year of service	37,528	39,029	40,590	42,214
<b>Group D only</b>				
1st year of service or 17	26,205	27,253	28,343	29,477
2nd year of service or 17	27,971	29,090	30,254	31,464
3rd year of service or 18	30,146	31,352	32,606	33,910
4th year of service or 19	30,969	32,208	33,496	34,836
5th year of service or 20	32,279	33,570	34,913	36,310
6th year of service	32,865	34,180	35,547	36,969
7th year of service	33,680	35,027	36,428	37,885
8th year of service	34,925	36,322	37,775	39,286
9th year of service	36,190	37,638	39,144	40,710
10th year of service	37,528	39,029	40,590	42,214
*Minimum rate for HSC at 19 years of age	26,205	27,253	28,343	29,477
Minimum rate at 21	30,969	32,208	33,496	34,836

Grade 3				
1st year of service	39,594	41,178	42,825	44,538
2nd year of service	40,759	42,389	44,085	45,848
Grade 3/4				
1st year of service	39,594	41,178	42,825	44,538
2nd year of service	40,759	42,389	44,085	45,848
3rd year of service	41,895	43,571	45,314	47,127
4th year of service	43,044	44,766	46,557	48,419
Grade 4				
1st year of service	41,895	43,571	45,314	47,127
2nd year of service	43,044	44,766	46,557	48,419
Grade 5				
1st year of service	44,265	46,036	47,877	49,792
2nd year of service	45,598	47,422	49,319	51,292
Grade 6				
1st year of service	47,023	48,904	50,860	52,894
2nd year of service	48,468	50,407	52,423	54,520
Grade 7				
1st year of service	52,252	54,342	56,516	58,777
2nd year of service	53,901	56,057	58,299	60,631
Grade 8				
1st year of service	56,013	58,254	60,584	63,007
2nd year of service	57,656	59,962	62,360	64,854

**Clinical Neuropsychologist - Department of Corrective Services; Determination No.937 of 2004**

Clinical Neuropsychologist Department of Corrective Services				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
1st year of service	54,332	56,505	58,765	61,116
2nd year of service	58,170	60,497	62,917	65,434
3rd year of service	61,158	63,604	66,148	68,794
4th year of service	64,374	66,949	69,627	72,412
5th year of service	67,689	70,397	73,213	76,142
Environmental Allowance for Clinical Neuropsychologist working within a correctional centre	1,906	1,982	2,061	2,143

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

Computer Operators, All Departments				
Classification & Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Trainee Computer Operator				
At 18 and under	23,126	24,051	25,013	26,014
At 19	26,205	27,253	28,343	29,477
At 20	27,971	29,090	30,254	31,464
At 21	30,146	31,352	32,606	33,910
Computer Operator - Grade 1				
1st year of service	30,969	32,208	33,496	34,836
2nd year of service	32,279	33,570	34,913	36,310

3rd year of service	32,865	34,180	35,547	36,969
4th year of service and thereafter	33,680	35,027	36,428	37,885
<b>Computer Operator - Grade 2</b>				
1st year of service	34,925	36,322	37,775	39,286
2nd year of service	36,190	37,638	39,144	40,710
3rd year of service and thereafter	37,528	39,029	40,590	42,214
<b>Senior Computer Operator - Grade 1</b>				
1st year of service	39,594	41,178	42,825	44,538
2nd year of service	40,759	42,389	44,085	45,848
3rd year of service	41,895	43,571	45,314	47,127
4th year of service	43,044	44,766	46,557	48,419
<b>Senior Computer Operator - Grade 2</b>				
1st year of service	44,265	46,036	47,877	49,792
2nd year of service	45,598	47,422	49,319	51,292
3rd year of service	47,023	48,904	50,860	52,894
4th year of Service	48,468	50,407	52,423	54,520

### Computer Systems Officers - TAFE Public Service Board Determination

Computer Systems Officer - TAFE				
Classification	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
<b>Trainee</b>				
1st Year	27,971	29,090	30,254	31,464
2nd Year	32,279	33,570	34,913	36,310
3rd Year	34,925	36,322	37,775	39,286
4th Year	40,759	42,389	44,085	45,848
<b>Level 1</b>				
1st Year	43,044	44,766	46,557	48,419
2nd Year	45,598	47,422	49,319	51,292
<b>Level 2</b>				
1st Year	48,468	50,407	52,423	54,520
2nd Year	53,901	56,057	58,299	60,631
<b>Grade 1 -</b>				
1st year	28,220	29,349	30,523	31,744
2nd year	30,969	32,208	33,496	34,836
3rd year	32,865	34,180	35,547	36,969
4th year	34,925	36,322	37,775	39,286
5th year	37,528	39,029	40,590	42,214
6th year	40,759	42,389	44,085	45,848
7th year	43,044	44,766	46,557	48,419
<b>Grade 2 -</b>				
1st year	45,598	47,422	49,319	51,292
2nd year	48,468	50,407	52,423	54,520
3rd year	53,901	56,057	58,299	60,631
<b>Grade 3 -</b>				
1st year	56,013	58,254	60,584	63,007
2nd year	57,656	59,962	62,360	64,854
3rd year	59,382	61,757	64,227	66,796
4th year	61,158	63,604	66,148	68,794
5th year	63,707	66,255	68,905	71,661
6th year	65,731	68,360	71,094	73,938

User Support Programmer = CSO Grade 1 and 2  
 Programme/Analyst = CSO Grade 2 and 3  
 Software Co-ordinator = CSO Grade 3

Adapted from Computer Systems Officers - Computer Services Division - PSB Determination

**Conservators, Cultural Institutions, Public Service Board Agreement No.2504 of 1987**

Conservators, Cultural Institutions				
Classifications and Grade	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Assistant Conservator - Class 1				
1st year of service	37,528	39,029	40,590	42,214
2nd year of service	38,248	39,778	41,369	43,024
3rd year of service	38,913	40,470	42,089	43,773
4th year of service	40,012	41,612	43,276	45,007
5th year of service	40,759	42,389	44,085	45,848
6th year of service	41,895	43,571	45,314	47,127
Class 2				
1st year of service	43,044	44,766	46,557	48,419
2nd year of service	43,449	45,187	46,994	48,874
3rd year of service	44,265	46,036	47,877	49,792
Conservator - Grade 1				
1st year of service	46,029	47,870	49,785	51,776
2nd year of service	47,023	48,904	50,860	52,894
3rd year of service	47,978	49,897	51,893	53,969
4th year of service	48,824	50,777	52,808	54,920
5th year of service	49,869	51,864	53,939	56,097
Grade 2				
1st year of service	51,731	53,800	55,952	58,190
2nd year of service	54,332	56,505	58,765	61,116
3rd year of service	56,559	58,821	61,174	63,621
4th year of service	58,796	61,148	63,594	66,138
5th year of service	61,158	63,604	66,148	68,794
Grade 3				
1st year of service	63,041	65,563	68,186	70,913
2nd year of service	65,019	67,620	70,325	73,138
3rd year of service	66,362	69,016	71,777	74,648
Head Conservator				
1st year of service	70,302	73,114	76,039	79,081
2nd year of service	72,435	75,332	78,345	81,479
3rd year of service	73,871	76,826	79,899	83,095

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

Coordinators and Directors, Community Justice Centres Attorney-General's Department				
Classification & Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Co-ordinator	45,598	47,422	49,319	51,292
Director	69,593	72,377	75,272	78,283

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

Coordinator, Visual Arts, Long Bay Correctional Complex Department of Corrective Services				
Classification & Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Co-ordinator, Visual Arts	68,338	71,072	73,915	76,872
Environmental Allowance	1906	1982	2061	2143
All Incidents Allowance	6552	6814	7087	7370

**Curators and Registrars Cultural Institutions; Public Service Board Agreement No. 2508 of 1987**

Curatorial Staff				
Classification & Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
<b>Assistant Curator/Assistant Registrar - Grade I</b>				
1st year of service	37,528	39,029	40,590	42,214
2nd year of service	39,394	40,970	42,609	44,313
3rd year of service	41,474	43,133	44,858	46,652
4th year of service	43,833	45,586	47,409	49,305
5th year of service and thereafter	46,029	47,870	49,785	51,776
<b>Assistant Curator/Assistant Registrar - Grade II</b>				
1st year of service	47,023	48,904	50,860	52,894
2nd year of service	48,468	50,407	52,423	54,520
3rd year of service	49,869	51,864	53,939	56,097
4th year of service	51,324	53,377	55,512	57,732
5th year of service and thereafter	52,252	54,342	56,516	58,777
<b>Curator/Registrar - Grade I</b>				
1st year of service	53,281	55,412	57,628	59,933
2nd year of service	56,013	58,254	60,584	63,007
3rd year of service	58,170	60,497	62,917	65,434
4th year of service	61,158	63,604	66,148	68,794
5th year of service and thereafter	63,707	66,255	68,905	71,661
<b>Curator/Registrar - Grade II</b>				
1st year of service	66,362	69,016	71,777	74,648
2nd year of service	68,338	71,072	73,915	76,872
3rd year of service	70,302	73,114	76,039	79,081
4th year of service	72,435	75,332	78,345	81,479
5th year of service	73,871	76,826	79,899	83,095
Senior Curator Senior Registrar	76,770	79,841	83,035	86,356

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

Classification	1.7.03 Per annum +5% \$	1.7.04 Per annum + 4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Clinical -				
1st year	37,949	39,467	41,046	42,688
2nd year	38,627	40,172	41,779	43,450
3rd year	39,594	41,178	42,825	44,538
4th year	41,153	42,799	44,511	46,291



5th year	42,254	43,944	45,702	47,530
6th year	43,449	45,187	46,994	48,874
Technical -				
1st year	37,949	39,467	41,046	42,688
2nd year	38,627	40,172	41,779	43,450
3rd year	39,394	40,970	42,609	44,313
4th year	41,153	42,799	44,511	46,291
5th year	42,254	43,944	45,702	47,530
6th year	43,449	45,187	46,994	48,874
Senior Dental Auxiliaries Assistant				
1st year	46,570	48,433	50,370	52,385
2nd year	47,978	49,897	51,893	53,969
3rd year	49,869	51,864	53,939	56,097
4th year	52,827	54,940	57,138	59,424

### Departmental Professional Officers Public Service Board Determination No. 866 of 1987

Departmental Professional Officers - All Departments				
Classification and Grades	1.7.03	1.7.04	1.7.05	1.7.06
	Per annum	Per annum	Per annum	Per annum
		+4%	+4%	+4%
	\$	\$	\$	\$
Grade I -				
1st year of service	39,594	41,178	42,825	44,538
2nd year of service	41,153	42,799	44,511	46,291
3rd year of service	43,449	45,187	46,994	48,874
4th year of service	46,570	48,433	50,370	52,385
5th year of service	49,869	51,864	53,939	56,097
6th year of service and thereafter	52,827	54,940	57,138	59,424
Grade II -				
1st year of service	55,415	57,632	59,937	62,334
2nd year of service	57,057	59,339	61,713	64,182
3rd year of service	58,796	61,148	63,594	66,138
4th year of service and thereafter	61,158	63,604	66,148	68,794
Grade III -				
1st year of service	63,707	66,255	68,905	71,661
2nd year of service	65,731	68,360	71,094	73,938
3rd year of service	67,040	69,722	72,511	75,411
4th year of service and thereafter	69,593	72,377	75,272	78,283
Grade IV -				
1st year of service	72,435	75,332	78,345	81,479
2nd year of service and thereafter	73,871	76,826	79,899	83,095
Grade V -				
1st year of service	76,770	79,841	83,035	86,356
2nd year of service and thereafter	78,290	81,422	84,679	88,066
Grade VI -				
1st year of service	80,731	83,960	87,318	90,811
2nd year of service and thereafter	82,312	85,604	89,028	92,589
Grade VII -				
1st year of service	84,856	88,250	91,780	95,451
2nd year of service and thereafter	86,723	90,192	93,800	97,552
Grade VIII -				
1st year of service	89,544	93,126	96,851	100,725
2nd year of service and thereafter	90,543	94,165	97,932	101,849

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

Department of Transport				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Grade I -				
One	30,105	31,309	32,561	33,863
Two	31,155	32,401	33,697	35,045
Three	32,244	33,534	34,875	36,270
Four	33,373	34,708	36,096	37,540
Five	34,542	35,924	37,361	38,855
Grade 2				
One	34,542	35,924	37,361	38,855
Two	35,753	37,183	38,670	40,217
Three	37,002	38,482	40,021	41,622
Four	38,302	39,834	41,427	43,084
Five	39,638	41,224	42,873	44,588
Grade 3				
One	39,638	41,224	42,873	44,588
Two	41,026	42,667	44,374	46,149
Three	42,461	44,159	45,925	47,762
Four	43,948	45,706	47,534	49,435
Five	45,488	47,308	49,200	51,168
Grade 4				
One	45,488	47,308	49,200	51,168
Two	47,078	48,961	50,919	52,956
Three	48,727	50,676	52,703	54,811
Four	50,433	52,450	54,548	56,730
Five	52,263	54,354	56,528	58,789
Grade 5				
One	52,263	54,354	56,528	58,789
Two	54,024	56,185	58,432	60,769
Three	56,027	58,268	60,599	63,023
Four	57,873	60,188	62,596	65,100
Five	59,898	62,294	64,786	67,377
Grade 6				
One	59,898	62,294	64,786	67,377
Two	61,996	64,476	67,055	69,737
Three	64,163	66,730	69,399	72,175
Four	66,408	69,064	71,827	74,700
Five	68,734	71,483	74,342	77,316
Grade 7				
One	68,734	71,483	74,342	77,316
Two	71,140	73,986	76,945	80,023
Three	73,630	76,575	79,638	82,824
Four	76,204	79,252	82,422	85,719
Five	78,874	82,029	85,310	88,722
Grade 8				
One	78,874	82,029	85,310	88,722
Two	81,634	84,899	88,295	91,827
Three	86,739	90,209	93,817	97,570
Four	90,559	94,181	97,948	101,866
Five	93,729	97,478	101,377	105,432
Grade 9				
One	93,729	97,478	101,377	105,432

Two	98,763	102,714	106,823	111,096
Three	103,867	108,022	112,343	116,837
Four	107,688	111,996	116,476	121,135
Five	110,858	115,292	119,904	124,700

**Director of Music (Police Band)(Non Sworn Staff) Determination NSW Police Service**

Classification & Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
1st year	53,901	56,057	58,299	60,631
2nd year	55,415	57,632	59,937	62,334
3rd year	57,057	59,339	61,713	64,182
4th year	58,796	61,148	63,594	66,138
5th year and thereafter	60,573	62,996	65,516	68,137

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

Education Officers, Department of Culture, Sport & Recreation, (Art Gallery, Australian Museum & Museum of Applied Arts & Sciences)				
Classifications and Grade	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Education Officer -				
1st year of service	38,627	40,172	41,779	43,450
2nd year of service	40,344	41,958	43,636	45,381
3rd year of service	42,623	44,328	46,101	47,945
4th year of service	45,142	46,948	48,826	50,779
5th year of service	47,978	49,897	51,893	53,969
6th year of service	50,370	52,385	54,480	56,659
7th year of service	52,252	54,342	56,516	58,777
8th year of service	54,332	56,505	58,765	61,116
9th year of service and thereafter	57,057	59,339	61,713	64,182
Senior Education Officer -				
1st year of service	65,731	68,360	71,094	73,938
2nd year of service and thereafter	67,689	70,397	73,213	76,142
Allowance after 12 months on the 9th year of service: \$ per annum	1,783	1,861	1,935	2,012
After a further 12 months: \$ per annum	1,783	1,861	1,935	2,012

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

Education Officer - Department of Education and Training				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Education Officer				
Step 1	55,741	57,971	60,290	62,702
Step 2	58,710	61,058	63,500	66,040
Step 3	61,804	64,276	66,847	69,521
Step 4	64,908	67,504	70,204	73,012
Special Program Co-ordinator				
Step 1	69,507	72,287	75,178	78,185
Step 2	72,349	75,243	78,253	81,383

Senior Education Officer				
Step 1	75,520	78,541	81,683	84,950
Step 2	77,392	80,488	83,708	87,056
Chief Education Officer	84,169	87,536	91,037	94,678
Chief Research Officer	84,169	87,536	91,037	94,678
Quality Assurance Co-ordinator	88,852	92,406	96,102	99,946
Principal Education Officer	94,299	98,071	101,994	106,074
Principal Research Officer	94,299	98,071	101,994	106,074
Principal Officer	94,299	98,071	101,994	106,074
Curriculum Manager	94,299	98,071	101,994	106,074

**Engineers etc., Public Service Board Agreement No. 1734 of 1971**

Engineers				
Classification and Grades	1.7.03	1.7.04	1.7.05	1.7.06
	Per annum	Per annum	Per annum	Per annum
		+4%	+4%	+4%
	\$	\$	\$	\$
Grade I Diplomate Experience Since Qualifying				
In first year	39,594	41,178	42,825	44,538
After one year	41,153	42,799	44,511	46,291
After two years	43,449	45,187	46,994	48,874
After three years	46,570	48,433	50,370	52,385
After four years	49,869	51,864	53,939	56,097
After five years	52,827	54,940	57,138	59,424
Grade I Graduate Experience Since Qualifying				
In first year	41,153	42,799	44,511	46,291
After one year	43,449	45,187	46,994	48,874
After two years	46,570	48,433	50,370	52,385
After three years	49,869	51,864	53,939	56,097
After four years	52,827	54,940	57,138	59,424
Grade II				
1st year of service	56,013	58,254	60,584	63,007
2nd year of service	58,170	60,497	62,917	65,434
3rd year of service	59,979	62,378	64,873	67,468
4th year of service and thereafter	61,724	64,193	66,761	69,431
Grade III				
1st year of service	65,019	67,620	70,325	73,138
2nd year of service	67,040	69,722	72,511	75,411
3rd year of service	69,593	72,377	75,272	78,283
4th year of service and thereafter	71,723	74,592	77,576	80,679
Grade IV				
1st year of service	75,319	78,332	81,465	84,724
2nd year of service	77,531	80,632	83,857	87,211
3rd year of service and thereafter	79,069	82,232	85,521	88,942
Grade V				
1st year of service	82,312	85,604	89,028	92,589
2nd year of service and thereafter	83,933	87,290	90,782	94,413
Grade VI				
1st year of service	85,791	89,223	92,792	96,504
2nd year of service and thereafter	87,632	91,137	94,782	98,573

**Environmental Allowance - Department of Juvenile Justice - Kariong Juvenile Justice Centre  
Determination No. 927 of 2002**

	1.7.03 Per annum	1.7.04 Per annum	1.7.05 Per annum	1.7.06 Per annum
	\$	+4% \$	+4% \$	+4% \$
Environmental Allowance	1,906	1,982	2,061	2,143

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

Escorts and Travelling Attendants - Department of Community Services				
Classification and Grades	1.7.03 Per annum	1.7.04 Per annum	1.7.05 Per annum	1.7.06 Per annum
	\$	+4% \$	+4% \$	+4% \$
Travelling Attendant				
1st Year	30,605	31,829	33,102	34,426
2nd Year	30,605	31,829	33,102	34,426
3rd Year	30,894	32,130	33,415	34,752
4th Year	31,912	33,188	34,516	35,897
Travelling Attendant (Hourly Rate)				
1st Year	15.4354	16.0528	16.6921	17.3577
2nd Year	15.4354	16.0528	16.6921	17.3577
3rd Year	15.5811	16.2043	16.8482	17.5239
4th Year	16.0945	16.7383	17.4095	18.1064
Escorts				
1st Year	36,468	37,927	39,444	41,022
2nd Year	36,468	37,927	39,444	41,022
3rd Year	36,799	38,271	39,802	41,394
4th Year	38,042	39,564	41,147	42,793
Rate A Applicable Mon-Fri and all overtime/travelling time/weekdays and public holidays = Hrly rate of Travelling Attendant + 10% +4/48ths				
1st Year	18.3939	19.1297	19.8952	20.6958
2nd Year	18.3939	19.1297	19.8952	20.6958
3rd Year	18.5675	19.3102	20.0824	20.8833
4th Year	19.1793	19.9465	20.7479	21.5799
Rate B Applicable first 8 hours on Saturday = Hrly rate of Travelling Attendant + 50% +4/48ths				
1st Year	25.0825	26.0858	27.1334	28.2153
2nd Year	25.0825	26.0858	27.1334	28.2153
3rd Year	25.3193	26.3321	27.3833	28.4753
4th Year	26.1536	27.1997	28.2880	29.4215
Rate C Applicable first 8 hours on Sunday = Hrly rate of Travelling Attendant + 75% +4/48ths				
1st Year	29.2629	30.4334	31.6473	32.9159
2nd Year	29.2629	30.4334	31.6473	32.9159
3rd Year	29.5392	30.7208	31.9488	33.2280
4th Year	30.5125	31.7330	32.9993	34.3200
Rate D Applicable first 8 hours on a Public Holiday = Hrly Rate of Travelling Attendant + 150%+4/48ths				

1 <sup>st</sup> Year	41.8042	43.4764	45.2191	47.0288
2nd Year	41.8042	43.4764	45.2191	47.0288
3rd Year	42.1988	43.8868	45.6455	47.4758
4th Year	43.5893	45.3329	47.1433	49.0257

**Gardening, Parks and Horticultural and Landscape Staff Amending Agreement No. 2320 of 1981. Gardening Parks and Horticultural and Landscape Staff Agreement No. 2266 of 1980; Determination No. 767 of 1982**

Gardening, Parks and Horticultural and Landscape Staff				
Classification and Grades	1.7.03	1.7.04	1.7.05	1.7.06
	Per annum	Per annum	Per annum	Per annum
		+4%	+4%	+4%
	\$	\$	\$	\$
Gardener Tradesman	36,537	37,998	39,518	41,099
Gardener Experienced	34,316	35,689	37,117	38,602
Garden Labourer	30,969	32,208	33,496	34,836
Garden Labourer, 1st class	32,279	33,570	34,913	36,310
Chief Propagator (Royal Botanical Gardens)	38,627	40,172	41,779	43,450
Groundsman	35,209	36,617	38,082	39,605
Horticultural and Landscape Officers:				
Horticultural Assistants -				
1st year of service	35,209	36,617	38,082	39,605
2nd year of service	36,190	37,638	39,144	40,710
3rd year of service	36,840	38,314	39,847	41,441
4th year of service	37,528	39,029	40,590	42,214
5th year of service	38,248	39,778	41,369	43,024
6th year of service	38,913	40,470	42,089	43,773
7th year of service	39,594	41,178	42,825	44,538
Promotion beyond 3rd year rate dependent upon possession of the Certificate of Horticulture				
Ranger	34,316	35,689	37,117	38,602
Senior Ranger (plus appropriate Leading Hand Allowance)	34,316	35,689	37,117	38,602
Foreman	45,598	47,422	49,319	51,292
Foreman Special Grade	47,417	49,314	51,287	53,338
Superintendent, Centennial Park	53,281	55,412	57,628	59,933
Supervisor Royal Botanic Gardens and Mount Tomah				
1st year of service	48,824	50,777	52,808	54,920
2nd year of service	50,370	52,385	54,480	56,659
3rd year of service	51,324	53,377	55,512	57,732
Development Officer (Horticulture)	55,415	57,632	59,937	62,334
	56,013	58,254	60,584	63,007
	57,057	59,339	61,713	64,182
Living Collections Registrar	39,394	40,970	42,609	44,313
Mount Tomah	41,153	42,799	44,511	46,291
	42,254	43,944	45,702	47,530
	43,449	45,187	46,994	48,874

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

Car Drivers/Assistants				
Classification & Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Car Drivers - Driver/General Assistant	35,209	36,617	38,082	39,605
Departmental - Driver/Assistant	37,221	38,710	40,258	41,868
Departmental - Driver/Assistant (in Charge), Public Works Department	38,627	40,172	41,779	43,450
Ministerial Driver/Assistant				
* Salary Class 52 with allowance to Salary	37,221	38,710	40,258	41,868
Class 122	54,921	57,118	59,403	61,779

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

General Division (Trade Based Groups) Agreement, Salary Classes and Annual Salaries					
T.B. S.C.	CSP	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
T1	36	36,190	37,638	39,144	40,710
T2	36	36,190	37,638	39,144	40,710
T3	36	36,190	37,638	39,144	40,710
T4	37	36,537	37,998	39,518	41,099
T5	37	36,537	37,998	39,518	41,099
T6	38	36,840	38,314	39,847	41,441
T7	38	36,840	38,314	39,847	41,441
T8	38	36,840	38,314	39,847	41,441
T9	39	37,221	38,710	40,258	41,868
T10	39	37,221	38,710	40,258	41,868
T11	39	37,221	38,710	40,258	41,868
T12	40	37,528	39,029	40,590	42,214
T13	40	37,528	39,029	40,590	42,214
T14	41	37,949	39,467	41,046	42,688
T15	41	37,949	39,467	41,046	42,688
T16	41	37,949	39,467	41,046	42,688
T17	42	38,248	39,778	41,369	43,024
T18	42	38,248	39,778	41,369	43,024
T19	43	38,627	40,172	41,779	43,450
T20	43	38,627	40,172	41,779	43,450
T21	43	38,627	40,172	41,779	43,450
T22	44	38,913	40,470	42,089	43,773
T23	44	38,913	40,470	42,089	43,773
T24	45	39,292	40,864	42,499	44,199
T25	45	39,292	40,864	42,499	44,199
T26	45	39,292	40,864	42,499	44,199
T27	46	39,394	40,970	42,609	44,313
T28	46	39,394	40,970	42,609	44,313
T29	47	40,012	41,612	43,276	45,007
T30	47	40,012	41,612	43,276	45,007
T31	47	40,012	41,612	43,276	45,007
T32	47	40,012	41,612	43,276	45,007

T33	48	40,344	41,958	43,636	45,381
T34	48	40,344	41,958	43,636	45,381
T35	49	40,759	42,389	44,085	45,848
T36	49	40,759	42,389	44,085	45,848
T37	49	40,759	42,389	44,085	45,848
T38	50	41,153	42,799	44,511	46,291
T39	50	41,153	42,799	44,511	46,291
T40	50	41,153	42,799	44,511	46,291
T41	51	41,474	43,133	44,858	46,652
T42	51	41,474	43,133	44,858	46,652
T43	51	41,474	43,133	44,858	46,652
T44	52	41,895	43,571	45,314	47,127
T45	52	41,895	43,571	45,314	47,127
T46	52	41,895	43,571	45,314	47,127
T47	53	42,254	43,944	45,702	47,530
T48	53	42,254	43,944	45,702	47,530
T49	54	42,623	44,328	46,101	47,945
T50	54	42,623	44,328	46,101	47,945
T51	54	42,623	44,328	46,101	47,945
T52	55	43,044	44,766	46,557	48,419
T53	55	43,044	44,766	46,557	48,419
T54	55	43,044	44,766	46,557	48,419
T55	56	43,449	45,187	46,994	48,874
T56	56	43,449	45,187	46,994	48,874
T57	56	43,449	45,187	46,994	48,874
T58	57	43,833	45,586	47,409	49,305
T59	57	43,833	45,586	47,409	49,305
T60	57	43,833	45,586	47,409	49,305
T61	58	44,265	46,036	47,877	49,792
T62	58	44,265	46,036	47,877	49,792
T63	58	44,265	46,036	47,877	49,792
T64	59	44,727	46,516	48,377	50,312
T65	59	44,727	46,516	48,377	50,312
T66	59	44,727	46,516	48,377	50,312
T67	59	44,727	46,516	48,377	50,312
T68	60	45,142	46,948	48,826	50,779
T69	60	45,142	46,948	48,826	50,779
T70	61	45,598	47,422	49,319	51,292
T71	61	45,598	47,422	49,319	51,292
T72	61	45,598	47,422	49,319	51,292
T73	61	45,598	47,422	49,319	51,292
T74	62	46,029	47,870	49,785	51,776
T75	62	46,029	47,870	49,785	51,776
T76	62	46,029	47,870	49,785	51,776
T77	63	46,570	48,433	50,370	52,385
T78	63	46,570	48,433	50,370	52,385
T79	63	46,570	48,433	50,370	52,385
T80	63	46,570	48,433	50,370	52,385
T81	64	47,023	48,904	50,860	52,894
T82	64	47,023	48,904	50,860	52,894
T83	64	47,023	48,904	50,860	52,894
T84	65	47,417	49,314	51,287	53,338
T85	65	47,417	49,314	51,287	53,338
T86	65	47,417	49,314	51,287	53,338
T87	66	47,978	49,897	51,893	53,969
T88	66	47,978	49,897	51,893	53,969



T89	66	47,978	49,897	51,893	53,969
T90	66	47,978	49,897	51,893	53,969
T91	67	48,468	50,407	52,423	54,520
T92	67	48,468	50,407	52,423	54,520
T93	67	48,468	50,407	52,423	54,520
T94	68	48,824	50,777	52,808	54,920
T95	68	48,824	50,777	52,808	54,920
T96	68	48,824	50,777	52,808	54,920
T97	69	49,384	51,359	53,413	55,550
T98	69	49,384	51,359	53,413	55,550
T99	69	49,384	51,359	53,413	55,550
T100	69	49,384	51,359	53,413	55,550
T101	70	49,869	51,864	53,939	56,097
T102	70	49,869	51,864	53,939	56,097
T103	70	49,869	51,864	53,939	56,097
T104	71	50,370	52,385	54,480	56,659
T105	71	50,370	52,385	54,480	56,659
T106	71	50,370	52,385	54,480	56,659
T107	71	50,370	52,385	54,480	56,659
T108	72	50,799	52,831	54,944	57,142
T109	72	50,799	52,831	54,944	57,142
T110	72	50,799	52,831	54,944	57,142
T111	73	51,324	53,377	55,512	57,732
T112	73	51,324	53,377	55,512	57,732
T113	73	51,324	53,377	55,512	57,732
T114	74	51,731	53,800	55,952	58,190
T115	74	51,731	53,800	55,952	58,190
T116	74	51,731	53,800	55,952	58,190
T117	75	52,252	54,342	56,516	58,777
T118	75	52,252	54,342	56,516	58,777
T119	75	52,252	54,342	56,516	58,777
T120	75	52,252	54,342	56,516	58,777
T121	76	52,827	54,940	57,138	59,424
T122	76	52,827	54,940	57,138	59,424
T123	76	52,827	54,940	57,138	59,424
T124	76	52,827	54,940	57,138	59,424
T125	77	53,281	55,412	57,628	59,933
T126	77	53,281	55,412	57,628	59,933
T127	77	53,281	55,412	57,628	59,933
T128	78	53,901	56,057	58,299	60,631
T129	78	53,901	56,057	58,299	60,631
T130	78	53,901	56,057	58,299	60,631
T131	78	53,901	56,057	58,299	60,631
T132	78	53,901	56,057	58,299	60,631
T133	79	54,332	56,505	58,765	61,116
T134	79	54,332	56,505	58,765	61,116
T135	79	54,332	56,505	58,765	61,116
T136	80	54,921	57,118	59,403	61,779
T137	80	54,921	57,118	59,403	61,779
T138	80	54,921	57,118	59,403	61,779
T139	80	54,921	57,118	59,403	61,779
T140	81	55,415	57,632	59,937	62,334
T141	81	55,415	57,632	59,937	62,334
T142	81	55,415	57,632	59,937	62,334
T143	82	56,013	58,254	60,584	63,007
T144	82	56,013	58,254	60,584	63,007

T145	82	56,013	58,254	60,584	63,007
T146	82	56,013	58,254	60,584	63,007
T147	82	56,013	58,254	60,584	63,007
T148	83	56,559	58,821	61,174	63,621
T149	83	56,559	58,821	61,174	63,621
T150	83	56,559	58,821	61,174	63,621
T151	84	57,057	59,339	61,713	64,182
T152	84	57,057	59,339	61,713	64,182
T153	84	57,057	59,339	61,713	64,182
T154	84	57,057	59,339	61,713	64,182
T155	85	57,656	59,962	62,360	64,854
T156	85	57,656	59,962	62,360	64,854
T157	85	57,656	59,962	62,360	64,854
T158	85	57,656	59,962	62,360	64,854
T159	86	58,170	60,497	62,917	65,434
T160	86	58,170	60,497	62,917	65,434
T161	86	58,170	60,497	62,917	65,434
T162	86	58,170	60,497	62,917	65,434
T163	87	58,796	61,148	63,594	66,138
T164	87	58,796	61,148	63,594	66,138
T165	87	58,796	61,148	63,594	66,138
T166	87	58,796	61,148	63,594	66,138
T167	88	59,382	61,757	64,227	66,796
T168	88	59,382	61,757	64,227	66,796
T169	88	59,382	61,757	64,227	66,796
T170	88	59,382	61,757	64,227	66,796
T171	89	59,979	62,378	64,873	67,468
T172	89	59,979	62,378	64,873	67,468
T173	89	59,979	62,378	64,873	67,468
T174	89	59,979	62,378	64,873	67,468
T175	89	59,979	62,378	64,873	67,468
T176	90	60,573	62,996	65,516	68,137
T177	90	60,573	62,996	65,516	68,137
T178	90	60,573	62,996	65,516	68,137
T179	90	60,573	62,996	65,516	68,137
T180	91	61,158	63,604	66,148	68,794
T181	91	61,158	63,604	66,148	68,794
T182	91	61,158	63,604	66,148	68,794
T183	91	61,158	63,604	66,148	68,794
T184	92	61,724	64,193	66,761	69,431
T185	92	61,724	64,193	66,761	69,431
T186	92	61,724	64,193	66,761	69,431
T187	92	61,724	64,193	66,761	69,431
T188	93	62,372	64,867	67,462	70,160
T189	93	62,372	64,867	67,462	70,160
T190	93	62,372	64,867	67,462	70,160
T191	93	62,372	64,867	67,462	70,160
T192	93	62,372	64,867	67,462	70,160
T193	94	63,041	65,563	68,186	70,913
T194	94	63,041	65,563	68,186	70,913
T195	94	63,041	65,563	68,186	70,913
T196	94	63,041	65,563	68,186	70,913
T197	95	63,707	66,255	68,905	71,661
T198	95	63,707	66,255	68,905	71,661
T199	95	63,707	66,255	68,905	71,661
T200	95	63,707	66,255	68,905	71,661

T201	95	63,707	66,255	68,905	71,661
T202	96	64,374	66,949	69,627	72,412
T203	96	64,374	66,949	69,627	72,412
T204	96	64,374	66,949	69,627	72,412
T205	96	64,374	66,949	69,627	72,412
T206	96	64,374	66,949	69,627	72,412
T207	97	65,019	67,620	70,325	73,138
T208	97	65,019	67,620	70,325	73,138
T209	97	65,019	67,620	70,325	73,138
T210	97	65,019	67,620	70,325	73,138
T211	98	65,731	68,360	71,094	73,938
T212	98	65,731	68,360	71,094	73,938
T213	98	65,731	68,360	71,094	73,938
T214	98	65,731	68,360	71,094	73,938
T215	98	65,731	68,360	71,094	73,938
T216	99	66,362	69,016	71,777	74,648
T217	99	66,362	69,016	71,777	74,648
T218	99	66,362	69,016	71,777	74,648
T219	99	66,362	69,016	71,777	74,648
T220	99	66,362	69,016	71,777	74,648
T221	100	67,040	69,722	72,511	75,411
T222	100	67,040	69,722	72,511	75,411
T223	100	67,040	69,722	72,511	75,411
T224	100	67,040	69,722	72,511	75,411
T225	100	67,040	69,722	72,511	75,411
T226	101	67,689	70,397	73,213	76,142
T227	101	67,689	70,397	73,213	76,142
T228	101	67,689	70,397	73,213	76,142
T229	101	67,689	70,397	73,213	76,142
T230	102	68,338	71,072	73,915	76,872
Artificer, Australian Museum and Art Gallery of NSW					
1st year of service	T20	38,627	40,172	41,779	43,450
2nd year of service and thereafter	T25	39,292	40,864	42,499	44,199
Clerk of Works - Various Departments					
1st year of service	T95	48,824	50,777	52,808	54,920
2nd year of service	T102	49,869	51,864	53,939	56,097
3rd year of service	T111	51,324	53,377	55,512	57,732
4th year of service	T118	52,252	54,342	56,516	58,777
5th year of service and thereafter	T125	53,281	55,412	57,628	59,933
(Provided that in respect of officers appointed after 10th December, 1980, progression beyond the third year of service shall be dependent upon possession of the Building Foreman and Clerk of Works Certificate of the TAFE NSW* or a qualification deemed by the Industrial Authority to be appropriate and equivalent). (*agencies are advised to check with TAFE institutes with regards to course qualifications)					
Deputy Senior Electrical Inspector, All Departments					
1st year of service	T130	53,901	56,057	58,299	60,631
2nd year of service	T139	54,921	57,118	59,403	61,779

Electrical Foreman, Various					
Grade 2	T83	47,023	48,904	50,860	52,894
Grade 3	T96	47,023	48,904	50,860	52,894
Grade 5	T126	53,281	55,412	57,628	59,933
Electrical Inspectors, Various					
1st year of service	T118	52,252	54,342	56,516	58,777
2nd year of service	T125	53,281	55,412	57,628	59,933
Estimator, Various Departments					
1st year of service	T95	48,824	50,777	52,808	54,920
2nd year of service	T102	49,869	51,864	53,939	56,097
Fitter Operators, Various					
On appointment	T43	41,474	43,133	44,858	46,652
(i) NSW Electrician's Licence	34.00	35.40	36.80	38.30	
(ii) Department of Industrial Relations First Class Refrigeration Certificate	10.80	11.20	11.60	12.10	
(iii) Department of Industrial Relations Electrically Fired Boiler Attendant's Certificate	5.80	6.00	6.20	6.40	
(iv) Department of Industrial Relations Open All Class Boiler Attendant's Certificate	10.80	11.20	11.60	12.10	
(v) Refrigeration Mechanic's Certificate Course of the Sydney Technical College	10.80	11.20	11.60	12.10	
Provided that, in addition to the above salary, allowances shall be paid to a Fitter Operator who has a licence or certificate specified hereunder and who is required to act upon such licence or certificate during the course of his duties.					
Food and Beverage Controller (S.C. 53) 1st year		37,221	38,710	40,258	41,868
(S.C. 57) 2nd year		38,248	39,778	41,369	43,024
Food School Assistant (S.C. 23) 1st year		30,442	31,660	32,926	34,243
(S.C. 24) 4th year		30,709	31,937	33,214	34,543
(S.C. 26) 7th year		30,969	32,208	33,496	34,836
Foreman Electrical					
Grade 2 (T83)		47,023	48,904	50,860	52,894
Grade 3 (T96)		48,824	50,777	52,808	54,920
Grade 5 (T126)		53,281	55,412	57,628	59,933
Other than Electrical -					
Grade 1 (T59)		43,833	45,586	47,409	49,305
Grade 2 (T72)		45,598	47,422	49,319	51,292
Grade 3 (T85)		47,417	49,314	51,287	53,338
Grade 4 (T111)		51,324	53,377	55,512	57,732
Grade 5 (T125)		53,281	55,412	57,628	59,933
Assistant Mechanical Foreman - (T72)		45,598	47,422	49,319	51,292
Property and Maintenance Officer, Youth and Community Services					
1st year of service	T125	53,281	55,412	57,628	59,933
2nd year of service and thereafter	T139	54,921	57,118	59,403	61,779
Property Inspector, Public Trust Office					
1st year of service	T83	47,023	48,904	50,860	52,894

2nd year of service	T92	48,468	50,407	52,423	54,520
3rd year of service	T100	49,384	51,359	53,413	55,550
4th year of service and thereafter	T111	51,324	53,377	55,512	57,732
Radio Technician, Police					
1st year of service	T29	40,012	41,612	43,276	45,007
2nd year of service	T33	40,344	41,958	43,636	45,381
3rd year of service and thereafter	T38	41,153	42,799	44,511	46,291
Scientific Instrument Maker, Various Departments					
1st year of service and thereafter	T42	41,474	43,133	44,858	46,652
Senior Apprenticeship Supervisor, Department of Industrial Relations On appointment	T128	53,901	56,057	58,299	60,631
Senior Electrical Inspector, Various Departments					
1st year of service	T150	56,559	58,821	61,174	63,621
2nd year of service	T155	57,656	59,962	62,360	64,854
Senior Estimator, Various Departments	T107	50,370	52,385	54,480	56,659
Senior Mechanical Inspector					
1st year of service	T150	56,559	58,821	61,174	63,621
2nd year of service and thereafter	T155	57,656	59,962	62,360	64,854
Senior Radio Technician, Police and Forestry Commission					
1st year of service	T59	43,833	45,586	47,409	49,305
2nd year of service and thereafter	T62	44,265	46,036	47,877	49,792
Senior Works Supervisors, Various Departments					
1st year of service	T150	56,559	58,821	61,174	63,621
2nd year of service and thereafter	T155	57,656	59,962	62,360	64,854
Textile Maintenance Officer					
1st year	T23	38,913	40,470	42,089	43,773
2nd year	T27	39,394	40,970	42,609	44,313
3rd year	T31	40,012	41,612	43,276	45,007
4th year	T35	40,759	42,389	44,085	45,848
Works Supervisors, Various Departments					
1st year of service	T130	53,901	56,057	58,299	60,631
2nd year of service and thereafter	T139	54,921	57,118	59,403	61,779

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

Department of Education				
Classification and Grades	1.7.03 Per annum	1.7.04 Per annum +4%	1.7.05 Per annum +4%	1.7.06 Per annum +4%
	\$	\$	\$	\$
Gardener Glenfield Park SSP	33,398	34,734	36,123	37,568

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

Guidance Officers, etc.(Excluding Department of Health)				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
<b>(A) Non-Classified Positions</b>				
Guidance Officer Department of Industrial Relations, Research Officer Department of Industrial Relations, Family and Community Services, Corrective Services, Department of Health NSW: Research Officer Non-Legally Qualified Law Reform Commission, Attorney General, Psychologist Department of Health NSW Corrective Services, Family and Community Services, Research Anthropologists Department of Health NSW, Social Anthropologists Department of Health NSW, Youth Counselling Officers Department of Industrial Relations				
1st year of service	38,627	40,172	41,779	43,450
2nd year of service	40,344	41,958	43,636	45,381
3rd year of service	42,623	44,328	46,101	47,945
4th year of service	45,142	46,948	48,826	50,779
5th year of service	47,978	49,897	51,893	53,969
6th year of service	50,370	52,385	54,480	56,659
7th year of service	52,252	54,342	56,516	58,777
8th year of service	54,332	56,505	58,765	61,116
9th year of service and thereafter	57,057	59,339	61,713	64,182
Clinical Psychologist Department of Health, Family and Community Services, Department of Attorney General				
1st year of service	54,332	56,505	58,765	61,116
2nd year of service	58,170	60,497	62,917	65,434
3rd year of service	61,158	63,604	66,148	68,794
4th year of service	64,374	66,949	69,627	72,412
5th year of service and thereafter	67,689	70,397	73,213	76,142
A Clinical Psychologist appointed to one of the following positions shall be paid as follows:				
Program Co-ordinator				
1st year of service	67,689	70,397	73,213	76,142
2nd year of service and thereafter	70,302	73,114	76,039	79,081
Senior Program Co-ordinator				
1st year of service	70,302	73,114	76,039	79,081
2nd year of service and thereafter	72,435	75,332	78,345	81,479
Program Director				
1st year of service	72,435	75,332	78,345	81,479
2nd year of service and thereafter	73,871	76,826	79,899	83,095
Project Director Department of Health NSW				
1st year of service	61,158	63,604	66,148	68,794
2nd year of service and thereafter	64,374	66,949	69,627	72,412
Rehabilitation Counsellor Workers Compensation Commission				
1st year of service	47,978	49,897	51,893	53,969
2nd year of service	50,370	52,385	54,480	56,659
3rd year of service and thereafter	52,252	54,342	56,516	58,777

Senior Rehabilitation Counsellor Workers Compensation Commission				
1st year of service	54,332	56,505	58,765	61,116
2nd year of service and thereafter	57,057	59,339	61,713	64,182
(B) Classified Positions (Group a) Senior Guidance Officer, District Guidance Officer, Grade I, Careers Research Officer, Division of Vocational Guidance Services, Department of Industrial Relations, Senior Research Psychologist Department of Health NSW On Appointment	67,689	70,397	73,213	76,142
Group (b) Deputy Senior Psychologist, Family and Community Services, Chief Research Psychologist, Department of Health NSW, Senior Research Officer, Senior Psychologist, Corrective Services, District Guidance Officer, Grade II, OIC Research Section, OIC Special Section for Handicapped Persons, Division Of Vocational Guidance Services, Principal Counsellor, Youth Counselling Service, Department of Industrial Relations On Appointment	70,302	73,114	76,039	79,081
Group (c) Senior Clinical Psychologist, Department of Health NSW, and Family and Community Services, Regional Psychologist New England Region, Department of Health NSW, Psychologist In Charge Department of Health NSW On Appointment	70,302	73,114	76,039	79,081
Group (d) Chief Guidance Officer Department of Industrial Relations On Appointment	73,871	76,826	79,899	83,095
Chief Psychologist Corrective Services On Appointment	76,770	79,841	83,035	86,356
Assistant Director Division of Vocational Guidance Services Department of Industrial Relations On Appointment	77,531	80,632	83,857	87,211
Deputy Director, Division of Health Services, Research Department of Health, NSW, Principal Clinical Psychologist, Principal Psychologist, Department of Health NSW, Senior Research Consultant (Personal to Dr. J. Kraus) Family and Community Services, Principal Psychologist, Psychological Counselling Service, Family and Community Services Principal Psychologist (Bureau of Personal Health Services) Department of Health NSW On Appointment	81,610	84,874	88,269	91,800
Deputy Director, Division Of Vocational Guidance Services, Department of Industrial Relations On Appointment	85,791	89,223	92,792	96,504

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

Laboratory Attendants, Trainee Technical Officers (Scientific), Technical Officers (Scientific), Various Departments				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Laboratory Attendant (Junior)				
At 16 and under	19,172	19,939	20,737	21,566
At 17	21,757	22,627	23,532	24,473
At 18	24,711	25,699	26,727	27,796
At 19	27,971	29,090	30,254	31,464
At 20	30,442	31,660	32,926	34,243
Laboratory Attendant General Scale (Adult)				
1st year of service	32,598	33,902	35,258	36,668
2nd year of service	33,132	34,457	35,835	37,268
3rd year of service and thereafter	33,680	35,027	36,428	37,885
Laboratory Attendant Grade 1 (Adult)				
1st year of service	33,680	35,027	36,428	37,885
2nd year of service	34,590	35,974	37,413	38,910
3rd year of service and thereafter	35,209	36,617	38,082	39,605
Technical Officer (Scientific) Grade 1				
1st year of service	36,190	37,638	39,144	40,710
2nd year of service	36,840	38,314	39,847	41,441
3rd year of service	37,949	39,467	41,046	42,688
4th year of service	38,627	40,172	41,779	43,450
5th year of service	39,594	41,178	42,825	44,538
6th year of service and thereafter	41,153	42,799	44,511	46,291
7th year of service	42,254	43,944	45,702	47,530
8th year of service and thereafter	43,449	45,187	46,994	48,874
Technical Officer (Scientific) Grade II				
1st year of service	46,570	48,433	50,370	52,385
2nd year of service	47,978	49,897	51,893	53,969
3rd year of service	49,869	51,864	53,939	56,097
4th year of service	52,827	54,940	57,138	59,424
Senior Technical Officer (Scientific) Grade 1				
1st year of service	55,415	57,632	59,937	62,334
2nd year of service	56,559	58,821	61,174	63,621
3rd year of service and thereafter	57,057	59,339	61,713	64,182
Senior Technical Officer (Scientific) Grade II				
1st year of service	57,057	59,339	61,713	64,182
2nd year of service	58,796	61,148	63,594	66,138
3rd year of service	59,979	62,378	64,873	67,468
4th year of service	61,724	64,193	66,761	69,431
5th year of service and thereafter	63,707	66,255	68,905	71,661
Trainee Technical Officer (Scientific)				
1st year	20,389	21,205	22,053	22,935
2nd year	23,126	24,051	25,013	26,014
3rd year	26,205	27,253	28,343	29,477
4th year	28,503	29,643	30,829	32,062



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

Legal Officers, Various Departments				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Legal Officers				
Grade I				
1st year of service	41,474	43,133	44,858	46,652
2nd year of service	43,044	44,766	46,557	48,419
3rd year of service	44,265	46,036	47,877	49,792
4th year of service	45,598	47,422	49,319	51,292
5th year of service	47,417	49,314	51,287	53,338
Grade II				
1st year of service	51,324	53,377	55,512	57,732
2nd year of service	53,901	56,057	58,299	60,631
3rd year of service	57,057	59,339	61,713	64,182
4th year of service	59,979	62,378	64,873	67,468
5th year of service	62,372	64,867	67,462	70,160
Grade III				
1st year of service	65,731	68,360	71,094	73,938
2nd year of service	67,689	70,397	73,213	76,142
3rd year of service	70,302	73,114	76,039	79,081
Grade IV				
1st year of service	75,319	78,332	81,465	84,724
2nd year of service	76,770	79,841	83,035	86,356
Grade V				
1st year of service	80,731	83,960	87,318	90,811
2nd year of service	82,312	85,604	89,028	92,589
Grade VI				
1st year of service	86,723	90,192	93,800	97,552
2nd year of service	88,550	92,092	95,776	99,607

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

Maintenance Officer State Library of NSW				
Classification and Grades	24.12.04 Per annum on determination \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Maintenance Officer				
1st year of service	39,500	41,080	42,723	44,432
2nd year of service	41,600	43,264	44,995	46,795

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

Media Monitors				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Media Monitor, Level 1				
1st year of service	45,598	47,422	49,319	51,292
2nd year of service	47,417	49,314	51,287	53,338
3rd year of service	49,384	51,359	53,413	55,550
4th year of service	51,731	53,800	55,952	58,190

Senior Media Monitor, Level 2				
1st year of service	53,901	56,057	58,299	60,631
2nd year of service	56,013	58,254	60,584	63,007
3rd year of service	58,170	60,497	62,917	65,434
4th year of service	59,979	62,378	64,873	67,468

**NSW Police - Computer Systems Officer Public Service Board Determination**

Computer Systems Officer (CSO)				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4%	1.7.05 Per annum +4%	1.7.06 Per annum +4%
CSO Level 1 - Non Graduate				
Year 1A	23,126	24,051	25,013	26,014
Year 1B	27,971	29,090	30,254	31,464
Year 1C	30,146	31,352	32,606	33,910
Year 1D	30,969	32,208	33,496	34,836
Year 1E	32,279	33,570	34,913	36,310
Year 1F	32,865	34,180	35,547	36,969
Year 2	34,925	36,322	37,775	39,286
Year 3	40,759	42,389	44,085	45,848
Year 4	43,044	44,766	46,557	48,419
CSO Level 1 - Graduate				
Year 1A (Any degree)	34,925	36,322	37,775	39,286
Year 1B (Degree - Computer Sciences)	36,190	37,638	39,144	40,710
Year 2	40,759	42,389	44,085	45,848
Year 3	43,044	44,766	46,557	48,419
CSO Level 2				
Year 1	45,598	47,422	49,319	51,292
Year 2	48,468	50,407	52,423	54,520
Year 3	53,901	56,057	58,299	60,631
CSO Level 3				
Year 1	56,013	58,254	60,584	63,007
Year 2	57,656	59,962	62,360	64,854
Year 3	59,382	61,757	64,227	66,796
Year 4	61,158	63,604	66,148	68,794
Year 5	63,707	66,255	68,905	71,661
Year 6	65,731	68,360	71,094	73,938
CSO Level 4				
Year 1	67,689	70,397	73,213	76,142
Year 2	69,593	72,377	75,272	78,283
Year 3	72,435	75,332	78,345	81,479
Year 4	74,593	77,577	80,680	83,907
CSO Level 5				
Year 1	78,290	81,422	84,679	88,066
Year 2	81,610	84,874	88,269	91,800
CSO Level 6				
Year 1	86,723	90,192	93,800	97,552
Year 2	90,543	94,165	97,932	101,849

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

Administrative and Clerical Officers, Parliament House				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Clerks General Scale				
1st year of service or 18	23,126	24,051	25,013	26,014
2nd year of service min. at 20	27,971	29,090	30,254	31,464
3rd year of service min. at 21	30,146	31,352	32,606	33,910
4th year of service	30,969	32,208	33,496	34,836
5th year of service	32,279	33,570	34,913	36,310
6th year of service	32,865	34,180	35,547	36,969
7th year of service	33,680	35,027	36,428	37,885
8th year of service	34,925	36,322	37,775	39,286
9th year of service	36,190	37,638	39,144	40,710
10th year of service	37,528	39,029	40,590	42,214
Officer with HSC at 19 paid not less than	26,205	27,253	28,343	29,477
Grade 1 -				
1st year of service	39,394	40,970	42,609	44,313
Thereafter	40,759	42,389	44,085	45,848
Grade 2 -				
1st year of service	41,895	43,571	45,314	47,127
Thereafter	43,044	44,766	46,557	48,419
Grade 3 -				
1st year of service	44,265	46,036	47,877	49,792
Thereafter	45,598	47,422	49,319	51,292
Grade 4 -				
1st year of service	47,023	48,904	50,860	52,894
Thereafter	48,468	50,407	52,423	54,520
Grade 5 -				
1st year of service	52,252	54,342	56,516	58,777
Thereafter	53,901	56,057	58,299	60,631
Grade 6 -				
1st year of service	56,013	58,254	60,584	63,007
Thereafter	57,656	59,962	62,360	64,854
Grade 7 -				
1st year of service	59,382	61,757	64,227	66,796
Thereafter	61,158	63,604	66,148	68,794
Grade 8 -				
1st year of service	63,707	66,255	68,905	71,661
Thereafter	65,731	68,360	71,094	73,938
Grade 9 -				
1st year of service	67,689	70,397	73,213	76,142
Thereafter	69,593	72,377	75,272	78,283
Grade 10 -				
1st year of service	72,435	75,332	78,345	81,479
Thereafter	74,593	77,577	80,680	83,907
Grade 11 -				
1st year of service	78,290	81,422	84,679	88,066
Thereafter	81,610	84,874	88,269	91,800
Grade 12 -				
1st year of service	86,723	90,192	93,800	97,552
Thereafter	90,543	94,165	97,932	101,849

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

Other Clerical Officers, Parliament House				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Grade 1 - Group A - 1st year of service or under 17	16,098	16,742	17,412	18,108
2nd year of service or 17	19,172	19,939	20,737	21,566
3rd year of service or 18	21,757	22,627	23,532	24,473
Group B - 1st year of service or under 17	17,177	17,864	18,579	19,322
2nd year of service or 17	19,172	19,939	20,737	21,566
3rd year of service	21,757	22,627	23,532	24,473
Grade 1 - 4th year of service 19	26,205	27,253	28,343	29,477
5th year of service 20	27,971	29,090	30,254	31,464
6th year of service	30,146	31,352	32,606	33,910
7th year of service	30,969	32,208	33,496	34,836
8th year of service	32,279	33,570	34,913	36,310
9th year of service	32,865	34,180	35,547	36,969
10th year of service	33,680	35,027	36,428	37,885
Grade 1/2 - Group C - 1st year of service or under 17	18,083	18,806	19,558	20,340
2nd year of service or 17	21,757	22,627	23,532	24,473
3rd year of service or 18	26,205	27,253	28,343	29,477
Group D only - Officer with HSC at 19 paid not less than 4th year of service or 19	26,205	27,253	28,343	29,477
5th year of service or 20	27,971	29,090	30,254	31,464
6th year of service	30,146	31,352	32,606	33,910
7th year of service	30,969	32,208	33,496	34,836
8th year of service	32,279	33,570	34,913	36,310
9th year of service	32,865	34,180	35,547	36,969
10th year of service	33,680	35,027	36,428	37,885
11th year of service	34,925	36,322	37,775	39,286
12th year of service	36,190	37,638	39,144	40,710
Grade 3 - 1st year of service	37,528	39,029	40,590	42,214
2nd year of service	39,394	40,970	42,609	44,313
Grade 3/4 - 1st year of service	40,759	42,389	44,085	45,848
2nd year of service	39,394	40,970	42,609	44,313
3rd year of service	40,759	42,389	44,085	45,848
4th year of service	41,895	43,571	45,314	47,127
Grade 4 - 1st year of service	43,044	44,766	46,557	48,419
2nd year of service	41,895	43,571	45,314	47,127
Grade 5 - 1st year of service	43,044	44,766	46,557	48,419
2nd year of service	44,265	46,036	47,877	49,792
Grade 6 - 1st year of service	45,598	47,422	49,319	51,292
2nd year of service	47,023	48,904	50,860	52,894
	48,468	50,407	52,423	54,520

Grade 7 -				
1st year of service	52,252	54,342	56,516	58,777
2nd year of service	53,901	56,057	58,299	60,631
Grade 8 -				
1st year of service	56,013	58,254	60,584	63,007
2nd year of service	57,656	59,962	62,360	64,854

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

Parliamentary Attendant Staff				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Parliamentary Officer - Attendant, Grade 1				
1st year of service	34,925	36,322	37,775	39,286
2nd year of service	36,190	37,638	39,144	40,710
Thereafter	37,528	39,029	40,590	42,214
Grade 2				
1st year of service	37,949	39,467	41,046	42,688
Thereafter	38,627	40,172	41,779	43,450
Grade 3				
1st year of service (Level 1)	39,394	40,970	42,609	44,313
Thereafter (Level 2)	40,759	42,389	44,085	45,848
Grade 4	43,044	44,766	46,557	48,419
Grade 5	45,598	47,422	49,319	51,292

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

Parliamentary Staff (Security Officers, Attendants/Gatekeepers, Joint Services Staff, Food and Beverages Staff)				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
**Parliamentary Officers Chef - Grade 4 (Head Chef)				
1st year	56,013	58,254	60,584	63,007
2nd year and thereafter	57,656	59,962	62,360	64,854
**Parliamentary Officer Chef - Grade 3 (Chef)	40,012	41,612	43,276	45,007
**Parliamentary Officer Chef - Grade 2 - (Assistant Chef)	36,537	37,998	39,518	41,099
Parliamentary Steward				
1st year	40,344	41,958	43,636	45,381
2nd year and thereafter	41,153	42,799	44,511	46,291
Dining Room Supervisor	37,528	39,029	40,590	42,214
Assistant Dining Room Supervisor	34,925	36,322	37,775	39,286
**Catering Supervisor (Cafeteria Supervisor)	35,538	36,960	38,438	39,976
**Catering Supervisor (Room Service Supervisor)	34,925	36,322	37,775	39,286
Senior Dining Room Attendant/Cleaner	34,027	35,388	36,804	38,276
Dining Room Attendant/Cleaner	33,398	34,734	36,123	37,568
Senior Bartender	34,316	35,689	37,117	38,602
Bartender	32,581	33,884	35,239	36,649
Kitchen Attendant	33,398	34,734	36,123	37,568

Kitchen Assistant	31,510	32,770	34,081	35,444
Stock Clerk -				
1st year	36,840	38,314	39,847	41,441
2nd year	37,528	39,029	40,590	42,214
3rd year and thereafter	38,627	40,172	41,779	43,450
Pantry Supervisor	35,538	36,960	38,438	39,976
Assistant Pantry Supervisor	34,316	35,689	37,117	38,602
**Cleaning Supervisor (Foreman Cleaner)	34,316	35,689	37,117	38,602
**Assistant Cleaning Supervisor (Assistant Foreman Cleaner)	32,581	33,884	35,239	36,649
General Useful	31,510	32,770	34,081	35,444
Stores Officer				
1st year	37,221	38,710	40,258	41,868
2nd year and thereafter	37,949	39,467	41,046	42,688
Housekeeper	30,643	31,869	33,144	34,470
*Senior Laundry Assistant	30,367	31,582	32,845	34,159
Laundry Assistant	30,064	31,267	32,518	33,819
Cleaner	30,064	31,267	32,518	33,819
**Horticulturalist Grade 2 (Gardener - experienced)	34,925	36,322	37,775	39,286
*Attendant/Gatekeeper	31,510	32,770	34,081	35,444
*Parliament House Security Officer	37,949	39,467	41,046	42,688
*Position deleted from establishment.				
**Title of position changed - old title appears in brackets.				

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

Parole Officers, Department of Corrective Services				
Classification and Grades	1.7.03	1.7.04	1.7.05	1.7.06
	Per annum	Per annum	Per annum	Per annum
	+4%	+4%	+4%	+4%
	\$	\$	\$	\$
Parole Officer				
Min 3	44,265	46,036	47,877	49,792
Max 3	45,598	47,422	49,319	51,292
Min 4	47,023	48,904	50,860	52,894
Max 4	48,468	50,407	52,423	54,520
Min 5	52,252	54,342	56,516	58,777
Max 5	53,901	56,057	58,299	60,631
Min 6	56,013	58,254	60,584	63,007
Max 6	57,656	59,962	62,360	64,854
Unit Leader				
Min 7	59,382	61,757	64,227	66,796
Max 7	61,158	63,604	66,148	68,794
Min 8	63,707	66,255	68,905	71,661
Max 8	65,731	68,360	71,094	73,938
District Manager 4				
Min 7	59,382	61,757	64,227	66,796
Max 7	61,158	63,604	66,148	68,794
Min 8	63,707	66,255	68,905	71,661
District Manager 3				
Min 8	63,707	66,255	68,905	71,661
Max 8	65,731	68,360	71,094	73,938
Min 9	67,689	70,397	73,213	76,142
Max 9	69,593	72,377	75,272	78,283

District Manager 2				
Min 9	67,689	70,397	73,213	76,142
Max 9	69,593	72,377	75,272	78,283
Min 10	72,435	75,332	78,345	81,479
Max 10	74,593	77,577	80,680	83,907
District Manager 1				
Min 10	72,435	75,332	78,345	81,479
Max 10	74,593	77,577	80,680	83,907
Min 11	78,290	81,422	84,679	88,066
Max 11	81,610	84,874	88,269	91,800

**Petty Sessions Officers - Local Courts Administration Public Service Board Determination 741 of 1982  
which reflected flow-ons awarded to Administrative and Clerical Division Officers in the Industrial  
Commission on 7 April 1982**

Petty Sessions Officers - Local Courts Administration				
Classification and Grades	1.7.03	1.7.04	1.7.05	1.7.06
	Per annum	Per annum	Per annum	Per annum
	+4%	+4%	+4%	+4%
	\$	\$	\$	\$
Grade 1/2				
1st year of service	23,126	24,051	25,013	26,014
2nd year of service	27,971	29,090	30,254	31,464
3rd year of service	30,146	31,352	32,606	33,910
4th year of service	30,969	32,208	33,496	34,836
5th year of service	32,279	33,570	34,913	36,310
6th year of service	32,865	34,180	35,547	36,969
7th year of service	33,680	35,027	36,428	37,885
8th year of service	34,925	36,322	37,775	39,286
9th year of service	36,190	37,638	39,144	40,710
10th year of service	37,528	39,029	40,590	42,214
Officer with HSC at 19 paid not less than	26,205	27,253	28,343	29,477
General Scale				
Grade 3				
1st year of service Max 1	40,759	42,389	44,085	45,848
2nd year of service Min 2	41,895	43,571	45,314	47,127
Thereafter Max 2	43,044	44,766	46,557	48,419
Grade 4				
1st year of service Max 3	45,598	47,422	49,319	51,292
2nd year of service Min 4	47,023	48,904	50,860	52,894
Thereafter Max 4	48,468	50,407	52,423	54,520
Grade 5				
1st year of service Max 5	53,901	56,057	58,299	60,631
2nd year of service Min 6	56,013	58,254	60,584	63,007
Thereafter Max 6	57,656	59,962	62,360	64,854
Grade 6				
1st year of service Min 8	63,707	66,255	68,905	71,661
Thereafter Max 9	69,593	72,377	75,272	78,283
Grade 7				
1st year of service Min 11	78,290	81,422	84,679	88,066
Thereafter Min 12	86,723	90,192	93,800	97,552

**Pharmacists, PSB Agreement 2441 of 1982**

Pharmacists				
Classification and Grade	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Pharmacist - Grade 1				
1st year	37,889	39,405	40,981	42,620
2nd year	39,306	40,878	42,513	44,214
3rd year	41,712	43,380	45,115	46,920
4th year	44,586	46,369	48,224	50,153
5th year	47,678	49,585	51,568	53,631
6th year	50,707	52,735	54,844	57,038
7th year	53,163	55,290	57,502	59,802
8th year	54,877	57,072	59,355	61,729
Pharmacist - Grade 2 After 2 yrs on maximum	56,513	58,774	61,125	63,570
Part-time Pharmacist	32	33	34	35
Pharmaceutical Advisor Pharmaceutical Services Branch				
1st year	61,395	63,851	66,405	69,061
2nd year	63,454	65,992	68,632	71,377
3rd year	65,228	67,837	70,550	73,372
4th year	67,004	69,684	72,471	75,370
Principal Pharmaceutical Advisor Pharmaceutical Services Branch				
1st year	73,365	76,300	79,352	82,526
2nd year	75,215	78,224	81,353	84,607
Deputy Chief Pharmacist Pharmaceutical Services Branch				
1st year	77,708	80,816	84,049	87,411
2nd year	79,640	82,826	86,139	89,585
Chief Pharmacist Pharmaceutical Services Branch				
1st year	85,769	89,200	92,768	96,479
2nd year	87,784	91,295	94,947	98,745
Chief Pharmacist Group 1 & 3, Grade 5 Corrections Health Service				
1st year	73,361	76,295	79,347	82,521
2nd year	75,216	78,225	81,354	84,608

**Pilots, National Parks & Wildlife Services & Forestry Commission Determination No. 924 of 1983**

National Parks and Wildlife Services & Forestry Commission				
Classification and Grades	11.2.04 Per week \$	1.7.04 Per week +4% \$	1.7.05 Per week +4% \$	1.7.06 Per week +4% \$
Manager (Flight Operations) - Helicopter	69,593	72,377	75,272	78,283
Fixed Wing	66,362	69,016	71,777	74,648
Pilot (Fixed Wing) -				
1st year	57,656	59,962	62,360	64,854
2nd year	58,796	61,148	63,594	66,138
3rd year	59,979	62,378	64,873	67,468
4th year	61,158	63,604	66,148	68,794
Pilot (Fixed Wing under 3360 kg)	56,013	58,254	60,584	63,007



Pilot (Helicopter) -				
1st year	59,382	61,757	64,227	66,796
2nd year	61,158	63,604	66,148	68,794
3rd year	62,372	64,867	67,462	70,160
4th year	64,374	66,949	69,627	72,412
Where 4th Class Instrument Rating Required				
1st year	59,979	62,378	64,873	67,468
2nd year	61,724	64,193	66,761	69,431
3rd year	63,707	66,255	68,905	71,661
4th year	65,019	67,620	70,325	73,138
Turbo Allowance (Fixed Wing Aircraft) \$3791 Check & Training Allowance \$2425 (Fixed Wing) \$2861 (Helicopter) \$2384				
Agricultural Rating Helicopter Crewman -				
1st year	41,153	42,799	44,511	46,291
2nd year	43,044	44,766	46,557	48,419
3rd year	44,265	46,036	47,877	49,792
4th year	46,029	47,870	49,785	51,776

Note: This agreement only now applies to State Forests

**Psychologists - Department of Corrective Services, PEO Determination**

Classification and Grades	1.7.03 Per annum	1.7.04 Per annum	1.7.05 Per annum	1.7.06 Per annum
	\$	+4% \$	+4% \$	+4% \$
Psychologist in training/intern and registered psychologist				
Step 4	45142	46,948	48,826	50,779
Step 5	47978	49,897	51,893	53,969
Step 6	50370	52,385	54,480	56,659
Step 7	52252	54,342	56,516	58,777
Step 8	54332	56,505	58,765	61,116
Step 9	57057	59,339	61,713	64,182
Step 10 <sup>1</sup> (see note below)	(2,858)	(2,972)	(3,091)	(3,215)
Total (Step 9 plus allowance as specified)	59,915	62,312	64,804	67,396
Step 11 <sup>1</sup> (see note below)	(5,716)	(5,944)	(6,182)	(6,429)
Total (Step 9 plus allowance as specified)	62,773	65,284	67,895	70,611
Step 12 <sup>1</sup> (see note below)	(8,216)	(8,444)	(8,782)	(9,133)
Total (Step 9 plus allowance as specified)	65,273	67,884	70,599	73,423
Step 13 <sup>1</sup> (see note below)	(10,716)	(10,944)	(11,382)	(11,837)
Total (Step 9 plus allowance as specified)	67,773	70,484	73,303	76,235
Clinical Psychologist				
Step 1 - commencing salary	54,332	56,505	58,765	61,116
Step 2	58,170	60,497	62,917	65,434
Step 3	61,158	63,604	66,148	68,794
Step 4	64,374	66,949	69,627	72,412
Step 5	67,689	70,397	73,213	76,142
Step 6** (Step 5 plus an allowance of \$3,000)	70,689	73,517	76,458	79,516

Senior Psychologist				
Step 1 - commencing salary	70,302	73,114	76,039	79,081
Step 2 ** (Step 1 plus an allowance of \$2,500)	72,802	75,714	78,743	81,893
Step 3 *** (Step 1 plus and allowance of \$5,000)	75,302	78,314	81,447	84,705
Chief Psychologist				
Step 1 ± - used for calculation purposes only	76,770	79,841	83,035	86,356
Step 2 ** (Step 1 plus an allowance of \$2,500)	79,270	82,441	85,739	89,169
Step 3 ** (Step 1 plus an allowance of \$5,000)	81,770	85,041	88,443	91,981
Head Psychologist				
Step 1 ± - used for calculation purposes only	85,791	89,223	92,792	96,504
Step 2 ** (Step 1 plus an allowance of \$2,500)	88,291	91,723	95,292	99,004
Step 3 ** (Step 1 plus an allowance of \$5,000)	93,291	94,223	97,792	101,504

<sup>1</sup> Rates of pay Psychologist Step 10, 11, 12, 13 are calculated by reference to the rate for Step 9 plus the allowance specified. This allowance increases in line with salary increases.

\*\* Rates of pay for Clinical, Senior, Chief and Head Psychologists are based on payment of a base rate and an allowance for skill shortage. The skill shortage allowance is a flat rate as indicated above and does not increase in line with salary increases.

± Minimum commencing salary for Chief Psychologist and Head Psychologist is Step 2. Step 1 is used only as a basis for calculating Step 2.

#### Psychologist-in-Charge, Determination No.933 of 2004

Department of Ageing, Disability and Home Care				
Classification and Grades	11.2.04 Per week	1.7.04 Per week	1.7.05 Per week	1.7.06 Per week
	\$	+4% \$	+4% \$	+4% \$
Allowance Rates	40.00	41.60	43.30	45.00

#### Publicity Officers and Public Relations Officers Public Service Board Agreement No. 2126 of 1975

Publicity Officers and Public Relations Officers				
Classification and Grades	1.7.03 Per annum	1.7.04 Per annum	1.7.05 Per annum	1.7.06 Per annum
	\$	+4% \$	+4% \$	+4% \$
Assistant Publicity Officers				
1st year of service	44,727	46,516	48,377	50,312
2nd year of service	46,029	47,870	49,785	51,776
Publicity Officers				
1st year of service	49,384	51,359	53,413	55,550
2nd year of service	50,799	52,831	54,944	57,142
3rd year of service and thereafter	51,731	53,800	55,952	58,190
Senior Publicity Officers, Dept of Education & Training				
1st year of service and thereafter	67,040	69,722	72,511	75,411
Public Relations Officer				
Grade II				
1st year of service	58,796	61,148	63,594	66,138
2nd year of service	59,979	62,378	64,873	67,468
3rd year of service and thereafter	61,158	63,604	66,148	68,794

Grade I				
1st year of service	68,968	71,727	74,596	77,580
2nd year of service	70,302	73,114	76,039	79,081
3rd year of service and thereafter	71,723	74,592	77,576	80,679
Allowance in lieu of overtime -	8,073 p.a.	9,051 p.a	9,413 p.a	9,790 p.a

**School Crossing Supervisors Instrument: Public Service Board Determination**

School Crossing Supervisors				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
School Crossing Supervisor Casual Employees only	21,757	22,627	23,532	24,473
Per hour 4/48ths of the hourly equivalent				
This rate is also paid to Escort, Handicapped Children, Department of Education				
These are casual employees. There is no full-time equivalent. Based on 38-hour week.				

**Scientific Officers Various Departments; Public Service Board Agreement No. 2433 of 1982**

Scientific Officers, Various Departments				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Grade I				
1st year of service	39,594	41,178	42,825	44,538
2nd year of service	41,153	42,799	44,511	46,291
3rd year of service	43,449	45,187	46,994	48,874
4th year of service	46,570	48,433	50,370	52,385
5th year of service	49,869	51,864	53,939	56,097
6th year of service and thereafter	52,827	54,940	57,138	59,424
Grade II				
1st year of service	55,415	57,632	59,937	62,334
2nd year of service	57,057	59,339	61,713	64,182
3rd year of service	58,796	61,148	63,594	66,138
4th year of service and thereafter	61,158	63,604	66,148	68,794
Grade III				
1st year of service	63,707	66,255	68,905	71,661
2nd year of service	65,731	68,360	71,094	73,938
3rd year of service and thereafter	67,040	69,722	72,511	75,411
Grade IV				
1st year of service	70,302	73,114	76,039	79,081
2nd year of service	72,435	75,332	78,345	81,479
3rd year of service and thereafter	73,871	76,826	79,899	83,095
Grade V				
1st year of service	76,770	79,841	83,035	86,356
2nd year of service and thereafter	79,069	82,232	85,521	88,942
Grade VI				
1st year of service	81,610	84,874	88,269	91,800
2nd year of service	83,933	87,290	90,782	94,413

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

Security Officers and Senior Security Officers, Various Departments				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Security Officer	32,865	34,180	35,547	36,969
Senior Security Officer	34,316	35,689	37,117	38,602
Chief Security Controller - Sydney				
1st year	52,252	54,342	56,516	58,777
2nd year	53,901	56,057	58,299	60,631
Chief Security Officer Sydney - (S.C. 85) 1st year	45,142	46,948	48,826	50,779
(S.C. 92) 2nd year	47,023	48,904	50,860	52,894
Newcastle - (S.C. 80)	43,833	45,586	47,409	49,305

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

Social Workers, Various Departments				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Social Worker, Community Services Consultant				
1st year of service	38,913	40,470	42,089	43,773
2nd year of service	40,759	42,389	44,085	45,848
3rd year of service	43,044	44,766	46,557	48,419
4th year of service	45,598	47,422	49,319	51,292
5th year of service	48,468	50,407	52,423	54,520
6th year of service	50,370	52,385	54,480	56,659
7th year of service	52,252	54,342	56,516	58,777
8th year of service	54,332	56,505	58,765	61,116
9th year of service and thereafter	57,057	59,339	61,713	64,182
Senior Allotment Officer	59,979	62,378	64,873	67,468
Community Services Officer	64,374	66,949	69,627	72,412
Social Worker Grade I	59,979	62,378	64,873	67,468
Senior Social Worker	64,374	66,949	69,627	72,412
Regional Social Work Adviser				
South Eastern, Orana and Far West and South Western Health Regions	59,979	62,378	64,873	67,468
Central Western, North Coast, Illawarra and New England Health Regions	64,374	66,949	69,627	72,412
Southern Metropolitan, Northern Metropolitan, Western Metropolitan and Hunter Health Regions	71,723	74,592	77,576	80,679

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

Stores Officer, Various Departments				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Stores Officers				
Grade 1				
1st year of service	34,590	35,974	37,413	38,910
2nd year of service and thereafter	35,209	36,617	38,082	39,605
Grade 2				
1st year of service	35,538	36,960	38,438	39,976
2nd year of service and thereafter	35,827	37,260	38,750	40,300
Grade 3				
1st year of service	36,190	37,638	39,144	40,710
2nd year of service and thereafter	36,537	37,998	39,518	41,099
Grade 4				
1st year of service	37,221	38,710	40,258	41,868
2nd year of service	37,949	39,467	41,046	42,688
3rd year of service and thereafter	37,949	39,467	41,046	42,688
Stores and Despatch Officer				
Art Gallery of N.S.W.				
1st year of service	37,221	38,710	40,258	41,868
2nd year of service	37,528	39,029	40,590	42,214
3rd year of service and thereafter	37,949	39,467	41,046	42,688
Drug Checker and Counter Hand				
Commercial Services Group				
1st year of service	36,537	37,998	39,518	41,099
2nd year of service and thereafter	36,840	38,314	39,847	41,441
Area Supervisors				
Commercial Services Group				
1st year of service	39,394	40,970	42,609	44,313
2nd year of service and thereafter	40,344	41,958	43,636	45,381
Second O.I.C. (Other Areas)				
Commercial Services Group				
1st year of service	36,537	37,998	39,518	41,099
2nd year of service and thereafter	36,840	38,314	39,847	41,441
Area Supervisors (Shea's Creek Stores)				
Despatch Section, Government Supply Department				
1st year of service	41,895	43,571	45,314	47,127
2nd year of service and thereafter	43,044	44,766	46,557	48,419
Packing Section and Sheds 68-72				
Commercial Services Group				
1st year of service	40,759	42,389	44,085	45,848
2nd year of service and thereafter	41,474	43,133	44,858	46,652

Section O.I.C. (Areas)				
Commercial Services Group				
1st year of service	37,949	39,467	41,046	42,688
2nd year of service and thereafter	38,627	40,172	41,779	43,450
Packing Section and Sheds 68-72				
Commercial Services Group				
1st year of service	37,221	38,710	40,258	41,868
2nd year of service and thereafter	37,528	39,029	40,590	42,214
Assistant Inspector of Packing and Quality Control, Commercial Services Group	43,449	45,187	46,994	48,874
Inspector of Packing and Quality Control, Commercial Services Group	44,727	46,516	48,377	50,312
Controller of Order Processing, Commercial Services Group	44,727	46,516	48,377	50,312
Stores Controller, CMA	39,394	40,970	42,609	44,313
Assistant Stores Controller, CMA	37,528	39,029	40,590	42,214
Chief Stores Officer, Government Motor Garage				
1st year of service	39,394	40,970	42,609	44,313
2nd year of service	40,344	41,958	43,636	45,381
3rd year of service and thereafter	40,759	42,389	44,085	45,848

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

Department of Technical and Further Education				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Assistant Student Association Officer				
Step 1	39,594	41,178	42,825	44,538
Step 2	40,759	42,389	44,085	45,848
Step 3	41,895	43,571	45,314	47,127
Step 4	43,044	44,766	46,557	48,419
Student Association Officer Level				
Step 1	44,265	46,036	47,877	49,792
Step 1	44,265	46,036	47,877	49,792
Step 2	45,598	47,422	49,319	51,292
Step 3	47,023	48,904	50,860	52,894
Step 4	48,468	50,407	52,423	54,520
Student Association Officer Level 2				
Step 1	52,252	54,342	56,516	58,777
Step 1	52,252	54,342	56,516	58,777
Step 1	52,252	54,342	56,516	58,777
Step 2	53,901	56,057	58,299	60,631
Step 3	56,013	58,254	60,584	63,007
Step 4*	57,656	59,962	62,360	64,854
* Direct appointment to the last incremental step on the new classification structure will occur by way of an allowance.				
Allowance - Overnight duties on weekends and vacation trips (per night)	Per night 66.56	Per night 69.22	Per night 71.98	Per night 74.85
Student Association Officers who work 11.00 am - 7.00pm shift receive 10% shift allowance.				

Casual Assistant Student Association Officer (per hour)	Per hour 27.00	Per hour 28.08	Per hour 29.20	Per hour 30.36
Casual Student Association Officer (per hour)	Per hour 30.21	Per hour 31.42	Per hour 32.67	Per hour 33.97
Engaged for periods of not less than 3 hours and be paid as such. Rates include a 15% loading in lieu of all leave entitlements excluding LSL and 1/12th annual leave				

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

Surveyors, Trigonometrical Surveyors and Cartographic Surveyors, Various Departments				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
<b>Grade I</b>				
1st year of service	41,153	42,799	44,511	46,291
2nd year of service	43,449	45,187	46,994	48,874
3rd year of service	46,570	48,433	50,370	52,385
4th year of service	49,869	51,864	53,939	56,097
5th year of service and thereafter	52,827	54,940	57,138	59,424
<b>Grade II</b>				
1st year of service	56,013	58,254	60,584	63,007
2nd year of service	58,170	60,497	62,917	65,434
3rd year of service	59,979	62,378	64,873	67,468
4th year of service and thereafter	61,724	64,193	66,761	69,431
<b>Grade III</b>				
1st year of service	65,019	67,620	70,325	73,138
2nd year of service	67,040	69,722	72,511	75,411
3rd year of service	69,593	72,377	75,272	78,283
4th year of service and thereafter	71,723	74,592	77,576	80,679
<b>Grade IV</b>				
1st year of service	75,319	78,332	81,465	84,724
2nd year of service	77,531	80,632	83,857	87,211
3rd year of service and thereafter	79,069	82,232	85,521	88,942
<b>Grade V</b>				
1st year of service	82,312	85,604	89,028	92,589
2nd year of service and thereafter	83,933	87,290	90,782	94,413

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

Technical Officers (Engineering)				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
<b>Grade 1</b>				
1st year of service	40,344	41,958	43,636	45,381
2nd year of service	41,474	43,133	44,858	46,652
3rd year of service	42,623	44,328	46,101	47,945
4th year of service	43,449	45,187	46,994	48,874
5th year of service	44,727	46,516	48,377	50,312

Grade 2				
1st year of service	47,023	48,904	50,860	52,894
2nd year of service	47,978	49,897	51,893	53,969
3rd year of service	48,824	50,777	52,808	54,920
4th year of service	49,869	51,864	53,939	56,097
Grade 3				
1st year of service and thereafter	53,281	55,412	57,628	59,933
Senior Technical Officer				
Grade 1				
1st year of service	52,252	54,342	56,516	58,777
2nd year of service	53,281	55,412	57,628	59,933
3rd year of service	54,921	57,118	59,403	61,779
Grade 2				
1st year of service	56,559	58,821	61,174	63,621
2nd year of service	58,170	60,497	62,917	65,434
Grade 3	60,573	62,996	65,516	68,137

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

Technical Surveyors, All Departments				
Classification and Grades	1.7.03	1.7.04	1.7.05	1.7.06
	Per annum	Per annum	Per annum	Per annum
		+4%	+4%	+4%
	\$	\$	\$	\$
Assistant Technical Surveyors				
1st year of service	17,177	17,864	18,579	19,322
2nd year of service	20,389	21,205	22,053	22,935
3rd year of service	23,126	24,051	25,013	26,014
4th year of service	27,971	29,090	30,254	31,464
5th year of service	30,146	31,352	32,606	33,910
6th year of service	30,969	32,208	33,496	34,836
7th year of service	32,279	33,570	34,913	36,310
8th year of service	32,865	34,180	35,547	36,969
9th year of service	33,680	35,027	36,428	37,885
10th year of service	34,925	36,322	37,775	39,286
11th year of service	36,190	37,638	39,144	40,710
12th year of service	37,528	39,029	40,590	42,214
13th year of service	39,394	40,970	42,609	44,313
14th year of service	40,759	42,389	44,085	45,848
15th year of service	41,895	43,571	45,314	47,127
16th year of service	43,044	44,766	46,557	48,419
Officer with HSC at 19 paid not less than	26,205	27,253	28,343	29,477
Technical Surveyor				
Grade 1				
1st year of service	44,265	46,036	47,877	49,792
2nd year of service	45,598	47,422	49,319	51,292
3rd year of service	47,023	48,904	50,860	52,894
4th year of service	48,468	50,407	52,423	54,520
Grade 2				
1st year of service	51,324	53,377	55,512	57,732
2nd year of service	52,827	54,940	57,138	59,424
3rd year of service	54,921	57,118	59,403	61,779
4th year of service	56,559	58,821	61,174	63,621
Grade 3				
1st year of service	59,382	61,757	64,227	66,796
2nd year of service	61,158	63,604	66,148	68,794



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

Technician (Security Services) - Department of Education and Training				
Classification	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Grade 1				
Year 1	44,727	46,516	48,377	50,312
Thereafter	45,142	46,948	48,826	50,779
Grade 2				
Year 1	46,029	47,870	49,785	51,776
Thereafter	46,570	48,433	50,370	52,385
On call allowance	169.33	176.10	183.10	190.40

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

Timekeepers and/or Storekeepers, Various Departments (other than State Dockyard)				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Timekeeper and/or Storekeeper				
Grade I				
1st year of service	35,538	36,960	38,438	39,976
2nd year of service	36,537	37,998	39,518	41,099
Grade II				
1st year of service	37,221	38,710	40,258	41,868
2nd year of service	38,248	39,778	41,369	43,024
Assistant to Supervisory Timekeeper				
On Appointment	38,627	40,172	41,779	43,450
Special Grade				
1st year of service	39,292	40,864	42,499	44,199
2nd year of service	39,394	40,970	42,609	44,313

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

Tracers, Various Departments				
Classification and Grades	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
General Scale				
1st year of service or under 17	17,177	17,864	18,579	19,322
2nd year of service or 17	19,172	19,939	20,737	21,566
3rd year of service or 18	21,757	22,627	23,532	24,473
4th year of service or 19	24,711	25,699	26,727	27,796
5th year of service or 20	27,716	28,825	29,978	31,177
6th year of service or 21	30,146	31,352	32,606	33,910
7th year of service	30,709	31,937	33,214	34,543
8th year of service	32,279	33,570	34,913	36,310
9th year of service	32,865	34,180	35,547	36,969
Grade 1				
1st year of service	33,132	34,457	35,835	37,268
2nd year of service	33,680	35,027	36,428	37,885

Grade 2				
1st year of service	34,590	35,974	37,413	38,910
2nd year of service	35,209	36,617	38,082	39,605
Grade 3				
1st year of service	35,827	37,260	38,750	40,300
2nd year of service	36,537	37,998	39,518	41,099
Grade 4				
1st year of service	37,221	38,710	40,258	41,868
2nd year of service	37,528	39,029	40,590	42,214

**Visual Aids Officers Agreement No.1810 of 1971**

Department of Education and Training/TAFE				
Classification	1.7.03 Per annum \$	1.7.04 Per annum +4% \$	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$
Non-Graduate				
1st year	37,949	39,467	41,046	42,688
2nd year	40,012	41,612	43,276	45,007
3rd year	41,895	43,571	45,314	47,127
4th year	43,833	45,586	47,409	49,305
5th year	46,029	47,870	49,785	51,776
6th year	47,978	49,897	51,893	53,969
7th year	49,384	51,359	53,413	55,550
8th year	50,370	52,385	54,480	56,659
Graduate				
1st year	38,627	40,172	41,779	43,450
2nd year	40,344	41,958	43,636	45,381
3rd year	42,623	44,328	46,101	47,945
4th year	45,142	46,948	48,826	50,779
5th year	47,978	49,897	51,893	53,969
6th year	50,370	52,385	54,480	56,659
7th year	52,252	54,342	56,516	58,777
8th year	54,332	56,505	58,765	61,116
9th year	57,057	59,339	61,713	64,182
Senior Visual Aids Officer				
1st year	55,415	57,632	59,937	62,334
2nd year	57,656	59,962	62,360	64,854
3rd year	59,979	62,378	64,873	67,468
4th year	63,041	65,563	68,186	70,913

M. J. WALTON *J. Vice-President.*  
T. M. KAVANAGH *J.*  
R. P. BOLAND *J.*  
J. McLEAY, Commissioner.

(1319)

**SERIAL C3815****FRESENIUS MEDICAL CARE AUSTRALIA PTY LTD (SMITHFIELD)  
SITE ENTERPRISE AWARD 2005 - 2006**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Fresenius Medical Care Australia Pty Ltd.

(No. IRC 1917 of 2005)

Before Commissioner Bishop

20 May 2005

**AWARD****1. Arrangement**

Clause No. Subject Matter

1. Arrangement
2. Classification
3. Changes to Classification
4. Wages
5. Hours
6. Rostered Day Off (RDO)
7. Overtime
8. Meal Hours - Meal Money
9. Holidays
10. Sick Leave
11. Annual Leave
12. Annual Leave Loading
13. Long Service Leave
14. Bereavement Leave
15. Parental Leave
16. Protective Clothing
17. Contract of Employment
18. Payment of Wages
19. Shift Work
20. Training
21. Performance appraisal
22. Productivity measures
23. Accident Pay
24. First Aid Attendance and Ambulance Chest
25. Amenities
26. Right of Entry
27. Mechanisation
28. Counselling Disciplinary Procedures
29. Dispute Settling Procedure
30. Sunday/Public Holiday Pay
31. Medical check
32. Area, Incidence and Duration
33. Redundancy
34. Superannuation
35. Rehabilitation Provider
36. Union Leave
37. Entitlements Protection
38. Mixed Functions/Higher Duties
39. Anti Discrimination

40. Period of Operation

41. No Further Claims

#### Schedule 1 - Wage Rates

### **2. Classification**

2.1 Classification of all employees covered by this site Award will be based on skill levels attained, performance and attitude.

2.2 Employees are required to perform any duties that are within their skill, training and competency.

#### 2.2.1 Team Leader

Have team leadership skills.

Can assign work priorities.

Can train/induct other team members in new skills. Attributes required for Level 1 Team member.

#### 2.2.3 Team Member - Level I

Have the necessary literacy, numeracy and computer skills.

Holder of a certified Forklift licence

Is aware of the relevant work procedures and is complying with their requirements.

Undertakes duties in a safe and responsible manner

#### 2.2.4 Team Member – Level II and III

Employees will be classified on the above levels depending on the degree of skill required to do the task, the degree of competency skills and performance exhibited by the employee as judged by the Production Manager, and as a result of completing appropriate training, and experience

#### 2.2.5 New Team Member - Level IV

New employees learning the skills necessary to satisfactorily carry out there assigned tasks. Level IV will be for a maximum of 3 months.

### **3. Changes to Classification**

3.1 The transfer to higher levels will be on the basis of a request from the Team Leader. All requests will be reviewed by the Manager, who will advise the Team Leader of the decision.

3.2 The promotion from Level 1 to Team Leader will be on the basis of either creation of a new team, or a vacancy. The demotion of Team Leaders to Level 1 will be on the basis of non-performance of duties (carried out through counselling procedure), elimination of a team, or by mutual agreement.

### **4. Wages**

4.1 Adult Employees - The total rates set out shall be the minimum rates payable to employees herein named.

## 4.2 Team Leaders

Increases above the minimum prescribed by this Award may be negotiated separately by individual Team Leaders, where there has been a substantial change in Responsibilities or Performance.

Team Member	1-Jan-05 Hourly Rate	1-Jan-06 Hourly Rate
Team Leader	21.5900	22.2377
TM Level I	18.3840	18.9355
TM Level II	17.2517	17.7692
TM Level III	16.8287	17.3335
TM Level IV	15.9841	16.4636
Casual	17.7314	18.2633

- 4.3 Fresenius Medical Care will contribute 1% of the employee's ordinary wage, (i.e. excluding overtime and allowances) for all permanent employees forward a salary continuance insurance scheme.
- 4.4 The increases specified above represent a 3% increase commencing from the first pay period on or after 1 January 2005 and a further 3% increase from the first pay period on or after 1 January 2006.
- 4.5 Should the Consumer Price Index (CPI), published by the Australian Bureau of Statistics for the first twelve month period of this agreement, be greater than the second wage increase, then the second wage increase will be equal to the CPI.
- 4.6 The above increases are subject to a commitment by the parties to either implement or continue to implement a process of improving productive performance.

### 5. Hours

- 5.1 Normal working hours for the site will be 6.00am to 6.00pm five days per week, Monday to Friday. The total working hours are 38 hours per week with a maximum of 10 hours per day. The employer can alter the start/stop time of any employee by giving at least one month's notice. New times will remain fixed for at least 3 months, except by mutual agreement. Consideration will be given to special hardship cases and mutual agreement will be sought whenever possible.
- 5.2 The employer shall endeavour to give a one (1) month's notice for roster changes. No notice of change of roster needs to be given when agreement exists between the employer and employee as to the change if circumstances prohibit giving a one month's notice as to the change.
- 5.3 By agreement with the employer, a team leader, and the employee, the employee may work on Saturdays as part of their ordinary week. An allowance of 20% will be paid to maximum of 8 hours for the Saturday.
- 5.4 By agreement with the employee the team leader and the employee, an employee may temporarily work between the hours of 6pm and 1 pm, Monday to Friday, as part of their ordinary week.
- An allowance of 20% will be paid for the time worked after 6pm to a maximum of 8 hours worked on any day. All time after the 8 hours will be paid at overtime rates.
- 5.5 The total normal working, hours will be 38 hours/week. Rostered days off will be used to achieve the average of 38 hours/week, except by mutual agreement.

### 6. Rostered Day Off (RDO)

- 6.1 An RDO system will be based on the following principles:
- 6.1.1 An RDO is not a day given, but hours off for time worked in lieu.
- 6.1.2 The RDO will be paid from an accrued employee time bank.

- 6.1.3 The accrual will be based on a factor to ordinary hours paid.
- 6.1.4 The accrual will be generated only from: Actual ordinary, overtime working hours and annual leave.
- 6.1.5 If an employee agrees to work on the RDO, they will be paid the RDO payment plus normal time rates for the full hours worked.
- 6.1.6 Up to maximum of 5 RDOs may be accrued. However, more could be accrued by mutual consent between the employer and employee. The accrued days must be taken within 12 months.
- 6.1.7 On termination or retirement, the employee's accrued RDO bank will be paid out.
- 6.1.8 An RDO can be taken on any day by either giving 1 week's notice or by mutual agreement between employee, employer, and the team leader.

### **7. Overtime**

- 7.1 All time worked before the agreed commencing time or after the agreed ceasing time each day shall be overtime and shall be paid for at the rate of time and a half for the first hour and double time thereafter.
- 7.2 An employee recalled to work after leaving the employer's premises shall be paid for four hours at least, at the appropriate overtime rate.
- 7.3 An employee working overtime but finishing work when the usual means of transport are not available shall be entitled to any additional outlay incurred in reaching home by reasonable means of transport.
- 7.4 Where over-time is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days. An employee (other than a casual employee) who works overtime between the termination of their ordinary work on one day and the commencement of their ordinary work on the next day such that the employee has not had at least eight consecutive hours off duty between these times shall, subject to this subclause, be released after completion of such overtime until they have had eight successive hours off duty without loss of pay, for ordinary working time occurring during such absence. If on the instructions of the employer such employee resumes or continued to work without have had the eight consecutive hours off duty, they shall be paid at double rates until they are released from duty for that period, or they shall then be entitled to be absent until they have had eight consecutive hours off duty without loss of pay, for ordinary working time occurring during such absence. Call backs shall not be counted as overtime for the purpose of this subclause.
- 7.5 Overtime shall be paid for at the end of each fortnight and each day shall stand alone, except where it relates to clause 17.

### **8. Meal Hours - Meal Money**

- 8.1 Employees shall be allowed a meal break of not less than thirty minutes or more than one hour, Monday to Friday, inclusive.
- 8.2 An employee called upon to work during their regular meal break shall be paid at overtime rates for all time worked until such break for meal is granted, unless by mutual agreement.
- 8.3 Meal Allowance (Overtime not notified)
  - 8.3.1 An employee who is required to work for any period in excess of one and one-half hours after the fixed finishing time shall be allowed an amount of \$10.00 for a meal, which shall be paid to the employee prior to the meal break.

- 8.3.2 If an employee pursuant to such notice has provided a meal or meals and is not required to work overtime, or is required to work less than the surplus, they shall be paid in accordance with paragraph (a) of this subclause for meals which they have provided and which are surplus.
- 8.4 Employees shall be supplied at meal time with boiling water or with facilities for boiling water.
- 8.5 No employees shall work longer than five hours without a break for a meal.

### **9. Holidays**

- 9.1 Days gazetted as public holidays in NSW shall be allowed to all employees covered by this Award.
- 9.2 The Tuesday after Easter Monday will be allowed as the Union Picnic Day.
- 9.3 Any employee who is absent without leave or reasonable excuse on the working day succeeding or proceeding a holiday shall not be entitled to payment for such holiday.

### **10. Sick Leave**

- 10.1 An employee with not less than three months continuous service with Fresenius Medical Care, who is absent from work by reason of personal illness or personal injury arising out of or in the course of employment, shall be entitled to leave of absence without deduction of pay subject to the following conditions and limitations:
- 10.1.1 They shall, unless it is not reasonably practicable to do so (proof whereof shall be on the employee) before their agreed starting time on the first day of their absence, and in any event within twenty-four hours, inform the Production Manager of their inability to attend for duty, and as far as practicable state the nature of the illness or injury and the estimated duration of absence.
- 10.1.2 They shall furnish to the employer such evidence as the employer may reasonably desire that they were unable by reason of such illness or injury to attend for duty on the day and days for which sick leave is claimed. A Doctor's certificate is required after a two-day sick leave.
- 10.1.3 They shall not be entitled to paid sick leave in excess of 38 hours of agreed working time in their first year of service.
- 10.1.4 If their employment continues with the company, after the first year this entitlement shall be 60.8 hours for second year of service; 60.8 hours for the third year of service; 60.8 hours for the fourth year of service; 76 hours for the fifth year of service, and for each subsequent year of continued employment.
- 10.1.5 If the employment of an employee who has become entitled to leave in accordance with provision (d) above is terminated for any reason, they shall not be entitled, in that year to leave in excess of 38 hours of agreed working time.
- 10.2 The rights under this clause shall accumulate from year to year so long as their employment continues with the employer, so that any part of the leave entitlement which has not been allowed in any year may be claimed by the employee and shall be allowed by that employer, subject to the condition prescribed by this clause, in a subsequent year of continued employment.
- 10.3 If a Gazetted holiday occurs during an employee's absence on sick leave then such award holiday shall not be counted as sick leave.
- 10.4 Service before the date of this award coming into force shall be counted as service for the purpose of assessing the sick leave entitlement.

- 10.5 Accumulated sick leave credited to an employee at the commencement of this award shall not be affected nor reduced by the operation of this clause.
- 10.6 The initial sick leave year shall commence from the date of employment and subsequent entitlement shall accrue at the beginning of each year's service thereafter.
- 10.7 Accumulated sick leave shall not be paid out if the employee is terminated or leaves the company for any reason.
- 10.8 An employee may elect to be paid an attendance bonus each year, which will be the equivalent of the balance of the unpaid sick leave at the employees' last anniversary date. An employee must have a minimum of 114 hours (3 weeks) sick leave accumulated and unutilised, after then cashing the unpaid sick leave as attendance bonus.
- 10.9 On termination the attendance bonus will be paid out equivalent to all unpaid sick leave entitlements over the 114 hours (3 weeks).

#### 10.10 Carer's Leave

An employee, other than a casual employee, shall have access to personal carer's leave with pay to provide short-term care and support for immediate family members when they are ill. Personal carer's leave is not long term indefinite leave and only applies where no other carer is available and until alternative arrangements can be made. The employee is obligated to put in place alternative care arrangements as soon as possible.

- 10.11 Carer's leave is available from the employee's current year's annual sick leave entitlement, minus any sick leave already taken. Payment for carer's leave is on the same basis as sick leave. Employees will be paid at their ordinary rate of pay, not including shift allowances, overtime or penalties. Carer's leave is not available to casual employees.
- 10.12 Except for periods of personal carer's leave of one day or less than one day, the department manager will require documentary confirmation of the illness of the family member and the need for care by another person. This could take the form of a medical certificate or a statutory declaration. The employee has the right to choose the method by which the ground for leave is established, that is, by production of either the medical certificate or statutory declaration. The employee is not required to state the exact nature of the family member's illness on either the medical certificate or statutory declaration.

The employee must not take sick leave to care for a family member when another person has taken leave for the same purpose. An employee who needs to take personal carer's leave should notify their reporting manager as soon as possible.

### 11. Annual Leave

- 11.1 A period of 152 hours of agreed working hours shall be allowed annually to an employee after twelve months continuous service.
- 11.2 An employee shall accrue annual leave at the rate of 2.923 hours for each 8 ordinary working hours worked.
- 11.3 Annual leave accrued can be taken as agreed to between the employee and employer; but leave accrued in excess of 190 agreed working hours must be taken as directed by the employer.
- 11.4 Other provisions of the *Annual Holidays Act* 1944 must be followed.

### 12. Annual Leave Loading

- 12.1 This clause applies only to annual holidays to which employees become or have become entitled after 31 December 1983.



- 12.2 In the clause the *Annual Holidays Act 1944*, is referred to as the "Act".
- 12.3 Before an employee is given and takes their annual holiday, or where by agreement between the employer and employee the annual holiday is given and taken in more than one separated period, then before each of such separate periods, the employer 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 12.7 of this clause).
- 12.4 The loading is payable in addition to the pay for the period of holiday given and taken and due to the employee under clause 10 of this award.
- 12.5 The loading is to be calculated in relation to any period of annual holiday to which the employee becomes or has become entitled where such a holiday is given and taken in separate periods, then in relation to each such separate period.
- 12.6 The loading is the amount payable for the period or the separate period, as the case may be, stated in subclause 12.5 of this clause, at the rate of 17.5 per cent of the appropriate ordinary classification in which the employee was employed immediately before commencing their annual leave holidays, or on the basis of the employee's annual average hours.
- 12.7 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 they would have become entitled under the Act to an annual holiday, the loading then becomes payable in respect of the period for such holiday and is to be calculated in accordance with subclause 12.6 of this clause, applying the award rates of wages payable on that day.
- 12.8 Where, in accordance with the Act the employer's establishment or part of it is temporarily closed down for the purpose of giving an annual holiday or leave without pay to the employees concerned:
- 12.8.1 An employee who is entitled under the Act to an annual holiday and who is given and takes such a holiday shall be paid the loading calculated in accordance with subclause 12.6 of this clause.
- 12.8.2 An employee who is not entitled under the Act to an annual holiday and who is given and takes leave without pay shall be paid in addition to the amount payable to them under the Act such proportion of the loading that would have been payable to them prior to the close-down as their qualifying period of employment in completed weeks bears to 52.
- 12.9 Termination of Employment
- 12.9.1 When the employment of an employee is terminated by the employer for a cause other than misconduct, and at the time of the termination, the employee has not been given and has not taken the whole annual holiday to which they became entitled, they shall be paid a loading calculated in accordance with subclause (vi) of this clause, for the period not taken.
- 12.9.2 Except as provided by paragraph (a) of this subclause no loading is payable on the termination of an employee's employment.

### **13. Long Service Leave**

As per NSW *Long Service Leave Act 1955*

### **14. Bereavement Leave**

- 14.1 A fulltime permanent employee on weekly hiring, covered by this award, shall be entitled to five (5) days' bereavement leave per year without loss of pay and on production of satisfactory evidence of the death of the employee's spouse/partner (including de facto), father, mother, brother, sister, child, stepchild, grandchild, grandparents, or parents-in-law.

- 14.2 For the purposes of this clause the words "wife" and "husband" shall include de-facto wife or husband and the words "father" and "mother" shall include foster-father and mother, and stepfather and mother.
- 14.3 Provided there is an on-going personal relationship or the employee can demonstrate some other special relationship warranting the granting of the leave.
- 14.4 Provided further that generally an employee will not be entitled to the full five days unless he/she is responsible for funeral arrangements.

#### **15. Parental Leave**

- 15.1 As per NSW *Industrial Relations Act* 1996, Employees' parental leave to be without deduction of pay for the first two (2) days

#### **16. Protective Clothing**

- 16.1 Where necessary, for the safe performance of their duties, employees shall be provided with suitable personal protective equipment as required. Three (3) sets of trousers and shirts will be provided to all employees, and will be replaced as required.
- 16.2 Any employee issued with protective clothing in accordance with subclause 16.1 of this clause must wear such clothing whilst engaged on work for which it was deemed necessary for protective clothing to be issued.
- 16.3 Warehouse/Production employees will be supplied with a maximum of one (1) jacket per year.
- 16.4 Clothing and equipment shall remain the property of the employer.

#### **17. Contract of Employment**

- 17.1 After the first three (3) months continuous service, employment shall be by the week and may be terminated by a week's notice on either side or by the payment or forfeiture of one week's wages in lieu of notice as the case may be.
- 17.2 Employment for the first three months of continuous service shall be from day to day at a proportion of the weekly rate fixed.
- 17.3 An employer shall not be required to pay for any time an employee cannot be usefully employed because of any strike, or through any breakdown in machinery or any stoppage of work through any cause for which the employer cannot be reasonably held responsible.
- 17.4 An employer may dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct and in such cases wages shall be paid up to the time of dismissal only.

#### **18. Payment of Wages**

- 18.1 All wages and overtime shall be paid on a fortnightly basis.
- 18.2 The pay period shall close not more than two working days prior to the recognised pay day.
- 18.3 Payment will be made by electronic funds transfer to a bank account nominated by the employee.

#### **19. Shiftwork**

- 19.1 This clause is to apply to permanent shift work.

Definitions:

- 19.1.1 "Afternoon shift" means - any shift finishing after 6pm and at or before midnight.

- 19.1.2 "Continuous work" means - work carried on with consecutive shifts of employees throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks, or due to unavoidable causes beyond the control of the employer.
- 19.1.3 "Night Shift" means - any shift finishing subsequent to midnight and at or before 8am.
- 19.1.4 "Rostered Shift" means - a shift of which the employee concerned has at least 48 hours notice.

## 19.2 Hours - Continuous Work Shift

This subclause applies to shift work as herein defined. The ordinary hours of shift workers shall average 38 per week, inclusive of crib time, and shall not exceed 15) hours in 28 consecutive days. Provided that where the employer and the majority of the employees concerned agree, a roster system may operate on the basis that the weekly average of 38 hours is achieved over a period which exceeds 28 consecutive days. Subject to the following conditions, such shift workers shall work at such times as the employer may require.

A shift shall consist of not more than ten hours inclusive of crib time, provided that:

- 19.2.1 By agreement between the employer, the Union(s) concerned and/or the majority of employees concerned, ordinary hours not exceeding twelve on any day may be worked subject to:
- suitable roster arrangements being made, and
- proper supervision being provided.
- 19.2.2 Except at the regular change over of shifts an employee shall not be required to work more than 1 shift in each 24 hour period.
- 19.2.3 Ten minutes shall be allowed to shift workers each shift as crib, which shall be counted as time worked. If a shift is greater than 9 hours, a 30 minute crib break will be allowed.

## 19.3 Hours - Other than continuous work

- 19.3.1 This sub clause shall apply to shift workers not on continuous work as herein defined. The ordinary hours of work shall be an average of 38 hours per week, to be worked on the following basis:
- 19.3.1.1 10 hours during any consecutive 24 hours
- 19.3.1.2 38 hours per week
- 19.3.1.3 76 hours in 14 consecutive days, or
- 19.3.1.4 1 14 hours in 21 consecutive days, or
- 19.3.1.5 152 hours in 28 consecutive days.

Provided that:

The ordinary hours of work prescribed herein shall not exceed 10 hours on any day.

By agreement between an employer, the Union and the majority of employees in the plant or work section/s concerned, ordinary hours not exceeding 12 on any day may be worked subject to:

suitable roster arrangements being made

proper supervision being provided.

The method of working shifts and the time of commencing and finishing shifts may in any case be varied by agreement between the employer and the employees concerned to suit the circumstances. The time of commencing and finishing shifts once having been determined, may be varied by agreement between the employer and the accredited representative of the Union to suit the circumstances, or in the absence of agreement, by 7 days notice of alteration given by the employer to the employees.

#### 19.4 Shift Allowances

- 19.4.1 rate of pay per week, in addition to the rates payable under this Award.
- 19.4.2 Shift workers, whilst on night shift, shall be paid an allowance of 20% if the ordinary rate of pay per week, in addition to the rates of pay under the Award.
- 19.4.3 The employer will give the employee at least 20 days notice (less by mutual agreement) before starting permanent shift work.

### 20. Training

- 20.1 Fresenius Medical Care will implement an agreed training plan that aims to allow employees to enhance their career path opportunities and reclassification. This will be implemented by mutual agreement between the employee and Fresenius Medical Care.
- 20.2 Promotion from one classification to another will be based on successful completion of a nominated training program. This program will include a basic literacy and numeracy training. Agreed modules will be developed to suit company requirements.
- 20.3 The company will pay all fees and sundry expenses associated with company approved training programs.
- 20.4 The mutual benefit of training is agreed to, with both parties getting advantages, and to this end preference will be given and all efforts made to organize all training during normal working hours. Where attendance cannot be achieved during normal work hours, time in lieu will be provided, or ordinary rate paid.
- 20.5 Overtime rates will not be paid for any training.
- 20.6 For external courses, the level of company reimbursement for fees, books and time off must be agreed by the company prior to commencement of the course.
- 20.7 Where there is mutual agreement between Fresenius Medical Care and the employee, the training, where possible, will be undertaken during normal working hours without loss of pay.

### 21. Performance Appraisal

- 21.1 The performance of the Team Leaders will be formally appraised by their Manager when there is a substantial change in responsibility or performance. This appraisal will be used as a basis for:

Adjusting the wage rate

Analysing training needs

Counselling

- 21.2 The performance of each team member will be appraised by the Team Leader. This appraisal will be used as a basis for:

Recommending a change of classification to Management

Analysing training needs

Counselling

- 21.3 The employees shall have access to all information and shall have all the right of appeal to the Production Manager.

- 21.4 Continuing disputes on appraisal are to be referred to a committee consisting of 2 company and 2 union representatives. Any further dispute is to be handled as per the method detailed in clause 28.

## **22. Productivity Measures**

- 22.1 The parties to this Award are committed to the development and improvement of the business. Key performance indicators for reviewing this development include, but are not limited to:

Workers Compensation premium cost

Accident Frequency

Accident Severity

Customer service levels as measured by:

Delivery Advices out by the due date

Manufacturing orders completed by the due date

Inventory accuracy.

Productivity levels based on a basket of products

Order assembly costs as a percentage of sales

Labour efficiency compared to standard

Company profitability as measured by earning before tax and interest Overtime as a percentage of normal labour

AS3902 measures

- 22.2 These indicators will be developed during the life of this Award to enable assessment to be made on productivity improvements and to provide a formula for future wage increases.

## **23. Accident Pay**

The employer will pay an employee who is absent through injuries and is covered by Workers' Compensation. They shall be paid equivalent to their ordinary rate (based on 38 hour week) for 26 weeks and then at the rate set by their Workers' Compensation entitlement.

#### **24. First Aid Attendant and Ambulance Chest**

A first-aid and ambulance chest, fully equipped and maintained, shall be placed in a position available to all departments at any time when work is being carried on (See section 60 of the *Factories, Shops and Industries Act 1962*).

#### **25. Amenities**

The requirements in relation to amenities shall conform at least to the minimum requirements set out in the guide to welfare facilities and amenities provided under the Factory and Industrial Welfare Board as constituted by the *Factories, Shops and Industries Act 1962*, as amended.

#### **26. Right of Entry**

See section 298 of the *Industrial Relations Act 1996* as amended.

#### **27. Mechanisation**

Where, on account of the introduction or proposed introduction by an employer of mechanisation or technological changes in the industry in which they are en-aged, the employer terminates the employment of an employee who has been employed for the preceding twelve months, the employer shall give the employee one month's notice of their termination of employment; provided that, if the employer fails to give such notice in full, they shall pay the employee at the ordinary rate of pay applicable under this Award for period equal to the difference between one month and the period of the notice given shall be deemed to be service with the employer for the purpose of the *Long Service Leave Act, 1955*, the *Annual Holidays Act, 1944*, or any Act amending or replacing wither of those Acts; and provided further that the right of the employer summarily to dismiss an employee for malingering, inefficiency, neglect of duty, or misconduct shall not be prejudiced by the fact that the employee has been given notice pursuant to this clause of the termination of their employment.

#### **28. Counselling and Disciplinary Procedure**

- 28.1 This clause shall not apply where the actions and/or behaviour of an employee are such as to constitute grounds for summary dismissal.
- 28.2 In any reasonable case where the actions and/or behaviour of an employee are unacceptable to the employer the employee shall be counselled.
- 28.3 The following counselling procedures shall apply:
- 28.3.1 The employee shall be verbally counselled in the presence of the Union delegate or any other authorised union representative. The employer shall clearly identify the unacceptable actions and/or behaviour and advise on corrective measures and a review date.
- 28.3.2 Where the initial counselling has failed to correct the unacceptable actions and/or behaviour, a further review will occur and will incorporate a final written warning to the employee identifying the unacceptable actions and/or behaviour the corrective measures required, review date and advise of subsequent steps which may be taken, including termination of employment.
- 28.3.3 If no change occurs by the review date the employer may consider the options of disciplinary leave or termination. After review of all the facts the employer may exercise the options available and direct the employee on disciplinary leave or give notice of termination.
- 28.3.4 Where warnings have been made under the procedure prescribed herein, and a subsequent -review shows that the appropriate corrective measures have been taken, then the warnings shall be withdrawn after the expiration of 12 months period.

28.4 Disciplinary leave as referred to in subclause (Iii) c) above shall be applied on the following basis:

28.4.1 In accordance with subclause (iii) c) above, the employee concerned should be directed to go on disciplinary leave. Such leave shall be without pay and shall be for a period of not more than 76 agreed working hours.

28.4.2 Once an employee has been directed on disciplinary leave, termination shall occur automatically if the unacceptable action and/or behaviour occurs again.

### **29. Settlement of Dispute Procedure**

29.1 Any grievance or dispute arising out of employment shall be referred by the employee or group of employees to, in the first instance, the most appropriate supervisor.

29.2 Failing settlement at this level the matter shall be referred by the employee/s to the Department Manager and Human Resource Manager.

29.3 If the grievance or dispute has not been resolved, the Union Delegate may refer the matter within 48 hours to the Union Organiser, who will take the matter up with the employer.

29.4 All efforts shall be made by the employer and the Union Organiser to settle the matter, but failing settlement, the Union Organiser shall refer the grievance or dispute to their representative.

29.5 During discussion, the status quo shall remain and work shall proceed normally "Status Quo" shall mean - the situation existing immediately prior to the grievance or dispute or the matter giving rise to the grievance or dispute.

29.6 At any time either party shall have the right to notify the matter to the Industrial Register.

### **30. Sunday/Public Holiday Pay**

30.1 Employees shall be paid at the rate of double time for work done on Sunday.

30.2 All employees required to work on a public holiday shall be paid at the rate of double time and a half.

### **31. Medical Check**

31.1 Members will be paid four ordinary hours per annum to attend the AWU doctor for a medical check.

31.2 A certificate of attendance may be requested.

31.3 It will not be compulsory.

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

32.1 This Award will replace wholly the terms and conditions of the Drug Factories (State) Award, published 1 June 2001 (325 I.G. 1), and the Fresenius Medical Care Australia Pty Ltd (Smithfield) Site Enterprise Consolidated Award, published 14 November 2003 (342 I.G. 1), as it applies to all employees performing work on the site herein specified covered by this Award.

32.2 This Award shall take effect on and from 20 May 2005.

### **33. Redundancy**

33.1 Notice of Redundancy

Where Fresenius Medical Care has made a definite decision to retrench an employee(s) and this is not due to the ordinary and customary turnover of labour, the Company undertakes to provide the maximum possible period of notice to the employee(s) concerned, and their Union.

Following this notification, the Company will allow the equivalent of one day off per week to any affected employees in order to attend job interviews.

### 33.2 Method of Selection

It is the aim of Fresenius Medical Care and accepted by the Union that the Company's continued operation is of primary concern. It is clear that Fresenius Medical Care must be viable to ensure continued employment opportunities. Any redundancies must be approached in this manner.

Where Fresenius Medical Care has made a definite decision that it no longer wishes the job to be performed by anyone, and that decision may lead to the termination of employment, Fresenius shall hold discussions with the Union immediately.

For the purpose of discussion Fresenius Medical Care shall provide to the Union, all relevant information about the proposed termination including the reasons for the proposed terminations, the number and categories of employees likely to be affected, and the number of workers normally employed and the period over which the terminations are likely to be carried out, provided that Fresenius Medical Care shall not disclose confidential information, the disclosure of which would adversely affect the Company.

Any redundancies must be approached in this light and will be by the following process:

- (a) Fresenius Medical Care will seek expressions of interest from employees concerned on a possible offer of voluntary redundancy.
- (b) When or if a redundancy situation occurs, Fresenius Medical Care will approach all persons who have made an expression of interest and will confirm this acceptance in writing. Upon request by the employee, severance details shall be supplied.
- (c) Fresenius Medical Care reserves the right not to agree to all acceptances of voluntary redundancies in certain situations.
- (d) Fresenius Medical Care selects employees from the voluntary redundancies firstly, however, if insufficient numbers of employees accept voluntary redundancy, Fresenius Medical Care will then select employees to be made redundant according to skill, flexibility, competency and to meet the Company's requirements.
- (e) If alternative employment is available on another site, then Fresenius Medical Care shall advise the affected employee/s and their Union. The affected employee/s may take such opportunity for a trial period of up to six months.

### 33.3 Redundancy

- (a) Each employee who is made redundant shall receive 4 weeks pay at ordinary time i.e. excluding overtime. This payment is in lieu of any notice.
- (b) Each employee who is made redundant shall receive 4 weeks pay at ordinary time for each completed year of service. The maximum payment, including the 4 weeks pay in lieu of notice, shall not exceed 52 weeks.
- (c) Each employee who is made redundant shall receive payment of all accumulated sick pay on the date of their termination.
- (d) Long Service leave shall be paid according to the appropriate legislation.
- (e) Superannuation payments will be made in accordance with the terms of the trust deed(s) and will not effect the above mentioned payments.



- (f) Each employee who is made redundant shall receive annual leave entitlements and pro rata annual leave loadings.

#### 33.4 Misconduct

Subject to clause 28, misconduct will negate redundancy entitlements.

### **34. Superannuation**

On or before the twenty eighth day of each month Fresenius Medical Care will pay into the approved superannuation fund, the Australian Public Superannuation (APS) Fund or the Colonial Master Fund, the total sum of the weekly contribution amounts accrued the previous month on behalf of each employee, in addition to any other voluntary contribution made in respect of superannuation. The choice of an approved superannuation fund to be the decision of the employee.

The "Employer's Contribution" shall be fully vested in each employee's name and be subject to the preservation and portability requirements of the Australian Government Occupational Superannuation Guidelines.

Fresenius Medical Care does not agree to Superannuation contribution to be at pre-injury level whilst the employee is in receipt of worker's compensation payments for up to a minimum of 52 weeks. We will maintain Commonwealth legislation.

### **35. Rehabilitation Provider**

Fresenius Medical Care nominates Australian Injury Management Pty Limited, which has been certified by WorkCover, New South Wales, as their preferred rehabilitation provider for injured workers.

### **36. Union Leave**

- 36.1 Union Delegates are collectively entitled to a maximum of two (2) days' paid union training leave.
- 36.2 Employees will be allowed to attend on-site union meetings for up to one hour per month without loss of pay, provided that these meetings take place at appropriate times that do not interrupt production.
- 36.3 Union Delegates are entitled to five (5) days' unpaid union meeting/training leave per annum.

### **37. Entitlements Protection**

Fresenius Medical Care does not agree that all employees, who are members of the Australian Workers' Union, Greater New South Wales Branch to whom this enterprise agreement applies, shall have their accrued entitlements to long service leave, annual leave, retrenchment provisions and any other accrued benefit insured through a licensed insurance broker approved and endorsed by the Australian Worker's Union, Greater New South Wales Branch.

### **38. Mixed Functions/Higher Duties**

- 38.1 Where an employee is engaged for more than two (2) hours during one day or shift, to perform the work of a higher classification, the employee will be paid at the higher rate as detailed in this Award for such day or shift.
- 38.2 Where an employee is engaged for less than two (2) hours during one day or shift, the employee will be paid at the higher rate as detailed in this Award for the time so worked.

### **39. Anti Discrimination**

Fresenius Medical Care will refer to their company policies on Equal Employment Opportunity and Anti Discrimination.

**40. Period of Operation**

This Award shall take effect from 20 May 2005 and shall remain in force until 31 December 2006. This Award will be reviewed and negotiations will commence two (2) months prior to the expiry of this Award.

**41. No Further Claims**

There shall be no further claims made during the term of this Award.

**SCHEDULE 1****Wage Rates**

Fresenius Medical Care Australia Pty Ltd Site Enterprise Award (Smithfield) 2005 - 2006

Hourly Rates \$		
	1-Jan-05	1-Jan-06
Team Member	21.5900	22.2377
Team Leader	21.5900	22.2377
TM Level I	18.3840	18.9355
TM Level II	17.2517	17.7692
TM Level III	16.8287	17.3335
TM Level IV	15.9841	16.4636
Casual	17.7314	18.2633

Weekly Rates		
	1-Jan-05	1-Jan-06
Team Member	820.42	845.03
Team Leader	820.42	845.03
TM Level I	698.59	719.54
TM Level II	655.56	675.22
TM Level III	639.49	658.67
TM Level IV	607.39	625.61
Casual	673.79	694.00

E. A. R. BISHOP, Commissioner.

Printed by the authority of the Industrial Registrar.

(1288)

**SERIAL C3805**

## **CROWN EMPLOYEES (MEDICAL SPECIALISTS, VARIOUS AGENCIES) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Australian Salaried Medical Officers' Federation (New South Wales), industrial organisation of employees.

(No. IRC 3861 of 2004)

Before The Honourable Justice Boland

30 June 2005

### **AWARD**

#### PART A

#### **Arrangement**

Clause No. Subject Matter

- |     |   |
|-----|---|
| 1.  | Title   |
| 2.  | Parties                                       |
| 3.  | Other Conditions of Employment                |
| 4.  | Definitions                                   |
| 5.  | Salaries and Progression                      |
| 6.  | Salary Sacrifice for Superannuation           |
| 7.  | Grievance and Dispute Resolution Procedures   |
| 8.  | Anti-Discrimination                           |
| 9.  | Employment Arrangements                       |
| 10. | Training, Conference, Education & Study Leave |
| 11. | Deduction of Union Membership Fees            |
| 12. | Recreation Leave                              |
| 13. | Personal / Carer's Leave                      |
| 14. | No Extra Claims                               |
| 15. | Area, Incidence and Duration                  |

Schedule 1 - Recognised Australasian Specialist Colleges

#### PART B

#### MONETARY RATES

Table 1 - Salaries

### **PART A**

#### **1. Title**

This Award shall be known as the Crown Employees (Medical Specialists, Various Agencies) Award.

#### **2. Parties**

This Award is made between the Public Employment Office, the WorkCover Authority of New South Wales, the New South Wales Attorney-General's Department and the Australian Salaried Medical Officers' Federation (New South Wales).

### 3. Other Conditions of Employment

- 3.1 Where this Award is silent, the provisions of the Crown Employees (Public Service Conditions of Employment) Award 2002, as amended from time to time, will apply.
- 3.2 Where there is any inconsistency between this Award and the Crown Employees (Public Service Conditions of Employment) Award 2002, this Award, as amended from time to time, will apply.

### 4. Definitions

"Award" means - the Crown Employees (Medical Specialists, Various Agencies) Award 2005.

"Employer" means:

- (a) The WorkCover Authority of New South Wales (also known as WorkCover) and the Public Employment Office (PEO). These employers cover the Senior Medical Officers currently employed or who will be employed in future by WorkCover.
- (b) The Attorney-General's Department and the PEO. These employers cover those Senior Medical Officers currently employed or who will be employed in the future by the Attorney-General's Department.

"Entitlements" means - entitlements under this Award.

"Federation" means - the Australian Salaried Medical Officers' Federation (New South Wales).

"Salary Scale" means - the rates set out in Table 1 - Salaries, of Part B, Monetary Rates.

"Senior Medical Officer" means - Specialist, Senior Specialist and Senior Specialist (Managerial) as defined in this clause.

"Specialist" means - a person appointed to a position of Specialist by an Employer. To be eligible for appointment a specialist must be a person who -

- (a) holds a medical qualification that is registrable in New South Wales; and,
- (b) after full registration has spent not less than five years in the practice of medicine in New South Wales in the Health System or in any other institution, whether in New South Wales or elsewhere, deemed by the employer to be of equivalent standing; and,
- (c) inclusive within the period described in (b) above has spent not less than three years in supervised specialist training and/or experience; and,
- (d) has obtained a Fellowship of a recognised Australasian Specialist College (see Schedule 1 for list of Recognised Australasian Specialist Colleges); or
- (i) has proof of recognition as a specialist by the Specialist Recognition Advisory Committee ; or
- (ii) has conditional registration with the NSW Medical Board as an overseas-trained specialist (not including conditional registration as a general practitioner); or
- (iii) does not have a qualification recognised under (i), (ii) or (iii) above but has obtained an appropriate higher qualification in his/her speciality acceptable to the Employer following consultation with the Federation. The decision to employ or appoint a person in terms of this subclause will rest with the employer.
- (e) Any decision made by the Employer in determining whether any person is eligible to be appointed as a specialist shall not contravene any applicable provision of the *Anti-Discrimination Act 1977*.

"Senior Specialist" means - a person who:

- (a) has been employed by an Employer on the maximum salary provided by this Award or the Award for a Specialist for a period of at least three years; and/or
- (b) has gained such experience and attained such ability in his/her specialty which is acceptable to the Employer after consideration by the Medical Appointments Advisory Committee of the employer to justify appointment to the classification; and
- (c) is appointed to a position having such duties and responsibilities as are deemed by the Employer to require the services of a Senior Specialist.

"Senior Specialist (Managerial)" means - a Senior Specialist who holds a managerial position.

## **5. Salaries and Progression**

- 5.1 Salary Rates - All Senior Medical Officers covered by this Award will be paid the Base Salary, the Special Allowance and the Private Practice Allowance referred to in Table 1 - Salaries, of Part B, Monetary Rates.
- 5.2 The salaries prescribed in Table 1 - Salaries, of Part B, Monetary Rates, reflect increases to the salaries paid under the Crown Employees (Medical Specialists, Various Agencies) Award 2004 of:
  - (a) 4% to salaries payable with effect from the first pay period to commence on or after 1 July 2004; and
  - (b) a further 4% to salaries paid under paragraph (a) of this subclause, which are payable with effect from the first pay period to commence on or after 1 July 2005; and
  - (c) a further 4% to salaries paid under paragraph (b) of this subclause, which are payable with effect from the first pay period to commence on or after 1 July 2006.
- 5.3 The salary increases referred to in paragraphs (a) to (c) of subclause 5.2 of this clause, insofar as they apply from the first full pay period on or after 1 July 2004, shall only be paid to those employees who are employed as at the date of the making of this award.
- 5.4 Progression by Increment - Senior Medical Officers will progress to the next salary level on the anniversary date of their appointment as a Senior Medical Officer.
- 5.5 Progression by Accelerated Progression - Having regard to WorkCover's Performance Development System, WorkCover may consider accelerated progression of a Senior Medical Officer where that Senior Medical Officer's immediate supervisor and Branch Manager support such progression. The General Manager, OHS Division of WorkCover will determine the appropriate rate of pay.
- 5.6 Payment of Overtime - Additional compensation for overtime and on-call or recall duty is not payable under this Award.
- 5.7 Higher Duties Allowance -
  - (a) Where an opportunity to relieve in the Occupational Medicine Unit's Manager's (Senior Specialist - Managerial) or equivalent position arises, WorkCover's policy on filling temporary vacancies will apply.
  - (b) Senior Medical Officers who act in the position of Senior Specialist (Managerial) will be entitled to an allowance equivalent to a percentage difference, as defined by WorkCover, between the Senior Medical Officer's substantive salary and the Senior Specialist (Managerial) salary.
- 5.8 Superannuable Salary - Superannuation will be calculated by reference to the total of Base Salary, Special Allowance and Private Practice Allowance as referred to in Table 1 - Salaries.

## 6. Salary Sacrifice to Superannuation

- 6.1 A Senior Medical Officer may elect to sacrifice a portion of the salary payable in Part B, Table 1 - Salaries 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 must not exceed fifty (50) percent of the salary payable or fifty (50) percent of the currently applicable superannuable salary, whichever is the lesser. In this clause, "superannuable salary" means the Senior Medical Officer's salary as notified from time to time to the New South Wales public sector superannuation trustee corporations.
- 6.2 Where the Senior Medical Officer has elected to sacrifice a portion of that payable salary to additional employer superannuation contributions:
- (a) subject to Australian Taxation law, the sacrifice portion of salary will reduce the salary subject to appropriate PAYE taxation deductions by the amount of that sacrificed portion: and
  - (b) any allowances, penalty rate, payment for unused leave entitlements, weekly worker's compensation or other payment, other than any payments for leave taken in service, to which a Senior Medical Officer is entitled under this Award or any applicable Award, Act or statute which is expressed to be determined by reference to any Senior Medical Officer's salary, shall be calculated by reference to the salary which would have applied to the Senior Medical Officer under Part B, Table 1 - Salaries of this Award in the absence of any salary sacrifice to superannuation made under this Award.
- 6.3 The Senior Medical Officer may elect to have the portion 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 Department's or agency's agreement, paid into a private sector complying superannuation scheme as employer superannuation contributions.
- 6.4 Where a Senior Medical Officer elects to salary sacrifice in terms of clause 6.3 above, the Department or agency will pay the sacrificed amount into the relevant superannuation fund.
- 6.5 Where the Senior Medical Officer 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 Senior Medical Officer's Department or agency must ensure that the amount of any additional employer superannuation contributions as specified in clause 6.1 is included in the Senior Medical Officers' superannuable salary which is notified to the New South Wales public sector superannuation trustee corporations.
- 6.6 Where, prior to electing to sacrifice a portion of his/her salary to superannuation, a Senior Medical Officer had entered into an agreement with his/her Department or agency to have superannuation contributions made to a superannuation fund other than a fund established under legislation listed in the sub-clause above, the Department or agency will continue to base contributions to that fund on the salary payable under clause 5.1 to the same extent as applied before the Senior Medical Officer sacrificed portion of that salary to superannuation. This clause applied even though the superannuation

contributions made by the Department or agency may be in excess of superannuation guarantee requirements after the salary sacrifice is implemented.

### **7. Grievance and Dispute Resolution**

- 7.1 All grievances and disputes relating to the provisions of this Award shall initially be dealt with as close to the source as possible, with graduated steps for further attempts at resolution at higher levels of authority within the appropriate department, if required.
- 7.2 A staff member is required to notify in writing their immediate manager, as to the substance of the grievance, dispute or difficulty, request a meeting to discuss the matter, and if possible, state the remedy sought.
- 7.3 Where the grievance or dispute involves confidential or other sensitive material (including issues of harassment or discrimination under the *Anti Discrimination Act 1977*) that makes it impractical for the Senior Medical Officer to advise their immediate manager the notification may occur to the next appropriate level of management, including where required, to the Department Head or delegate.
- 7.4 The immediate manager shall convene a meeting in order to resolve the grievance, dispute or difficulty within two (2) working days, or as soon as practicable, of the matter being brought to attention.
- 7.5 If the matter remains unresolved with the immediate manager, the staff member may request to meet the appropriate person at the next level of management in order to resolve the matter. This manager shall respond within two (2) working days, or as soon as practicable. The staff member may pursue the sequence of reference to successive levels of management until the matter is referred to the Department Head.
- 7.6 The Department Head may refer the matter to the PEO for consideration.
- 7.7 If the matter remains unresolved, the Department Head shall provide a written response to the staff member and any other party involved in the grievance, dispute or difficulty, concerning action to be taken, or the reason for not taking action, in relation to the matter.
- 7.8 A staff member, at any stage, may request to be represented by their union.
- 7.9 Any of the parties may refer the matter to the New South Wales Industrial Relations Commission if the matter is unresolved following the use of these procedures.
- 7.10 The staff member, union, department and PEO shall agree to be bound by any order or determination by the New South Wales Industrial Relations Commission in relation to the dispute.
- 7.11 Whilst the procedures outlined in clauses 7.1 to 7.10 of this clause are being followed, normal work undertaken prior to notification of the dispute or difficulty shall continue unless otherwise agreed between the parties, or, in the case involving occupational health and safety, if practicable, normal work shall proceed in a manner which avoids any risk to the health and safety of any staff member or member of the public.

### **8. Anti Discrimination**

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

- 8.3 Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- 8.4 Nothing in this clause is to be taken to affect:
- (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
  - (b) offering or providing junior rates of pay to persons under 21 years of age;
  - (c) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
  - (d) a party to this Award from pursuing matters of unlawful discrimination in any State or federal jurisdiction.
- 8.5 This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.
- (a) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
  - (b) Section 56(d) of the *Anti-Discrimination Act 1977* provides:  
  
"Nothing in the Act affects any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion."

### **9. Employment Arrangements**

- 9.1 Hours - Normal working hours are 35 per week, Monday to Friday.
- 9.2 Flexible Working Hours - Senior Medical Officers covered by this Award are eligible to work Flexible Working Hours as prescribed by the Crown Employees (Public Service Conditions of Employment) Award 2002.
- 9.3 Patient Fees or Charges - A Senior Medical Officer, who charges patients or clients as part of their normal duties, is required to transfer all monies received from those patients or clients to the employer.
- 9.4 Part-time Work - The provision for part-time work as prescribed by the Crown Employees (Public Service Conditions of Employment) Award 2002 will apply to Senior Medical Officers employed under this Award.
- 9.5 Private Practice - Senior Medical Officers may engage in private practice outside normal working hours. Private practice is to be considered as second or other employment and the employees are to obtain permission from their employer pursuant to section 59 of the *Public Sector Employment and Management Act 2002*.

### **10. Training, Conference, Education and Study Leave**

- 10.1 The parties agree that the employer has a responsibility to ensure that Senior Medical Officers have appropriate and equitable access to Training, Conference, Education and Study Leave and that the employer will facilitate the taking of this leave. The Training, Conference, Education and Study Leave must be relevant to the Employer and must contribute to the skills base, knowledge and career enhancement of the Senior Medical Officer. Equally, the Senior Medical Officers have the responsibility to identify the relevant training, conference, education and study necessary to contribute to the skills base, knowledge and career enhancement of Senior Medical Officers. Further, Senior Medical Officers have the obligation to use that skill or knowledge acquired when required by the employer.



- 10.2 Entitlements - Senior Medical Officers are entitled to 18 working days per year or the pro rata proportion if working part-time, fully cumulative, for training, conference, education and study leave. Senior Medical Officers are entitled to full salary and allowances referred to in Table 1 - Salaries, of Part B, Monetary Rates, while on training, conference, education and study leave.
- 10.3 In relation to the 18 working days leave -
- (i) Five working days may be taken within Australia. Where the five working days are not utilised in any year, the balance is fully cumulative. However, no more than ten working days of such leave may be taken in any one year.
  - (ii) Thirteen working days of the training, conference, education and study leave entitlement may be taken either within or outside Australia. Where the thirteen working days are not utilised in any year, the balance is fully cumulative.
- 10.4 Travel Allowances -
- (a) Senior Medical Officers are entitled to reasonable costs before, during and after any period of training, conference, education and study leave. Reasonable costs include expenses for weekends and public holidays and registration fees.
  - (b) Senior Medical Officers are entitled to the Australian and Overseas Travelling Allowances specified by Premier's Department for Chief Executive and Senior Executive Service Officers on an equivalent remuneration package, as varied from time to time. In the case of Senior Medical Officers employed by WorkCover, the daily allowance is the Department Head Rate Category.
- 10.5 Air fares and Class of Air Travel - Senior Medical Officers are entitled to an annual allocation of funds for air fares, fully cumulative from year to year, based on the following:
- (a) the equivalent of 3/5 of a QANTAS Business Class around-the-world air fare (based on a fare valued at 30 April every year); and
  - (b) the equivalent of one QANTAS Business Class Sydney to Perth return air fare (based on a fare valued at 30 April every year).
- These funds may be used to purchase any number of air fares for the employee, at any class, provided that the liability of the employer for funding these air fares is limited to the amount specified in this subclause. Any expenditure for air fares in excess of this liability is the responsibility of the Senior Medical Officer.
- 10.6 Personal Travel Insurance - Personal travel insurance will be arranged by the employer at the employer's expense.
- 10.7 Air Travel Bookings and Ticketing - Senior Medical Officers must use the State Government-appointed contractor for travel and related services.
- 10.8 Entitlement on Retirement, Resignation or Dismissal - Senior Medical Officers have no entitlement to any provisions in this clause on retirement, resignation or dismissal.

### **11. Deduction of Union Membership Fees**

- 11.1 The union shall provide the employer with a schedule setting out union fortnightly membership fees payable by members of the union in accordance with the union's rules.
- 11.2 The union shall advise the employer of any change to the amount of fortnightly membership fees made under its rules. Any variation to the schedule of union fortnightly membership fees payable shall be provided to the employer at least one month in advance of the variation taking effect.

- 11.3 Subject to (i) and (ii) above, the employer shall deduct union fortnightly membership fees from the pay of any employee who is a member of the union in accordance with the union's rules, provided that the employee has authorised the employer to make such deductions.
- 11.4 Monies so deducted from employee's pay shall be forwarded regularly to the union together with all necessary information to enable the union to reconcile and credit subscriptions to employees' union membership accounts.
- 11.5 Unless other arrangements are agreed to by the employer and the union, all union membership fees shall be deducted on a fortnightly basis.
- 11.6 Where an employee has already authorised the deduction of union membership fees from his or her pay prior to this clause taking effect, nothing in this clause shall be read as requiring the employee to make a fresh authorisation in order for such deductions to continue.

## **12. Recreation Leave**

The recreation leave provisions of the Crown Employees (Public Service Conditions of Employment) Award 2002, as amended from time to time, apply to Senior Medical Officers covered by this Award.

- (a) Senior Medical Officers accrue recreation leave at the rate of 20 working days per year.
- (b) Part-time Senior Medical Officers accrue recreation leave on a pro rata basis.

## **13. Personal /Carer's Leave**

The provisions of the Crown Employees (Public Service Conditions of Employment) Award 2002, as amended from time to time, shall apply.

## **14. No Extra Claims**

- 14.1 The salary and allowance increases provided for in this Award are in full and final recognition of:  
the changes to the value of work up to and including the date of the making of this Award;  
cost of living changes during the life of this Award; and  
productivity and efficiency improvements, special case considerations and attraction and retention issues up to and including the date of the making of this Award.
- 14.2 There shall be no further salary claims made during the term of this Award that is 1 July 2004 until 30 June 2007.

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

- 15.1 This Award shall apply to all classifications contained herein.
- 15.2 This Award rescinds and replaces the Crown Employees (Medical Specialists, Various Agencies) Award published on 17 September 2004 (346 I.G. 420) and all variations thereof.
- 15.3 This Award is made on 30 June 2005 and shall take effect on and from 30 June 2005 and shall remain in force until 30 June 2007.

**SCHEDULE 1****RECOGNISED AUSTRALASIAN SPECIALIST COLLEGES**

Australasian College for Emergency Medicine

Australasian College of Dermatologists

Australian and New Zealand College of Anaesthetists

Joint Faculty of Intensive Care Medicine

Faculty of Pain Medicine

Royal Australian College of General Practitioners

Royal Australasian College of Medical Administrators

Royal Australasian College of Physicians

Australasian Chapter of Palliative Medicine

Australasian Chapter of Community and Child Health

Australasian Chapter of Addiction Medicine

Joint Faculty of Intensive Care Medicine

Australasian Faculty of Public Health Medicine

Australasian Faculty of Rehabilitation Medicine

Australasian Faculty of Occupational Medicine

Royal Australasian College of Surgeons

Royal Australian and New Zealand College of Psychiatrists

Royal Australian and New Zealand College of Radiologists

Faculty of Radiation Oncology

Royal Australian College of Ophthalmologists

Royal College of Pathologists of Australasia

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

Effective from the first pay period commencing on or after 1 July 2004

Medical Specialists	1.7.03 Per annum \$	1.7.04 Per annum +4%	1.7.05 Per annum +4%	1.7.06 Per annum +4%
1st year		4%	4%	4%
Base	101,257	105,307	109,519	113,900

Special Allowance	17,619	18,324	19,057	19,819
Private practice allowance	23,775	24,726	25,715	26,744
Total	142,651	148,357	154,291	160,463
2nd year				
Base	107,179	111,466	115,925	120,562
Special Allowance	18,649	19,395	20,171	20,978
Private practice allowance	25,166	26,173	27,220	28,309
Total	150,994	157,034	163,315	169,848
3rd year				
Base	113,092	117,616	122,321	127,214
Special Allowance	19,678	20,465	21,284	22,135
Private practice allowance	26,554	27,616	28,721	29,870
Total	159,324	165,697	172,325	179,218
4th year				
Base	119,030	123,791	128,743	133,893
Special Allowance	20,711	21,539	22,401	23,297
Private practice allowance	27,948	29,066	30,229	31,438
Total	167,689	174,397	181,373	188,628
5 <sup>th</sup> year				
Base	124,951	129,949	135,147	140,553
Special Allowance	21,741	22,611	23,515	24,456
Private practice allowance	29,339	30,513	31,734	33,003
Total	176,031	183,072	190,395	198,011
Senior Specialist (3+ years on 5 <sup>th</sup> year)				
Base	136,800	142,272	147,963	153,882
Special Allowance	23,803	24,755	25,745	26,775
Private practice allowance	32,121	33,406	34,742	36,132
Total	192,724	200,433	208,450	216,788

\* Special Allowance and Private Practice Allowance are to be calculated in accordance with the following formula and rounded to the nearest dollar. Any salary increases are to be applied to the Base Rate before the Special Allowance and Private Practice Allowance are calculated.

Special Allowance:

$$\frac{\text{Base Salary}}{100} \times 17.4$$

Private Practice Allowance:

$$\frac{(\text{Base salary} + \text{Special Allowance})}{100} \times 20$$

R. P. BOLAND J.

(783)

**SERIAL C3741**

## **SOCIAL AND COMMUNITY SERVICES EMPLOYEES (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 696 of 2005)

Before Mr Deputy President Grayson

2 May 2005

### **REVIEWED AWARD**

1. Delete the word "programmes" wherever appearing in clause 2, Definitions, of the award published 2 August 2002 (335 I.G. 559), and insert in lieu thereof the following:  
  
programs
2. Delete subclause 7.1, of clause 7, Casual Employees, and insert in lieu thereof the following:  
  
7.1 A casual employee shall mean an employee engaged to perform work of a short-term and/or irregular nature.
3. Delete subclause 11.5, of clause 11, Overtime, and insert in lieu thereof the following:  
  
11.5 Part-time shift workers must work the full time equivalent hours before overtime is paid.
4. Delete paragraph 14.3 (a), of clause 14, Shift Work, and insert in lieu thereof the following:  
  
(a) An employee who works an evening shift shall be paid a loading of 15% on their ordinary rate of pay for the whole of such shift.
5. Delete subparagraphs 19.5 (a) (v) and (vi), of clause 19, Classifications, Exemptions, Exclusions, Wages and Superannuation, and insert in lieu thereof the following:  
  
(v) Setting outcomes in relation to the organisation's objectives and devising strategies to achieve them;  
  
(vi) May supervise employees or teams of employees classified at a lower grade; and
6. Delete clause 20, Translation, and insert in lieu thereof the following:

### **20. Translation**

See Table 3 - Translation.

7. Delete subclause 21.1, of clause 21, Rates of Pay, and insert in lieu thereof the following:  
  
21.1 Employees shall be paid in accordance with Table 1 - Rates of Pay.
8. Delete subclause 23.3, of clause 23, Incremental Placement and Advancement, and insert in lieu thereof the following:  
  
23.3 Full-time, Part-time, and Fixed Term employees shall move from level to level within a grade after each 12 months' continuous service.

9. Delete paragraph 30.3 (a), of clause 30, Sleepover Allowance, and insert in lieu thereof the following:
- (a) There is an agreement between the employee and the employer with at least one week's notice in advance, except in the case of an emergency; and

10. Delete clause 33, Motor Vehicle Allowance, and insert in lieu thereof the following:

### 33. Motor Vehicle Allowance

Where employees are required by their employer to use their motor vehicle in the course of their duty, they shall be paid an amount set out in Item 2 of Table 2 per kilometre travelled during such use.

11. Delete subclause 37.3, of clause 37, Annual Leave, and insert in lieu thereof the following:

37.3 Fixed term employees engaged for more than 12 months are entitled to annual leave in accordance with subclause 37.2 of this clause. Fixed term employees engaged for less than 12 months are entitled to be paid annual leave on a pro rata basis at the end of their term of employment.

12. Delete subclause 38.2, of clause 38, Annual Leave Loading, and insert in lieu thereof the following:

38.2 Before an employee takes their annual leave they shall be paid the following in addition to their normal weekly pay (exclusive of shift penalties) for the period of annual leave taken:

Either:

- (a) a loading of 17.5% of their normal weekly pay (exclusive of shift penalties) or
- (b) the shift penalties pursuant to clause 14, Shift Work, that the employee would have received for the period of leave taken had the employee not been on leave,

whichever is the greater amount.

13. Delete subclauses 41.4 and 41.5, of clause 41, Public Holidays, and insert in lieu thereof the following:

41.4 Where an employee, who is a shift worker and is required to and does work an ordinary rostered shift on a public holiday, the employee shall be paid double time and a half for such shift.

41.5 Where an employee, who is a shift worker whose shift includes a gazetted public holiday and is then not required by the employer to work that gazetted public holiday, shall have a day added to their annual holidays or be paid a day's pay additional to their weekly wage.

14. Delete paragraph 42.3 (c), of clause 42, Personal/Carer's Leave, and insert in lieu thereof the following:

(c) An employee and employer may agree to defer payment of the annual leave loading in respect of single day absences, until at least five consecutive annual leave days are taken.

15. Delete paragraph 48.2 (a), of clause 48, Termination of Employment, and insert in lieu thereof the following:

(a) Except for misconduct justifying summary dismissal, the services of an employee shall be terminated by an employer only by notice as prescribed by the following:

Years of Continuous Service	Notice Required
Not more than 1 year	at least one week
More than 1 but not more than 3 years	at least two weeks
More than 3 but not more than 5 years	at least three weeks
More than 5 years	at least four weeks

16. Delete paragraph 49.1 (b), of clause 49, Organisational Change and Redundancy, and insert in lieu thereof the following:
  - (b) In respect of employers who employ more than 15 employees immediately prior to the termination of employment of employees, in the terms of subclause 49.4 of this clause.
17. Delete paragraph 49.5 (c), of the said clause 49, and insert in lieu thereof the following:
  - (c) Payment in lieu of the notice above shall be made if the appropriate notice period is not given. Provided that employment may be terminated by part of the period of notice specified and part payment in lieu thereof.
18. Delete the first paragraph of subclause 49.6, of the said clause 49, and insert in lieu thereof the following:

This subclause sets out the notice provisions to be applied to terminations by the employer for reasons arising "technologically" in accordance with paragraph (a) of subclause 49.2 of this clause.
19. Delete the first paragraph of subclause 49.13, of the said clause 49, and insert in lieu thereof the following:

Where an employee is to be terminated pursuant to subclause 49.5 of this clause, subject to further order of the Industrial Relations Commission of New South Wales the employer shall pay the employee the following severance pay in respect of a continuous period of service:
20. Delete paragraph 49.13 (c), of the said clause 49, and insert in lieu thereof the following:
  - (c) "Weeks Pay" means the all-purpose rate of pay for the employee concerned at the date of termination, and shall include, in addition to the ordinary rate of pay, over-award payments, shift penalties and allowances, paid in accordance with the award.
21. Delete clause 56, Right of Entry By Union, and insert in lieu thereof the following:

#### **56. Right of Entry**

See the *Industrial Relations Act 1996* (NSW).

22. Delete the words "*Public Sector Management Act 1988*" wherever appearing in subclause 59.3, of clause 59, Area, Incidence and Duration, and insert in lieu thereof the following:

*Public Sector Employment and Management Act 2002.*
23. Delete subparagraph 59.3 (a) (iii), of the said clause 59, and insert in lieu thereof the following:
  - (iii) the *Health Services Act 1997*; or
24. Delete subparagraph 59.3 (b) (xiv), of the said clause 59, and insert in lieu thereof the following:
  - (xiv) by any person employed as an Associate to a Justice; or
25. Delete the words "*Charitable Collections Act 1934*" appearing in paragraph 59.3 (c), of the said clause 59, and insert in lieu thereof the following:

*Charitable Fundraising Act 1991*
26. Insert after paragraph 59.8 (b), of the said clause 59, the following new paragraphs:
  - (c) The changes made to the award pursuant to the Award Review pursuant to section 19(6) of the *Industrial Relations Act 1996* and Principle 26 of the Principles for Review of Awards made by

the Industrial Relations Commission of NSW on 28 April 1999 (310 I.G. 359) and take effect on 2 May 2005.

- (d) This award remains in force until varied or rescinded, the period for which it was made already having expired.

J. P. GRAYSON *D.P.*

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**SERIAL C3701**

**SYDNEY MARKET AUTHORITY INDUSTRIAL COMMITTEE**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union, New South Wales Branch, industrial organisation of employees.

(No. IRC 1362 of 2005)

Before The Honourable Mr Deputy President Sams

1 April 2005

**ORDER**

The Commission orders that:-

1. The Sydney Market Authority Industrial Committee published 18 June 1993 (275 I.G. 721), be dissolved.
2. This order shall take effect on and from 1 April 2005.

P. J. SAMS *D.P.*

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(1588)

**SERIAL C4000**

**CROWN EMPLOYEES (RURAL FIRE SERVICE SALARIES AND  
CONDITIONS OF EMPLOYMENT 2003) AWARD**

Erratum to Serial C2561 published 25 June 2004

(345 I.G. 5)

IRC 6897 of 2003

**ERRATUM**

Substitute award code "1732" appearing in the preamble to 1588.

G. M. GRIMSON, Acting Industrial Registrar.

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SERIAL C3689

## ENTERPRISE AGREEMENTS APPROVED BY THE INDUSTRIAL RELATIONS COMMISSION

(Published pursuant to s.45(2) of the *Industrial Relations Act 1996*)

### EA05/244 - Cordina Chickens Pty Ltd 2005-2006 Enterprise Agreement

**Made Between:** Cordina Chickens Farms Pty Ltd -&- the Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, New South Wales Branch.

**New/Variation:** New.

**Approval and Commencement Date:** Approved and commenced 30 August 2005.

**Description of Employees:** The agreement applies to all maintenance employees employed by Cordina Chicken Farms Pty Ltd, located at 55, Mandoon Road, Girraween 2145, who are employed in classifications or occupations, who fall within the coverage of the Metal, Engineering and Associated Industries (State) Award.

**Nominal Term:** 10 Months.

### EA05/245 - Australian Bakels (Pty) Ltd Enterprise Agreement No. 8

**Made Between:** Australian Bakels (Pty) Ltd -&- The Australian Workers' Union, New South Wales .

**New/Variation:** Replaces EA03/241.

**Approval and Commencement Date:** Approved 10 August 2005 and commenced 7 August 2005.

**Description of Employees:** The agreement applies to all employees by Australian Bakels (Pty) Ltd located at 33-47 Derby St, Silverwater, NSW 2128 who are engaged in the classifications specified in clause 4.1, namely Level 1, 2 , 3 Process Worker, Home Economist, Leading Hand & Senior Leading Hand, and who fall within the coverage of the Margarine Makers (State) Award and Pastrycooks, &c. (State) Award.

**Nominal Term:** 36 Months.

### EA05/246 - Readymix Holdings Sydney Concrete Transport Enterprise Agreement 2005-2008

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

**New/Variation:** New.

**Approval and Commencement Date:** Approved 1 September 2005 and commenced 1 May 2005.

**Description of Employees:** The agreement applies to all drivers of concrete agitator trucks employed by Readymix Holdings Pty Ltd, in its Sydney Concrete Transport Division (except cement tanker drivers), who fall within the coverage of the Transport Industry Mixed Enterprises Interim (State) Award.

**Nominal Term:** 36 Months.

**EA05/247 - Caroma Industries Limited Central Region Distribution Enterprise Agreement 2005**

**Made Between:** Caroma Industries Limited -&- the National Union of Workers, New South Wales Branch.

**New/Variation:** Replaces EA04/60.

**Approval and Commencement Date:** Approved 26 August 2005 and commenced 28 February 2005.

**Description of Employees:** The agreement applies to all employees employed by Caroma Industries Limited (Central Region) at 121-123 Cowpasture Road, Wetherill Park, NSW (Cowpasture Road) who fall within the coverage of the Storemen and Packers, General (State) Award. Should the enterprise located at Cowpasture Road will relocate to an existing site of the Company at 300, Victoria Street, Wetherill Park (Victoria Street) at which the Caroma Industries Limited, Wetherill Park Enterprise Bargaining Agreement 2005 (Victoria Street Agreement) applies. On relocation of the Cowpasture Road enterprise to Victoria Street, the Victoria Street Agreement will apply to employees from Cowpasture Road and this agreement will cease to apply. The company, however, commits that all employees from Cowpasture Road will not suffer a reduction in their wage rates as a result of the relocation to Victoria Street.

**Nominal Term:** 12 Months.

**EA05/248 - Shop Distributive and Allied Employees Association, New South Wales - Just Jeans Group Pty Ltd, New South Wales Distribution Centres Agreement 2005**

**Made Between:** Just Jeans Group Ltd -&- the Shop, Distributive and Allied Employees' Association, New South Wales.

**New/Variation:** Replaces EA01/328.

**Approval and Commencement Date:** Approved and commenced 16 August 2005.

**Description of Employees:** The agreement applies to all employees employed by Just Jeans Group Pty Ltd, including Peter Alexander, and the Shop Distributive and Allied Employees' Association, New South Wales engaged only in the N.S.W. Warehouses and Distribution Centres of Just Jeans Group Pty Ltd, who fall within the coverage of the Warehouse Employees' - General (State) Award.

**Nominal Term:** 24 Months.