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INDUSTRIAL GAZETTE

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

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Ministry of Health.

(No. IRC 1745 of 2011)

Before Commissioner Macdonald

25 November 2011

AWARD

1. Arrangement

This Award is arranged in the following manner:

PART A

Clause No.	Subject Matter
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2.	Objectives Of The Award
3.	Definitions
4.	Employees' Duties
5.	Work Arrangements
6.	Wages
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PART B

MONETARY RATES

40. Classification Structure
41. Climatic and Isolation Allowance

2. Objectives of the Award

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

3. Definitions

‘Ministry’ means the NSW Ministry of Health.

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

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

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

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

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

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

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

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

4. Employees' Duties

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

5. Work Arrangements

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

6. Wages

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

7. Hours of Duty

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

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

8. Roster of Hours

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

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

9. Overtime

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

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

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

10. Time Off in Lieu of Overtime

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

11. Accrual of Additional Days Off (ADOs)

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

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

12. Penalty Rates for Shift Work and Weekend Work

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

13. Promotion and Vacancies

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

14. Appointment of Officers

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

15. Termination of Employment

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

16. Travelling Time and Expenses

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

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

17. Relieving Other Members of Staff

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

18. Flexible Work Practices

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

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

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

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

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

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

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

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

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

Where a dispute arises as to the application or implementation of this clause, the matter shall be dealt with pursuant to the disputes settlement procedure of this award.
- (e) This clause has no application in respect of organisations which are properly registered as Group Training Organisations under the *Apprenticeship and Traineeship Act 2001* (or equivalent interstate legislation) and are deemed by the relevant State Training Authority to comply with the national standards for Group Training Organisations established by the ANTA Ministerial Council.

19. Annual Leave

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

20. Annual Leave Loading

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

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

21. Public Holidays

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

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

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

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

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

A. FACS Leave

(a) FACS Leave - General

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

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

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

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

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

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

(b) FACS Leave - entitlement

- (i) The maximum amount of FACS leave on full pay that may be granted to an employee is:
 - (1) 3 working days during the first year of service, commencing on and from 1 January 1995, and thereafter 6 working days in any period of 2 years; or
 - (2) 1 working day, on a cumulative basis effective from 1 January 1995, for each year of service after 2 years' continuous service, minus any period of FACS leave already taken by the employee since 1 January 1995,

whichever method provides the greater entitlement.

- (ii) For the purposes of calculating entitlements under (b)(i)(1) and (2) above, a working day for employees working 38 hours per week shall be deemed to consist of 8 hours. For shift workers the rate at which FACS leave is paid out and utilised shall be on actual hours absent from a rostered shift.

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

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

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

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

- (c) Additional FACS leave for bereavement purposes

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

- (d) Use of other leave entitlements

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

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

B. Personal/Carer's Leave

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

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

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

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

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

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

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

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

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

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

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

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

23. Maternity, Adoption and Parental Leave

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

A. Maternity Leave

- (a) Eligibility for Paid Maternity Leave
- (i) Full time employees

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

Permanent part-time employees are employees engaged on a permanent part-time basis as defined by their Award. Female employees employed on this basis are entitled to pro-rata paid maternity leave after forty (40) weeks continuous service.
 - (iii) An employee who has once met conditions for paid maternity leave will not be required to again work the forty (40) weeks continuous service in order to qualify for a further period of paid maternity leave, unless:
 - (1) there has been a break in service where the employee has been re-employed or re-appointed after resignation, medical retirement, or after her services have been otherwise dispensed with; or

- (2) the employee has completed a period of leave without pay of more than forty (40) weeks. In this context, leave without pay does not include sick leave without pay, maternity leave without pay, or leave without pay associated with an illness or injury compensable under workers' compensation legislation.
- (b) Entitlements to Paid Maternity Leave
- (i) Eligible employees are entitled to fourteen (14) weeks at the ordinary rate of pay from the date maternity leave commences. This leave may commence up to fourteen (14) weeks prior to the expected date of birth.
 - (ii) Paid maternity leave may be paid:

on a normal fortnightly basis; or

in advance in a lump sum; or

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

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

- (iii) Should an employee return to duty during the period of paid maternity leave, such paid leave ceases from the date duties are resumed.
- (c) Entitlements to Unpaid Maternity Leave
- (i) An employee entitled to paid maternity leave is entitled to a further period of unpaid maternity leave of not more than twelve (12) months from the actual date of birth. The leave therefore does not extend beyond the child's first birthday.
 - (ii) Full time or permanent part time female employees who are not eligible for paid maternity leave are entitled to unpaid maternity leave of not more than 12 months.
- (d) Applications for Maternity Leave
- (i) An employee who intends to proceed on maternity leave should formally notify their manager (in writing) of such intention as early as possible however, not less than eight (8) weeks prior to the commencement of leave. This notice must include a statement of:
 - (1) The intention to proceed on maternity leave;
 - (2) The expected date of birth certified by a medical practitioner;
 - (3) The period of leave to be taken;
 - (4) The date on which maternity leave is to commence;
 - (5) A Statutory Declaration stating any period of parental leave sought or taken by the employee's spouse. This declaration must also state that the applicant is the child's primary caregiver for the period of leave sought.
 - (6) The entitlement to maternity leave is reduced by any period of parental leave taken by the employee's spouse. Apart from parental leave of one (1) week at the time of birth, maternity leave is not to be taken concurrently with parental leave except as otherwise provided at subclause (a)(i) of Part D of this clause.

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

(f) Variations of Maternity Leave

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

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

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

(g) Staffing Provisions

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

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

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

- (iii) During a period of unpaid maternity leave the employee will not be required to meet the employer's superannuation liability. The employee will, however, be required to make any necessary arrangements for their own contributions.
 - (iv) When the employee has resumed duties, any period of full pay leave is counted in full for the accrual of annual leave and any period of maternity leave on half pay is taken into account to the extent of one half thereof when determining the accrual of annual leave.
 - (v) Except in the case of employees who have completed ten (10) years service the period of maternity leave without pay does not count as service for long service leave purposes. Where the employee has completed ten (10) years service, the period of maternity leave without pay shall count as service provided such leave does not exceed six (6) months.
 - (vi) Where public holidays occur during the period of paid maternity leave, payment is at the rate of maternity leave received, ie. public holidays occurring in a period of full pay maternity leave are paid at full rate and those occurring during a period of half pay leave are paid at half rate.
- (i) **Illness Associated with Pregnancy**
- (i) If, because of an illness associated with her pregnancy, an employee is unable to continue to work, then she can elect to use any available paid leave (sick, annual and/or long service leave) or to take any sick leave without pay.
 - (ii) Where an employee is entitled to paid maternity leave but, because of illness or injury, is on workers' compensation, sick, annual, long service leave, or sick leave without pay prior to the birth, such leave will cease nine (9) weeks prior to the expected date of birth. The employee will then commence on maternity leave with the normal provisions applying.
- (j) **Effect of Premature Birth on Payment of Maternity Leave**
- An employee who gives birth prematurely prior to proceeding on maternity leave, shall be treated as being on maternity leave from the date she enters on leave to give birth to the child.
- (k) **Stillbirth**
- In the case of a stillbirth, (as classified by the Registry of Births, Deaths and Marriages) an employee may elect to take sick leave or maternity leave, subject to production of a medical certificate. She may resume duty at any time provided she produces a doctor's certificate as to her fitness.
- (l) **Miscarriage**
- In the event of a miscarriage, any absence from work is to be covered by the current sick leave provisions.
- (m) **Fitness to Continue Working During Pregnancy and Alternative Work**
- (i) Whilst an employee may commence maternity leave up to fourteen (14) weeks, prior to the expected date of birth, this is not compulsory. However, if an employee decides to continue working prior to taking maternity leave, she must be able to satisfactorily perform her normal duties.
 - (ii) Where, because of an illness or risk associated with her pregnancy, an employee cannot carry out the duties of her position, an employer is obligated, as far as practicable, to provide alternative employment in some other position that she is able to satisfactorily perform, until maternity leave commences. A position to which an employee is transferred

under these circumstances must be as close as possible in status and salary to her substantive position.

(n) Right to Return to Previous Position

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

(o) Portability of Service for Paid Maternity Leave

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

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

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

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

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

B. Adoption Leave

(a) Eligibility for Adoption Leave

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

Full time employees

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

Permanent part-time employees

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

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

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

(b) Entitlements

(i) Paid Adoption Leave

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

Paid adoption leave may be paid:

on a normal fortnightly basis; or

in advance in a lump sum; or

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

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

(ii) Unpaid Adoption Leave

Eligible employees are entitled to unpaid adoption leave as follows:

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

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

(c) Applications for Adoption Leave

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

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

(d) Applications for Further Adoption Leave

Same provisions as maternity leave.

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

C. Parental Leave

- (a) Eligibility for Parental Leave
 - (i) Full time employees

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

Permanent part-time employees are employees engaged in a permanent part-time basis as defined by their Award. These employees are entitled to pro-rata paid parental leave after forty (40) weeks continuous service.
 - (iii) An employee who has once met conditions for parental leave will not be required to again work the forty (40) weeks continuous service in order to qualify for a further period of parental leave, unless:
 - (1) there has been a break in service where the employee has been re-employed or re-appointed after resignation, medical retirement, or after her services have been otherwise dispensed with; or
 - (2) the employee has completed a period of leave without pay of more than forty (40) weeks. In this context, leave without pay does not include sick leave without pay, maternity leave without pay, or leave without pay associated with an illness or injury compensable under workers' compensation legislation.
- (b) Entitlements

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

 - (i) an unbroken period of up to one week at the time of the birth of the child, taking custody of the child or other termination of the pregnancy (short parental leave).

- (ii) the entitlement of one week's paid leave may be taken at anytime within the 52 week period and shall be paid:

at the employees ordinary rate of pay for a period not exceeding one week on full pay, or two weeks at half pay or the period of parental leave taken, whichever is the lesser period.

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

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

(c) Applications for Parental Leave

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

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

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

(d) Variations of Parental Leave

Same provisions as maternity leave.

(e) Staffing Provisions

Same provisions as maternity leave.

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

Same provisions as maternity leave.

(g) Right to Return to Previous Position

Same provisions as maternity leave.

(h) Portability of Service for Paid Parental Leave

Same provisions as maternity leave.

D. Right To Request

(a) An employee entitled to maternity, adoption or parental leave may request the employer to allow the employee:

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

to assist the employee in reconciling work and parental responsibilities.

(b) The employer shall consider the request having regard to the employee's circumstances and, provided the request is genuinely based on the employee's parental responsibilities, may only refuse the request on reasonable grounds related to the effect on the workplace or the employer's business. Such grounds might include cost, lack of adequate replacement staff, loss of efficiency and the impact on customer service.

(c) The employee's request and the employer's decision made under subclauses (a)(ii) and (iii) of this Part must be recorded in writing.

(d) Where an employee wishes to make a request under subclause (a)(iii) of this Part:

- (i) the employee is to make an application for leave without pay to reduce their full time weekly hours of work;
- (ii) such application must be made as early as possible to enable the employer to make suitable staffing arrangements. At least four weeks notice must be given
- (iii) salary and other conditions of employment are to be adjusted on a basis proportionate to the employee's full time hours, that is for long service leave the period of service is to be converted to the full time equivalent and accredited accordingly.

E. Communication During Leave

(a) Where an employee is on maternity, adoption or parental leave and a definite decision has been made to introduce significant change at the workplace, the employer shall take reasonable steps to:

- (i) make information available in relation to any significant effect the change will have on the status or responsibility level of the position the employee held before commencing leave; and
- (ii) provide an opportunity for the employee to discuss any significant effect the change will have on the status or responsibility level of the position the employee held before commencing the leave.

(b) The employee shall take reasonable steps to inform the employer about any significant matter that will affect the employee's decision regarding the duration of the leave to be taken, whether the employee intends to request to return to work on a part time basis.

- (c) The employee shall also notify the employer of changes of address or other contact details which might affect the employer's capacity to comply with subclause (a) of this Part.

24. Study Leave

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

25. Trade Union Leave

Employees shall be granted Trade Union Leave on such terms and conditions prescribed by the Ministry's Policy Directive PD2006_097 as amended from time to time.

26. Long Service Leave

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

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

27. Sick Leave

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

- e. If the full period of sick leave is not taken in any year, the whole or any untaken portion shall be cumulative from year to year.
- f. Permanent part-time employees shall, subject to the provisions of this clause, be entitled to proportionate amount of sick leave. The amount of sick leave to which a permanent part-time employee is entitled in any year shall bear the same ratio to sick leave prescribed during that year of service for full-time employees; as permanent part-time employee's normal ordinary hours of work for a week during such year would be borne to full-time employee's normal weekly hours of work.
- g. Service before the date of this Award shall be counted for the purpose of assessing the annual sick leave entitlement but accumulated leave at the credit of the employee at the commencement of this Award will not be increased or reduced by the operation of this clause.
- h. If an agreed holiday occurs during an employee's absence on sick leave then such agreed holiday shall not be counted as sick leave.

28. Climatic and Isolation Allowance

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

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

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

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

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

29. Benefits Not to Be Withdrawn

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

30. Payment and Particulars of Wages

- a. Wages shall be paid fortnightly by electronic transfer.
- b. On each pay day, employees shall be furnished with a statement showing the gross amount of ordinary wages and overtime together with separate details of all deductions.
- c. Overtime and penalty rates shall be paid within one week from the pay day succeeding the day or days on which such overtime or penalty rates were worked.
- d. Employees shall have their salary paid into one account with a bank or other financial institution in New South Wales as nominated by the employee except where agreement as to another method of payment

has been reached between the Union and the Service due to the isolation of a workplace. Salaries shall be deposited by the Service in sufficient time to ensure that wages are available for withdrawal no later than pay day provided that this requirement shall not apply where employees nominate accounts of non-bank financial institutions which lack the technological or other facilities to process salary deposits within twenty four (24) hours of the Service making their deposits with such financial institutions but in such cases the Service shall take all reasonable steps to ensure that the wages of such employees are available for withdrawal by no later than pay day.

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

(i) Underpayment

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

(ii) Overpayment

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

31. Issues Resolution

a. The parties must:

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

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

32. Union Subscriptions

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

33. Union Noticeboards

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

34. Anti-Discrimination

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

- c. Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- d. Nothing in this clause is to be taken to affect:
 - i. any conduct or act which is specifically exempted from anti-discrimination legislation;
 - ii. offering or providing junior rates of pay to persons under 21 years of age;
 - iii. any act or practice of a body established to propagate religion which is exempted under section 56 (d) of the *Anti-Discrimination Act 1977*;
 - iv. a party to this Award from pursuing matters of unlawful discrimination in any State or federal jurisdiction.

35. Reasonable Hours

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

36. Salary Sacrifice to Superannuation

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

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

- (ii) Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of available salary to be packaged. Such payroll deductions may include but are not limited to superannuation payments, HECS payments, child support payments, judgement debtor/garnishee orders, union fees and private health fund membership fees.
- (iii) Where the employee has elected to sacrifice a part or all of the available payable salary to additional employer superannuation contributions:

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

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

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

37. Salary Packaging

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

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

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

38. No Extra Claims

- a. The parties agree that, during the term of this Award, there will be no extra wage claims, claims for improved conditions of employment or demands made with respect to the employees covered by the Award and, further that no proceedings, claims or demands concerning wages or conditions of

employment with respect to those employees will be instituted before the Industrial Relations Commission or any other industrial tribunal.

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

39. Area, Incidence and Duration

- a. This Award shall take effect on and from 1 July, 2011 and shall remain in force thereafter for a period of one year.
- b. This Award replaces and rescinds the Ambulance Service of New South Wales Administrative and Clerical Employees (State) Award published 25 May 2001 (324 I.G. 1210) and all variations thereof.

PART B

40. Classification Structure

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

Ambulance Service of New South Wales Administrative and Clerical Employees (State) Award	
Classification	01/07/2011 (2.5%) p.w
Administrative Assistants - Junior	
At 16 Years	\$578.00
At 17 Years	\$603.70
Administrative Assistant - Grade 1	
1st Year	\$647.40
2nd Year	\$661.50
3rd Year	\$678.30
4th Year	\$708.00
5th Year	\$733.00
Administrative Assistant - Grade 2	
1st Year	\$759.50
2nd Year	\$777.30
3rd Year	\$789.90
4th Year	\$808.00
Administrative Assistant - Grade 3	
1st Year	\$823.00
2nd Year	\$844.70
3rd Year	\$880.40
4th Year	\$899.60
Administrative Assistant - Grade 4	
1st Year	\$919.70
2nd Year	\$939.10
3rd Year	\$959.10
4th Year	\$979.10
Pay Clerks - Grade 3/4	
1st Year	\$942.30
2nd Year	\$1,024.20
Pay Clerk - Senior	
1st Year & Thereafter	\$1,079.60
Senior Administrative Assistant - Grade 1	
1st Year	\$998.10
2nd Year	\$1,022.40

Senior Administrative Assistant - Grade 2	
1st Year	\$1,053.50
2nd Year	\$1,079.60
Senior Administrative Assistant - Grade 3	
1st Year	\$1,115.40
2nd Year	\$1,143.10
Administrative Officer - Grade 1	
1st Year	\$1,185.40
2nd Year	\$1,217.60
Administrative Officer - Grade 2	
1st Year	\$1,237.60
2nd Year	\$1,270.40
Administrative Officer - Grade 3	
1st Year	\$1,311.40
2nd Year	\$1,351.70
Senior Administrative Officer - Grade 1	
1st Year	\$1,405.80
2nd Year	\$1,446.70
Senior Administrative Officer - Grade 2	
1st Year	\$1,491.80
2nd Year	\$1,536.90
Computer Operator - Grade 1	
1st Year	\$776.20
2nd Year	\$796.10
3rd Year	\$826.80
4th Year	\$847.60
Computer Operator - Grade 2	
1st Year	\$854.20
2nd Year	\$907.10
3rd Year	\$938.50
Computer Programmer	
1st Year	\$1,113.20
2nd Year	\$1,183.00
3rd Year	\$1,308.00
4th Year	\$1,403.20
Operations Centre Communications Assistants	
Trainee	\$907.10
1st Year	\$966.50
2nd Year	\$987.80
3rd Year	\$1,008.40
4th Year	\$1,029.90
Operations Centre Assistant Supervisor	
1st Year	\$980.40
2nd Year	\$1,001.20
3rd Year	\$1,022.20
4th Year	\$1,043.30
Operations Centre Senior Supervisor	
1st Year	\$1,063.80
2nd Year	\$1,090.00

41. Climatic and Isolation Allowance

Climatic and Isolation Allowance		
The rates in table below are effective from the first pay period commencing on or after the date shown		
Clause	Description	Rate per week \$
28 (a)	Climatic and Isolation Allowance	4.50
28 (b)	Climatic and Isolation Allowance	9.00

A. MACDONALD, Commissioner

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(1872)

SERIAL C7683

CROWN EMPLOYEES (NSW POLICE FORCE ADMINISTRATIVE OFFICERS AND TEMPORARY EMPLOYEES) AWARD 2009

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Police Force.

(No. IRC 1609 of 2011)

Before The Honourable Mr Justice Staff

27 October 2011

VARIATION

1. Insert in numerical order in clause 1, Arrangement of the award published 28 August 2009 (368 I.G. 1421), the following new clause number and subject matter:

84A. Leave for Matters Arising from Domestic Violence

2. Insert after subclause 3.72 of clause 3, Definitions the following new subclause:

3.73 Domestic Violence means domestic violence as defined in the *Crimes (Domestic and Personal Violence) Act 2007*.

3. Insert after subclause 84.10 of clause 84, Special Leave the following new subclause:

84.11 Matters arising from domestic violence situations.

When the leave entitlements referred to in clause 84A, Leave for Matters Arising From Domestic Violence, have been exhausted, the Commissioner shall grant up to five days per calendar year to be used for absences from the workplace to attend to matters arising from domestic violence situations.

4. Insert after clause 84, Special Leave, the following new clause:

84A. Leave for Matters Arising from Domestic Violence

84A.1 The definition of domestic violence is found in clause 3.73, Definitions, of this award.

84A.2 Leave entitlements provided for in clause 71, Family and Community Service Leave, clause 79, Sick Leave and clause 81, Sick Leave to Care for a Family Member, may be used by staff members experiencing domestic violence.

84A.3 Where the leave entitlements referred to in subclause 84A.2 are exhausted, the Commissioner shall grant Special Leave as per clause 84.11.

84A.4 The Commissioner will need to be satisfied, on reasonable grounds, that domestic violence has occurred and may require proof presented in the form of an agreed document issued by the Police Force, a Court, a Doctor, a Domestic Violence Support Service or Lawyer.

84A.5 Personal information concerning domestic violence will be kept confidential by the NSW Police Force.

84A.6 An application for leave for matters arising from domestic violence under this clause will trigger the NSW Police Force response to domestic and family violence with respect to the immediate and long term protection of victims, including specific police obligations for the investigation and management of such matters. Such actions are in line with obligations under the Crimes (Domestic and Family Violence) Act.

84A.7 The Commissioner, where appropriate, may facilitate flexible working arrangements subject to operational requirements, including changes to working times and changes to work location, telephone number and email address.

5. This variation is effective from 27 October 2011.

C.G. STAFF *J*

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(1307)

SERIAL C7684

CROWN EMPLOYEES (NSW POLICE FORCE SPECIAL CONSTABLES) (POLICE BAND) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Police Force.

(No. IRC 1609 of 2011)

Before The Honourable Mr Justice Staff

27 October 2011

VARIATION

1. Insert in numerical order in the Arrangement of the award published 11 July 2008 (366 I.G. 175), the following new clause number and subject matter:

20A. Leave for Matters Arising from Domestic Violence

2. Insert after subclause (g) of clause 2, Definitions the following new subclause.
(h) Domestic Violence means domestic violence as defined in the *Crimes (Domestic and Personal Violence) Act 2007*.
3. Insert after clause 20 Leave, the following new clause:

20A. Leave for Matters Arising from Domestic Violence

20A.1 The definition of domestic violence is found in clause 2(h), of clause 2 Definitions, of this award.

20A.2 Leave for Special Purposes and Sick Leave, provided for by the Uniform Leave Conditions for Ministerial Employees, Leave, may be used by officers experiencing domestic violence.

20A.3 Where the leave entitlements referred to in subclause 20A.2 are exhausted, the Commissioner shall grant upto five days Special Leave, per calendar year, to be used for absences from the workplace to attend to matters arising from domestic violence situations.

20A.4 The Commissioner will need to be satisfied, on reasonable grounds, that domestic violence has occurred and may require proof presented in the form of an agreed document issued by the Police Force, a Court, a Doctor, a Domestic Violence Support Service or Lawyer.

20A.5 Personal information concerning domestic violence will be kept confidential by the NSW Police Force.

20A.6 An application for leave for matters arising from domestic violence under this clause will trigger the NSW Police Force response to domestic and family violence with respect to the immediate and long term protection of victims, including specific police obligations for the investigation and management of such matters. Such actions are in line with obligations under the Crimes (Domestic and Family Violence) Act.

20A.7 The Commissioner, where appropriate, may facilitate flexible working arrangements subject to operational requirements, including changes to working times and changes to work location, telephone number and email address.

4. This variation is effective from 27 October 2011.

C.G. STAFF *J*

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(1305)

SERIAL C7685

CROWN EMPLOYEES (NSW POLICE FORCE SPECIAL CONSTABLES) (SECURITY) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Police Force.

(No. IRC 1609 of 2011)

Before The Honourable Mr Justice Staff

27 October 2011

VARIATION

1. Insert in numerical order in the Arrangement of the award published 11 July 2008 (366 I.G. 190), the following new clause number and subject matter:

20A. Leave for Matters Arising from Domestic Violence

2. Insert after subclause (i) of clause 2, Definitions the following new subclause.
 - (j) Domestic Violence means domestic violence as defined in the *Crimes (Domestic and Personal Violence) Act 2007*.
3. Insert after clause 20 Leave, the following new clause:

20A. Leave for Matters Arising from Domestic Violence

20A.1 The definition of domestic violence is found in clause 2(j), of clause 2 Definitions, of this award.

20A.2 Leave for Special Purposes and Sick Leave, provided for by the Uniform Leave Conditions for Ministerial Employees, Leave, may be used by officers experiencing domestic violence.

20A.3 Where the leave entitlements referred to in subclause 20A.2 are exhausted, the Commissioner shall grant upto five days Special Leave, per calendar year, to be used for absences from the workplace to attend to matters arising from domestic violence situations.

20A.4 The Commissioner will need to be satisfied, on reasonable grounds, that domestic violence has occurred and may require proof presented in the form of an agreed document issued by the Police Force, a Court, a Doctor, a Domestic Violence Support Service or Lawyer.

20A.5 Personal information concerning domestic violence will be kept confidential by the NSW Police Force.

20A.6 An application for leave for matters arising from domestic violence under this clause will trigger the NSW Police Force response to domestic and family violence with respect to the immediate and long term protection of victims, including specific police obligations for the investigation and management of such matters. Such actions are in line with obligations under the Crimes (Domestic and Family Violence) Act.

20A.7 The Commissioner, where appropriate, may facilitate flexible working arrangements subject to operational requirements, including changes to working times and changes to work location, telephone number and email address.

4. This variation is effective from 27 October 2011.

C.G. STAFF *J*

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(1905)

SERIAL C7706

**CROWN EMPLOYEES (POLICE OFFICERS - 2011) INTERIM
AWARD**

CORRECTION

- A. The Award of 8 August 2011, Serial C7643, published 9 September 2011 (371 I.G. 730), is corrected as follows:
1. By deleting "(061) Serial C7643", and inserting:
"(1905) Serial C7643"

G. M. GRIMSON *Industrial Registrar.*

Printed by the authority of the Industrial Registrar.

CROWN EMPLOYEES (PUBLIC SECTOR - SALARIES 2008) AWARDINDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES
FULL BENCH

Application by Roads and Traffic Authority of New South Wales, and another.

(Nos. IRC 1238 and 1242 of 2011)

Before The Honourable Justice Boland, President
The Honourable Justice, Backman
Commissioner Tabbaa

10 August and 27 September 2011

VARIATION

1. Delete clause number and subject matter "9 Leave Reserved" of clause 1, Arrangement of the award published 15 May 2009 (367 I.G. 1580), and renumber the existing clause number 10 Area, Incidence and Duration to read as clause number 9.
2. Insert the word "and" at the end of paragraph (c) of subclause (iii) of clause 3, Salaries.
3. Insert after paragraph (c) of subclause (iii) of clause 3, Salaries, the following new paragraph:
 - (d) a further 2.5% to salaries paid under paragraph (c) of this subclause, payable with effect from the first full pay period to commence on or after 1 July 2011.
4. Delete clause 9, Leave Reserved and renumber clause 10, Area, Incidence and Duration to read as clause 9.
5. Delete Schedule A, List of Awards, Agreements and Determinations and insert in lieu thereof the following:

SCHEDULE A**LIST OF AWARDS, AGREEMENTS AND DETERMINATIONS**

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

Awards:

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

Crown Employees (Aboriginal Housing Office) Award 2007

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

Crown Employees Casino Control Authority - Casino Inspectors (Transferred from the Department of Gaming and Racing) Award 2007

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

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

Crown Employees (Department of Commerce) Award 2008

Crown Employees (Department of Environment and Climate Change) General Award

Crown Employees (Department of Environment and Climate Change - Parks and Wildlife Group) Conditions of Employment Award

Crown Employees (Department of Human Services (Juvenile Justice) 38 Hour Week Operational Staff 2010) - Award

Crown Employees (Department of the Arts, Sport and Recreation - Catering Officers) Award

Crown Employees (Department of the Arts, Sport and Recreation - Centre Managers) Award 2008

Crown Employees (Department of the Arts, Sport and Recreation - Program Officers) Award

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

Crown Employees (Exhibition Project Managers and Officers) Australian Museum Award 2007

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

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

Crown Employees (General Staff - Salaries) Award 2007

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

Crown Employees (Home Care Service of New South Wales - Administrative Staff) Award 2007

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

Crown Employees (Jenolan Caves Reserve Trust Division) Salaries Award

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

Crown Employees (Librarians, Library Assistants, Library Technicians and Archivists) Award 2008

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

Crown Employees (Museum of Applied Arts and Sciences - Casual Guide Lecturers) Award 2007

Crown Employees (NSW Attorney General's Department - Reporting Services Branch) Sound Reporters Award 2007

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

Crown Employees (NSW Department of Services, Technology and Administration, Government Chief Information Office) Award 2009

Crown Employees (NSW Department of Community Services) After Hours Service Award

Crown Employees (NSW Department of Lands - Departmental Officers) Award

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

Crown Employees (NSW Department of Primary Industries) Domestic Services Officers Award

Crown Employees (NSW Department of Primary Industries) Fisheries Staff Award

Crown Employees (NSW Department of Primary Industries - Forests NSW) Forestry Field Officers Award

Crown Employees (NSW Department of Primary Industries - Forests NSW) Senior Staff Award

Crown Employees (NSW Department of Primary Industries) Geoscientists Award

Crown Employees (NSW Department of Primary Industries) Land Information Officers Award

Crown Employees (NSW Department of Primary Industries) Local Coordinator Allowance Award

Crown Employees (NSW Department of Primary Industries) Mine Safety and Environment Officers Award

Crown Employees (NSW Department of Primary Industries) Operational Staff Award

Crown Employees (NSW Department of Primary Industries) Professional Officers Award

Crown Employees (NSW Department of Primary Industries) Regulatory Officers Award

Crown Employees (NSW Department of Primary Industries) Technical Staff Award

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

Crown Employees (NSW Police Force Communications Officers) Award

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

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

Crown Employees (NSW TAFE Commission - Administrative and Support Staff Conditions of Employment) Award 2009

Crown Employees (Office of the NSW Food Authority - Food Safety Officers) Award

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

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

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

Crown Employees (Parliamentary Electorate Officers) Award

Crown Employees (Parliament House Conditions of Employment) Award 2010

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

Crown Employees (Planning Officers) Award 2008

Crown Employees (Psychologists) Award

Crown Employees (Public Service Conditions of Employment) Award 2009

Crown Employees (Research Scientists) Award 2007

Crown Employees (Rural Fire Service 2009) Award

Crown Employees (School Administrative and Support Staff) Award

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

Crown Employees (Senior Officers Salaries) Award 2007

Crown Employees (Sheriff's Officers) Award 2007

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

Crown Employees (State Emergency Service) Learning and Development Officers Award 2007

Crown Employees (State Emergency Service) Region Controllers Award 2008

Crown Employees (State Library Security Staff) Award 2007

Crown Employees (Technical Officers - Treasury) Award 2007

Crown Employees (Tipstaves to Justices) Award 2007

Crown Employees (Trades Assistants) Award

Zoological Parks Board of New South Wales Salaried Employees Award

Agreements and Determinations:

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

Architects etc. Agreement No. 1733 of 1971

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

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

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

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

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

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

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

Computer Systems Officers -TAFE - Public Service Board Determination

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

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

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

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

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

Conservators, Cultural Institutions Agreement No. 2504 of 1987

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

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

Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987

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

Departmental Professional Officers Determination No. 866 of 1987

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

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

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

Engineers Agreement No. 1734 of 1971

Escorts and Travelling Attendants Agreement No. 2270 of 1980

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

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

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

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

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

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

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

Legal Officers, Various Departments Agreement No. 2375 of 1982

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

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

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

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

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

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

Parliamentary Attendant Staff, Determinations of the Presiding Officers

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

Parole Officers, Department of Corrective Services Industrial Authority Determination

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

Pharmacists Agreement No. 2441 of 1982

Pilots Forestry Commission Determination No. 843 of 1985

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

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

Scientific Officers Various Departments Agreement No. 2433 of 1982

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

Social Workers, Various Departments Agreement No. 2374 of 1982

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

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

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

Technical Officers (Engineering) Determination No. 803 of 1983

Technical Surveyors, All Departments Agreement No. 2494 of 1986

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

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

Tracers, Various Departments, Agreement No. 2192 of 1975

Visual Aids Officers Agreement No. 1810 of 1971

6. Delete Schedule B Common Salary Points in Schedule B and insert in lieu thereof the following:

SCHEDULE B

COMMON SALARY POINTS

		1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Common Salary Point:	1	21,183	21,713
	2	22,604	23,169
	3	23,795	24,390
	4	25,229	25,860
	5	26,830	27,501
	6	28,630	29,346
	7	30,432	31,193
	8	32,518	33,331
	9	34,483	35,345
	10	36,473	37,385
	11	36,809	37,729
	12	37,136	38,064
	13	37,508	38,446
	14	37,899	38,846
	15	38,256	39,212
	16	38,696	39,663
	17	39,670	40,662
	18	40,061	41,063
	19	40,410	41,420
	20	40,752	41,771
	21	41,142	42,171
	22	41,525	42,563
	23	42,477	43,539
	24	42,895	43,967
	25	43,248	44,329
	26	43,598	44,688
	27	43,949	45,048
	28	44,320	45,428
	29	44,777	45,896
	30	45,159	46,288
	31	45,519	46,657
	32	45,959	47,108
	33	46,332	47,490
	34	46,767	47,936
	35	47,145	48,324
	36	47,625	48,816
	37	48,080	49,282
	38	48,481	49,693
	39	48,980	50,205
	40	49,384	50,619
	41	49,940	51,189
	42	50,332	51,590
	43	50,831	52,102
	44	51,209	52,489
	45	51,707	53,000
	46	52,104	53,407
	47	52,651	53,967

	48	53,089	54,416
	49	53,636	54,977
	50	54,155	55,509
	51	54,576	55,940
	52	55,131	56,509
	53	55,603	56,993
	54	56,089	57,491
	55	56,644	58,060
	56	57,175	58,604
	57	57,679	59,121
	58	58,249	59,705
	59	58,858	60,329
	60	59,404	60,889
	61	60,005	61,505
	62	60,571	62,085
	63	61,282	62,814
	64	61,878	63,425
	65	62,399	63,959
	66	63,136	64,714
	67	63,781	65,376
	68	64,249	65,855
	69	64,985	66,610
	70	65,626	67,267
	71	66,282	67,939
	72	66,848	68,519
	73	67,539	69,227
	74	68,075	69,777
	75	68,761	70,480
	76	69,518	71,256
	77	70,113	71,866
	78	70,929	72,702
	79	71,497	73,284
	80	72,273	74,080
	81	72,922	74,745
	82	73,709	75,552
	83	74,429	76,290
	84	75,084	76,961
	85	75,870	77,767
	86	76,548	78,462
	87	77,372	79,306
	88	78,142	80,096
	90	78,929	80,902
	90	79,710	81,703
	91	80,479	82,491
	92	81,224	83,255
	93	82,077	84,129
	94	82,959	85,033
	95	83,832	85,928
	96	84,711	86,829
	97	85,562	87,701
	98	86,498	88,660
	99	87,328	89,511
	100	88,220	90,426
	101	89,076	91,303
	102	89,930	92,178
	103	90,757	93,026
	104	91,580	93,870
	105	92,513	94,826
	106	93,450	95,786

	107	94,382	96,742
	108	95,319	97,702
	109	96,266	98,673
	110	97,210	99,640
	111	98,159	100,613
	112	99,116	101,594
	113	100,070	102,572
	114	101,024	103,550
	115	102,024	104,575
	116	103,026	105,602
	117	104,050	106,651
	118	105,083	107,710
	119	106,236	108,892
	120	107,394	110,079
	121	108,317	111,025
	122	109,234	111,965
	123	110,451	113,212
	124	111,665	114,457
	125	112,896	115,718
	126	114,121	116,974
	127	115,317	118,200
	128	116,526	119,439
	129	117,834	120,780
	130	119,149	122,128

7. Insert after the table Crown Employees (Administrative and Clerical Officers - Salaries) Award 2007, in Part B Monetary Rates the following new table.

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

Classification and Grades	1.7.11 Per annum 2.5% \$
Disability Support Worker	
Year 1	45,319
Year 2	46,116
Year 3	47,324
Year 4	48,244
Year 5	49,155
Year 6	50,508
Year 7	51,385
Year 8	52,291
Year 9	54,041
Year 10	55,798
Team Leader - One Unit	
Year 1	80,096
Year 2	81,703
Team Leader - Two Units	
Year 1	82,491
Year 2	84,129
Community Support Worker	
Year 1	45,319
Year 2	46,116
Year 3	47,324
Year 4	48,244
Year 5	49,155

Community Worker	
Year 1	49,155
Year 2	50,508
Year 3	52,291
Year 4	55,320
Year 5	57,893
Year 6	60,789
Year 7	64,002
Year 8	67,080
Community Consultant	
Year 1	64,715
Year 2	67,940
Year 3	70,480
Year 4	73,283
Year 5	76,961

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

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

Allowances	1.7.11 Per annum 2.5%
(i) An officer who is required by the Department to accompany clients on excursions, etc, which necessitate overnight stays shall be paid 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	3,483
No of staff Supervised 11 to 25	5,816
No of staff Supervised 26 to 40	8,151
No of staff Supervised 40 +	9,300

8. Insert after the table Crown Employees (Department of Environment and Climate Change - Parks and Wildlife Group) Conditions of Employment Award in Part B, the following new table:

Crown Employees (Department of Human Services (Juvenile Justice) - 38 Hour Week Operational Staff 2010) Award

Classification and Grades	A & C Grade Equivalent	1.7.11 Per annum 2.5% \$
Unqualified Youth Officer - Level 1	GS Year 10	50,620
Youth Officer Level 2 Year 1	Min 1	53,407
Year 2	Max 1	54,977
Year 3	Min 2	56,509
Level 3 Year 1	Max 2	58,060
Shift Supervisor/Assistant Unit Manager - Level 4 Year 1	Min 4	63,425
Year 2	Max 4	65,376
Year 3	Min 5	70,480
Year 4	Max 5	72,702
Unit Manager - Level 5 Year 1	Min 6	75,552
Year 2	Max 6	36,767
Year 3	Min 7	80,096
Year 4	Max 7	82,491
Assistant Manager - Level 6 Year 1	Min 8	85,928
Year 2	Max 8	88,660
Year 3	Min 9	91,303
Year 4	Max 9	93,870
Centre Manager - Level 7 Year 1	Min 10	97,702
Year 2	Max 10	100,613
Centre Manager - Level 8 Year 1	Min 11	105,602
Year 2	Max 11	110,079
Centre Manager - Level 9 Year 1	Min 12	116,974
Year 2	Max 12	122,128
Vocational Instructor (Trade, Maintenance, Grounds) Level 1, Year 1	-	50,620
Level 2 Year 1	-	53,407
Year 2	-	54,977
Year 3	-	56,509
Year 4	-	58,060
Kitchen Support Officer and Vocational Instructor (Cook) Level 1 Year 1	-	41,771
Year 2	-	43,539
Level 2 Year 1	-	53,407
Year 2	-	54,977
Year 3	-	56,509
Year 4	-	58,060

Logistics Officer Level 4 Year 1	-	70,480
Year 2	-	72,702
Level 5 Year 3	-	75,552
Year 4	-	77,767
Court Supervisor - Level 4 Year 1	Min 4	63,425
Year 2	Max 4	65,376
Year 3	Min 5	70,480
Year 4	Max 5	72,702
Drug Detection Security and Intelligence Officer Level 2 Year 1	Min 1	53,407
Year 2	Max 1	54,977
Year 3	Min 2	56,509
Level 3 Year 4	Max 2	58,060
Allowances		
Chokage Allowance (per day)		4.28
Uniform Allowance (per week)		4.44
Trade Allowance (per annum)		1,620.00
Supervisory Allowance (per week)		44.39
Allocated Youth Officer Additional Responsibilities Allowance (per hour)		1.15

9. Insert after the table Crown Employees (General Assistants in Schools - Department of Education and Training) Award in Part B, the following new table:

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

Rank	Annualised Salary from the first full pay period on or after 1.7.11 2.50% \$
General Manager	163,623
Superintendent	150,136
Manager Security	138,038
Deputy Superintendent	128,595

10. Insert after the table Crown Employees (Home Care Service of New South Wales - Administrative Staff) Award 2007, in Part B, the following new table:

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

Table 1 - Rates of Pay

Classification and Grades	Common Salary Point	1.7.11 Per annum 2.5% \$
Interpreting/Translating Officer Year 1	49	54,977
Year 2	56	58,604
Year 3	63	62,814

Interpreter/Translator		
Year 1	56	58,604
Year 2	63	62,814
Year 3	70	67,267
Year 4	76	71,256
Year 5	81	74,745
Senior Interpreter/Translator		
Year 1	84	76,961
Year 2	87	79,306
Year 3	91	82,491

Table 2 - Casual Rates of Pay

Casual Interpreter	1.7.11
Year 1	
Base Hourly Rate (Unloaded)	32.08
Hourly Rate (Base + 20% + 34.5%)	49.57
Base Overtime Rate (Base + 34.5%)	43.15
Year 2	
Base Hourly Rate (Unloaded)	34.40
Hourly Rate (Base + 20% + 34.5%)	53.15
Base Overtime Rate (Base + 34.5%)	46.27
Year 3	
Base Hourly Rate (Unloaded)	36.83
Hourly Rate (Base + 20% + 34.5%)	56.90
Base Overtime Rate (Base + 34.5%)	49.54
Year 4	
Base Hourly Rate (Unloaded)	39.01
Hourly Rate (Base + 20% + 34.5%)	60.28
Base Overtime Rate (Base + 34.5%)	52.48
Year 5	
Base Hourly Rate (Unloaded)	40.92
Hourly Rate (Base + 20% + 34.5%)	63.22
Base Overtime Rate (Base + 34.5%)	55.03
Casual Translator	
Year 1	
Standard Document Translation	24.78
Non Standard Document Translation	
First 200 words or part thereof	49.57
Then 100 words thereafter or part thereof	24.78
Editing	
First 200 words or part thereof	37.18
Then 100 words thereafter or part thereof	18.59
Proof Reading	
First 200 words or part thereof	24.78
Then 100 words thereafter or part thereof	12.39
Checking	
First 200 words or part thereof	37.18
Then 100 words thereafter or part thereof	18.59
Year 2	
Standard Document Translation	26.58
Non Standard Document Translation	
First 200 words or part thereof	53.15
Then 100 words thereafter or part thereof	26.58

Editing	
First 200 words or part thereof	39.86
Then 100 words thereafter or part thereof	19.93
Proof Reading	
First 200 words or part thereof	26.58
Then 100 words thereafter or part thereof	13.28
Checking	
First 200 words or part thereof	39.86
Then 100 words thereafter or part thereof	19.93
Year 3	
Standard Document Translation	28.45
Non Standard Document Translation	
First 200 words or part thereof	56.90
Then 100 words thereafter or part thereof	28.45
Editing	
First 200 words or part thereof	42.67
Then 100 words thereafter or part thereof	21.34
Proof Reading	
First 200 words or part thereof	28.45
Then 100 words thereafter or part thereof	14.23
Checking	
First 200 words or part thereof	42.67
Then 100 words thereafter or part thereof	21.34
Year 4	
Standard Document Translation	30.15
Non Standard Document Translation	
First 200 words or part thereof	60.28
Then 100 words thereafter or part thereof	30.15
Editing	
First 200 words or part thereof	45.21
Then 100 words thereafter or part thereof	22.60
Proof Reading	
First 200 words or part thereof	30.15
Then 100 words thereafter or part thereof	15.07
Checking	
First 200 words or part thereof	45.21
Then 100 words thereafter or part thereof	22.60
Year 5	
Standard Document Translation	31.64
Non Standard Document Translation	
First 200 words or part thereof	63.21
Then 100 words thereafter or part thereof	31.64
Editing	
First 200 words or part thereof	47.43
Then 100 words thereafter or part thereof	23.71
Proof Reading	
First 200 words or part thereof	31.64
Then 100 words thereafter or part thereof	15.81
Checking	
First 200 words or part thereof	47.43
Then 100 words thereafter or part thereof	23.71

11. Insert after the table Crown Employees - Legal Officers (Crown Solicitors Office, Office of Legal Aid Commission, Office of Director of Public Prosecutions and Parliamentary Counsel's Office) Award, in Part B, the following new table:

Crown Employees (Librarians, Library Assistants, Library Technicians and Archivists) Award 2008

Classification and Grades	Common Salary Point	1.7.11 Per annum 2.5% \$
Librarians and Archivists		
Grade 1		
Year 1	46	53,407
Year 2	52	56,509
Year 3	58	59,705
Year 4	64	63,425
Year 5	69	66,610
Year 6	74	69,777
Grade 2		
Year 1	78	72,702
Year 2	82	75,552
Year 3	87	79,306
Year 4	91	82,491
Grade 3		
Year 1	96	86,829
Year 2	99	89,511
Year 3	103	93,026
Year 4	107	96,742
Grade 4		
Year 1	110	99,640
Year 2	113	102,572
Year 3	116	105,602
Year 4	119	108,892
Grade 5		
Year 1	122	111,965
Year 2	125	115,718
Year 3	128	119,439
Year 4	-	123,491
Library Assistant		
Year 1	20	41,771
Year 2	25	44,329
Year 3	32	47,108
Year 4	40	50,619
Year 5	44	52,489
Library Technician		
Grade 1		
Year 1	46	53,407
Year 2	52	56,509
Year 3	58	59,705
Year 4	64	63,425
Grade 2		
Year 1	75	70,480
Year 2	78	72,702
Year 3	82	75,552
Year 4	87	79,306

12. Insert after the table Crown Employees (Librarians, Library Assistants, Library Technicians and Archivists) Award 2005, in Part B, the following new table:

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

Classification	Grade	Year	1.7.11 Per annum 2.5% \$
LHI Officer	1	1	45,353
		2	47,376
		3	48,547
LHI Officer	2	1	49,840
		2	50,335
		3	52,513
LHI Officer	3	1	53,394
		2	54,897
		3	56,712
LHI Officer	4	1	58,361
		2	61,133
		3	63,472
LHI Officer	5	1	64,822
		2	66,674
		3	70,542
LHI Officer	5A	1	70,543
		2	72,612
		3	81,445
		4	84,739
		5	87,356
		6	90,254
LHI Officer	6	1	72,612
		2	81,445
		3	84,739
LHI Officer	7	1	87,356
		2	90,254
		3	96,023
LHI Officer	8	1	98,810
		2	103,589
		3	107,880
LHI Senior Officer	1	1	119,257
		2	124,411

13. Insert after the table Crown Employees (New South Wales Department of Ageing, Disability and Home Care) Residential Centre Support Services Staff Award, in Part B, the following new table:

Crown Employees (NSW Department of Services, Technology and Administration, Government Chief Information Office) Award 2009

Classifications and Grades	Common Salary Point		1.7.11 Per annum 2.5% \$
	General Scale	Year 1	7
Year 2		11	37,729
Year 3		17	40,662
Year 4		20	41,771
Year 5		23	43,539
Year 6		25	44,329

	Year 7	28	45,428
	Year 8	32	47,108
	Year 9	36	48,816
	Year 10	40	50,619
Grade 1-2	Year 1	46	53,407
	Year 2	49	54,977
	Year 3	52	56,509
	Year 4	55	58,060
Grade 3-4	Year 1	58	59,705
	Year 2	61	61,505
	Year 3	64	63,425
	Year 4	67	65,376
Grade 5-6	Year 1	75	70,480
	Year 2	78	72,702
	Year 3	82	75,552
	Year 4	85	77,767
Grade 7-8	Year 1	88	80,096
	Year 2	91	82,491
	Year 3	95	85,928
	Year 4	98	88,660
Grade 9-10	Year 1	101	91,303
	Year 2	104	93,870
	Year 3	108	97,702
	Year 4	111	100,613
Grade 11	Year 1	116	105,602
	Year 2	120	110,079
Grade 12	Year 1	126	116,974
	Year 2	130	122,128
Senior Officer Grade 1	Year 1	-	136,651
	Year 2	-	147,245
Senior Officer Grade 2	Year 1	-	149,737
	Year 2	-	160,294
Senior Officer Grade 3	Year 1	-	165,658
	Year 2	-	181,844

14. Insert after the table Crown Employees (NSW Department of Primary Industries) Technical Staff Award in Part B, the following new table:

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

Administrative Officer and Temporary Employee Classifications	
Classification and Grades	
	1.7.11
Armourer, Police	
1st year of service	62,814
2nd year of service	63,959
3rd year of service	65,376
4th year of service and thereafter	66,610
Senior Armourer, Police	
1st year of service	69,777
2nd year of service	71,256
3rd year of service and thereafter	73,284
Administrative and Clerical Clerks General Scale	
Clerks General Scale step 1	25,860
Clerks General Scale step 2	29,346
Clerks General Scale step 3	31,193
- 1st year of service or 18 years	

Clerks General Scale step 4 Minimum for: - employee with Business Administration Certificate III, Government Certificate III or equivalent at 18 years of age - employee with Higher School Certificate Qualification at 19 years of age	35,345
Clerks General Scale step 5 Minimum for: - employee qualified at Business Administration Certificate III, Government Certificate III or equivalent and is qualified at HSC standard at 17 years of age - employee 20 years of age	37,729
Clerks General Scale step 6 Minimum for employee 21 years of age	40,662
Clerks General Scale step 7	41,771
Clerks General Scale step 8	43,539
Clerks General Scale step 9	44,329
Clerks General Scale step 10	45,428
Clerks General Scale step 11	47,108
Clerks General Scale step 12	48,816
Clerks General Scale step 13	50,619
Provided that officers who on 6th December 1979 were on 14th year of General Scale and paid a personal allowance of \$417.00 p.a. in terms of Circular No. 202 of 1979 shall be paid by way of allowance above step 13 of the General Scale	52,784
Grade 1 1st year of service	53,407
Thereafter	54,977
Grade 2 1st year of service	56,509
Thereafter	58,060
Grade 3 1st year of service	59,705
Thereafter	61,505
Grade 4 1st year of service	63,425
Thereafter	65,376
Grade 5 1st year of service	70,480
Thereafter	72,702
Grade 6 1st year of service	75,552
Thereafter	77,767
Grade 7 1st year of service	80,096
Thereafter	82,491
Grade 8 1st year of service	85,928
Thereafter	88,660
Grade 9 1st year of service	91,303
Thereafter	93,870
Grade 10 1st year of service	97,702
Thereafter	100,613

Grade 11 1st year of service Thereafter	105,602 110,079
Grade 12 1st year of service Thereafter	116,974 122,128
Bar Manager, Police College 1st year of service Thereafter	53,000 53,967
Building Manager (Sydney Police Centre) 1st year of service 2nd year of service PT Building Manager Allowance	67,267 67,939 1,229
Clerical Officer - translated to Administrative and Clerical Clerks classification - see Table 2 of the award	
Clinical Pharmacologist	132,588
Computer Systems Officer (CSO)	
CSO Level 1 - Non Graduate Year 1A Year 1B Year 1C Year 1D Year 1E Year 1F Year 2 Year 3 Year 4	31,193 37,729 40,662 41,771 43,539 44,329 47,108 54,977 58,060
CSO Level 1 - Graduate Year 1A (Any degree) Year 1B (Degree - Computer Sciences) Year 2 Year 3	47,108 48,816 65,376 72,702
CSO Level 2 Year 1 Year 2 Year 3	61,505 65,376 72,702
CSO Level 3 Year 1 Year 2 Year 3 Year 4 Year 5 Year 6	75,552 77,767 80,096 82,491 85,928 88,660
CSO Level 4 Year 1 Year 2 Year 3 Year 4	91,303 93,870 97,702 100,613
CSO Level 5 Year 1 Year 2	105,602 110,079
CSO Level 6 Year 1 Year 2	116,974 122,128

Departmental Professional Officer	
Grade I -	
1st year of service	53,407
2nd year of service	55,509
3rd year of service	58,604
4th year of service	62,814
5th year of service	67,267
6th year of service and thereafter	71,256
Grade II -	
1st year of service	74,745
2nd year of service	76,961
3rd year of service	79,306
4th year of service and thereafter	82,491
Grade III -	
1st year of service	85,928
2nd year of service	88,660
3rd year of service	90,426
4th year of service and thereafter	93,870
Grade IV -	
1st year of service	97,702
2nd year of service and thereafter	99,640
Grade V -	
1st year of service	103,550
2nd year of service and thereafter	105,602
Grade VI -	
1st year of service	108,892
2nd year of service and thereafter	111,025
1st year of service	114,457
2nd year of service and thereafter	116,974
Grade VIII -	
1st year of service	120,780
2nd year of service and thereafter	122,128
Director of Music (Police Band)	
1st year	72,702
2nd year	74,745
3rd year	76,961
4th year	79,306
5th year and thereafter	81,149
Loading	
1st year	7,270
2nd year	7,473
3rd year	7,697
4th year	7,931
5th year and thereafter	8,171
Car Drivers	
Driver/General Assistant	47,490
Departmental - Driver/Assistant	50,205
Police Executive Driver/Assistant	
1st year and thereafter	50,177
All incidence of employment allowance	46,430
Clothing Allowance \$600 per annum	
Driving Instructor	
1st year	65,855
2nd year	66,610
3rd year and thereafter	68,519

Engineer	
Grade I Diplomate Experience Since Qualifying	
In first year	53,407
After one year	55,509
After two years	58,604
After three years	62,814
After four years	67,267
After five years	71,256
Grade I Graduate Experience Since Qualifying	
In first year	55,509
After one year	58,604
After two years	62,814
After three years	67,267
After four years	71,256
Grade II	
1st year of service	75,552
2nd year of service	78,462
3rd year of service	80,902
4th year of service and thereafter	83,255
Grade III	
1st year of service	87,701
2nd year of service	90,426
3rd year of service	93,870
4th year of service and thereafter	96,742
Grade IV	
1st year of service	101,594
2nd year of service	104,575
3rd year of service and thereafter	106,651
Grade V	
1st year of service	111,025
2nd year of service and thereafter	113,212
Grade VI	
1st year of service	115,718
2nd year of service and thereafter	118,200
General Assistant (NSW Police Academy)	
1st year	41,420
2nd year	41,771
3rd year	42,563
4th year	43,539
5th year and thereafter	44,329
Groom, Mounted Police	
1st year	39,663
2nd year and there after	41,063
Imaging Technician	
1st year	59,705
2nd year	61,505
3rd year	63,425
4th year and thereafter	65,376
Interpreters and Translators	
Interpreter/Translator	
Year 1	58,604
Year 2	62,814
Year 3	67,267
Year 4	71,256
Year 5	74,745

Senior Interpreter/Translator	
Year 1	76,961
Year 2	79,306
Year 3	82,491
Legal Officers	
Grade I	
1st year of service	55,940
2nd year of service	58,060
3rd year of service	59,705
4th year of service	61,505
5th year of service	63,959
Grade II	
1st year of service	69,227
2nd year of service	72,702
3rd year of service	76,961
4th year of service	80,902
5th year of service	84,129
Grade III	
1st year of service	88,660
2nd year of service	91,303
3rd year of service	94,826
Grade IV	
1st year of service	101,594
2nd year of service	103,550
Grade V	
1st year of service	108,892
2nd year of service	111,025
Grade VI	
1st year of service	116,974
2nd year of service	119,439
Librarians and Archivists	
Grade 1	
Year 1	53,407
Year 2	56,509
Year 3	59,705
Year 4	63,425
Year 5	66,610
Year 6	69,777
Grade 2	
Year 1	72,702
Year 2	75,552
Year 3	79,306
Year 4	82,491
Grade 3	
Year 1	86,829
Year 2	89,511
Year 3	93,026
Year 4	96,742
Grade 4	
Year 1	99,640
Year 2	102,572
Year 3	105,602
Year 4	108,892
Grade 5	
Year 1	111,965
Year 2	115,718
Year 3	119,439
Year 4	123,491

Library Assistant	
Year 1	41,771
Year 2	44,329
Year 3	47,108
Year 4	50,619
Year 5	52,489
Library Technician	
Grade 1	
Year 1	53,407
Year 2	56,509
Year 3	59,705
Year 4	63,425
Grade 2	
Year 1	70,480
Year 2	72,702
Year 3	75,552
Year 4	79,306
Maintenance Attendant, Police Academy	
	42,563
Maintenance Officer Trades	
	63,425
Manager Trades	
1st year	88,660
2nd year and there after	89,511
On call Allowance (per hour)	1 p/h
Assistant Manager Trades	
1st year	72,702
2nd year and there after	74,080
On call Allowance	0.84 p/h
Pathology Exhibit Courier	
	48,816
Photogrammetrist	
General Scale	
1st year	31,193
2nd year	37,729
3rd year	40,662
4th year	41,771
5th year	43,539
6th year	44,329
7th year	45,428
8th year	47,108
9th year	48,816
10th year	50,619
11th year	53,407
12th year	54,977
13th year	56,509
14th year	58,060
Officer with HSC aged 19 and over paid not less than	
	35,345
Class 1	
1st year	59,705
2nd year	61,505
3rd year	63,425
4th year	65,376
Class 2	
1st year	70,480
2nd year	72,702

Class 3	
1st year	75,552
2nd year	77,767
Class 4	
1st year	80,096
2nd year	82,491
Class 5	
1st year	85,928
2nd year	88,660
Class 6	
1st year	91,303
2nd year	93,870
Class 7	
1st year	97,702
2nd year	100,613
Public Relations Officer	
Assistant Publicity Officers	
1st year of service	60,329
2nd year of service	62,085
Publicity Officers	
1st year of service	66,610
2nd year of service	68,519
3rd year of service and thereafter	69,777
Public Relations Officer	
Grade II	
1st year of service	79,306
2nd year of service	80,902
3rd year of service and thereafter	82,491
Grade I	
1st year of service	93,026
2nd year of service	94,826
3rd year of service and thereafter	96,742
Allowance in lieu of overtime (per annum)	11,740
Radio Technician,	
1st year of service	53,967
2nd year of service	54,416
3rd year of service and thereafter	55,509
Radio Technician, Senior	
1st year of service	59,121
2nd year of service and thereafter	59,705
Scientific Officer	
Grade I	
1st year of service	53,407
2nd year of service	55,509
3rd year of service	58,604
4th year of service	62,814
5th year of service	67,267
6th year of service and thereafter	71,256
Grade II	
1st year of service	74,745
2nd year of service	76,961
3rd year of service	79,306
4th year of service and thereafter	82,491
Grade III	
1st year of service	85,928
2nd year of service	88,660
3rd year of service and thereafter	90,426

Grade IV	
1st year of service	94,826
2nd year of service	97,702
3rd year of service and thereafter	99,640
Grade V	
1st year of service	103,550
2nd year of service and thereafter	106,651
Grade VI	
1st year of service	110,079
2nd year of service	113,212
Senior Basement Attendant, Police Headquarters	
1st year of service	45,896
2nd year of service	46,657
3rd year of service	47,108
4th year of service and thereafter	47,936
Senior Officers	
Grade 1	
Year 1	136,651
Year 2	147,245
Grade 2	
Year 1	149,737
Year 2	160,294
Grade 3	
Year 1	165,658
Year 2	181,844
Stenographers and Machine Operators (Present Occupants Only)	
1st year (up to 17 years)	23,169
2nd year (or 17 years)	27,501
3rd year (or 18 years)	31,193
4th year (or 19 years)	35,345
5th year (or 20 years)	37,385
6th year (or 21 years)	41,420
7th year	42,563
8th year	43,967
9th year	47,490
10th year	48,324
11th year	49,693
12th year	50,619
Grade 1	
1st year	53,407
2nd year	54,977
Grade 2	
1st year	56,509
2nd year	58,060
Grade 3	
1st year	59,705
2nd year	61,505
Storeman Attendant	40,662
Stores Officers	
Grade 1	
1st year of service	46,657
2nd year of service and thereafter	47,490
Grade 2	
1st year of service	47,936
2nd year of service and thereafter	48,324

Grade 3	
1st year of service	48,816
2nd year of service and thereafter	49,282
Grade 4	
1st year of service	50,205
2nd year of service	51,189
3rd year of service and thereafter	51,189
Technical Officer	
Grade 1	
1st year of service	54,416
2nd year of service	55,940
3rd year of service	57,491
4th year of service	58,604
5th year of service	60,329
Grade 2	
1st year of service	63,425
2nd year of service	64,714
3rd year of service	65,855
4th year of service	67,267
Grade 3	
1st year of service and thereafter	71,866
Senior Technical Officer	
Grade 1	
1st year of service	70,480
2nd year of service	71,866
3rd year of service	74,080
Grade 2	
1st year of service	76,290
2nd year of service	78,462
Grade 3	81,703
Technical Officer, Maintenance Services	74,745
Technician	
Class 1	
1st year of service	50,619
2nd year of service	52,102
Class 2	
1st year of service	54,977
2nd year of service	56,509
Class 3	
1st year of service	59,705
2nd year of service	60,889
Class 4	
1st year of service	62,085
2nd year of service	62,814
Transport Officer	51,189
Transport Officer, Mechanical	
Year 1	59,705
Year 2	60,329
Year 3	60,889
Year 4	61,505
Uniform Fitter and Advisory Officer	49,282
Allowances	
On call allowances (per hour)	0.84
Community Language Allowance Scheme (per annum)	
Base level rate	1,194
Higher level rate	1,794

Flying Allowance (per hour)	17.98
First Aid Allowance (per annum) Holders of basic qualification	769
Holders of current occupational first aid certificate	1,155

15. Insert after the table Crown Employees (Parliamentary Electorates Officers) Award, in Part B, the following new table:

Crown Employees (Parliament House Conditions of Employment) Award 2010

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

16. Insert after the table Crown Employees (Psychologists) Award in Part B, the following new table:

Crown Employees (Public Service Conditions of Employment) Award 2009

Allowances	1.7.11 2.5% \$
On call allowance	0.84
Community Language Allowance Scheme	
Base level rate	1,194
Higher level rate	1,794
Flying Allowance	17.90
First Aid Allowance	
Holders of basic qualification	769
Holders of current occupational first aid certificate	1,155

17. Insert after the table Crown Employees (Resource NSW) Award 2005, in Part B, the following new table:

Crown Employees (Rural Fire Service 2009) Award

RFS Officers

These rates are inclusive of Annual Leave Loading.

Classification and Grades	1.7.11 Per annum 2.5% \$
RFS Officer Level 1	
Year 1	31,616
Year 2	38,236
Year 3	41,211
Year 4	42,339
Year 5	44,127
Year 6	44,927

Year 7	46,040
Year 8	47,746
Year 9	49,473
Year 10	51,299
RFS Officer Level 2	
Year 1	54,127
Year 2	55,718
RFS Officer Level 3	
Year 1	57,271
Year 2	58,842
RFS Officer Level 4	
Year 1	60,511
Year 2	62,336
RFS Officer Level 5	
Year 1	64,282
Year 2	66,257
RFS Officer Level 6	
Year 1	71,429
Year 2	73,684
RFS Officer Level 7	
Year 1	76,571
Year 2	78,816
RFS Officer Level 8	
Year 1	81,178
Year 2	83,607
RFS Officer Level 9	
Year 1	87,089
Year 2	89,856
RFS Officer Level 10	
Year 1	92,535
Year 2	95,138
RFS Officer Level 11	
Year 1	99,022
Year 2	101,971
RFS Officer Level 12	
Year 1	107,024
Year 2	111,567
RFS Officer Level 13	
Year 1	118,554
Year 2	123,775
RFS Officer Level 14	
Year 1	138,497
Year 2	149,234
RFS Officer Level 15	
Year 1	151,756
Year 2	162,455
RFS Officer Level 16	
Year 1	167,894
Year 2	184,296

RFS Officers (OCSC)

These rates are inclusive of Annual Leave Loading.

Classification and Grades	1.7.11 Per annum 2.5%
RFS Officer Level A (OCSC Operator)	
Year 1	35,345
Year 2	37,729
Year 3	40,662
Year 4	41,771
Year 5	43,539
Year 6	44,329
Year 7	45,428
Year 8	47,108
Year 9	48,816
Year 10	50,619
RFS Officer Level B (OCSC Senior Operator)	
Year 1	53,407
Year 2	54,977
Year 3	56,509
Year 4	58,060

18. Insert after the table Crown Employees (Rural Fire Service Salaries and Conditions of Employment 2003) Award, in Part B, the following new table:

Crown Employees (School Administrative and Support Staff) Award

Classification and Grades	Annual Salary Class	1.7.11 Per hour 2.5% \$
Permanent		
Aboriginal Education Officer		
1st year		26.58
2nd year		27.36
3rd year		28.13
4th year		28.89
Permanent School Administrative and Support Staff		
School Administrative Manager		
Level 4 - SAM/SAO/SSO EFT 10 or more by formula		31.81
Level 3 - SAM/SAO/SSO EFT 1.8 to ≤10 by formula		30.88
Level 2 - SAM/SAO/SSO EFT 1.4 to ≤1.8 by formula		30.03
Level 1 - SAM/SAO/SSO EFT ≤1.4 by formula		29.23
School Administrative Officer		25.27
School Support Officer		22.51
School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter) Junior		

On employment		16.09
After 12 months or at 20 years		19.00
Adult		
1st year		23.13
2nd year		23.55
3rd year		25.20
4th year		26.87
School Learning Support Officer (Pre-School)		
Junior		
On employment		16.09
After 12 months or at 20 years		19.00
Adult		
1st year		22.30
2nd year		22.71
3rd year		23.13
4th year		23.55
Allowance:		
First Aid (cents per hour - cph)		41.26
Long Term Temporary		
Aboriginal Education Officer		
1st year		28.12
2nd year		28.95
3rd year		29.76
4th year		30.57
Long Term Temporary School Administrative and Support Staff		
School Administrative Manager		
Level 4 - SAM/SAO/SSO EFT 10 or more by formula		33.66
Level 3 - SAM/SAO/SSO EFT 1.8 to ≤ 10 by formula		32.69
Level 2 - SAM/SAO/SSO EFT 1.4 to ≤ 1.8 by formula		31.78
Level 1 - SAM/SAO/SSO EFT ≤ 1.4 by formula		30.92
School Administrative Officer		26.72
School Support Officer		23.84
School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter)		
Junior		
On employment		16.98
After 12 months or at 20 years		20.10
Adult		
1st year		24.52
2nd year		24.91
3rd year		26.64
4th year		28.42
School Learning Support Officer (Pre-school)		
Junior		
On employment		16.98
After 12 months or at 20 years		20.10
Adult		
1st year		23.63
2nd year		24.03
3rd year		24.52
4th year		24.91
Allowance:		
First Aid (cents per hour - cph)		38.81

Short Term Temporary		
Aboriginal Education Officer		
1st year		30.57
2nd year		31.46
3rd year		32.35
4th year		33.23
Short Term Temporary School Administrative and Support Staff		
School Administrative Manager		
Level 4 - SAM/SAO/SSO EFT 10 or more by formula		36.59
Level 3 - SAM/SAO/SSO EFT 1.8 to ≤ 10 by formula		35.53
Level 2 - SAM/SAO/SSO EFT 1.4 to ≤ 1.8 by formula		34.55
Level 1 - SAM/SAO/SSO EFT ≤ 1.4 by formula		33.62
School Administrative Officer		29.06
School Support Officer		25.90
School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter)		
Junior		
On employment		18.49
After 12 months or at 20 years		21.83
Adult		
1st year		26.62
2nd year		27.09
3rd year		29.00
4th year		30.88
School Learning Support Officer (Pre-School)		
Junior		
On employment		18.49
After 12 months or at 20 years		21.83
Adult		0.00
1st year		25.68
2nd year		26.15
3rd year		26.62
4th year		27.09

19. Insert after the table Crown Employees (School Administrative and Support Staff) Award in Part B, the following new table:

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

Classification	1.7.11 Per annum 2.5% \$
Commissioned Correctional Officers:	
Senior Assistant Superintendent - 7 day or any 5/7 days	106,655
Assistant Superintendent - 7 day or any 5/7 days	99,833
Senior Assistant Superintendent - 5 day	100,820
Assistant Superintendent - 5 day	93,998

Commissioned Industries Officers:	
Regional Business Manager - 5 day	
Year 1	113,265
Year 2	116,176
Year 3	121,163
Year 4	125,640
Operations Manager	120,533
Manager of Industries Level 1 - 5 day	111,219
Manager of Industries Level 2 - Any 5 of 7 days	111,686
Manager Centre Services and Employment Manager of Industries Level 2 - 5 day	105,849
Manager Business Unit - any 5/7 days	106,655
Manager Business Unit - 5 day	100,820

20. Insert after the table Crown Employees (Sheriff's Officers) Award 2007, in Part B the following new table:

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

Classification and Grades	Common Salary Point	1.7.11 Per annum 2.5% \$
Operations Communications Centre Senior Team Leader, Clerk Grade 5/6		
1st year of service	75	70,480
2nd year of service	78	72,702
3rd year of service	82	75,552
Thereafter	85	77,767
Operations Communications Centre Team Leader, Clerk Grade 3/4		
1st year of service	58	59,705
2nd year of service	61	61,505
3rd year of service	64	63,425
Thereafter	67	65,376
Operations Communications Centre Call Operator, Clerks General Scale		
Step 1	4	25,860
Step 2	6	29,346
Step 4	9	35,345
Step 5	11	37,729
Step 6	17	40,662
Step 7	20	41,771
Step 8	23	43,539
Step 9	25	44,329
Step 10	28	45,428
Step 11	32	47,108
Step 12	36	48,816
Step 13	40	50,619

21. Insert after the table Conditions of Service for Program Support Officers, Offender External Leave Program, Department of Corrective Services. Determination No. 966 of 2009, Part B, the following new table:

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

Classification and Grades	1.7.10 per annum \$	1.7.11 per annum 2.5% \$
Co-ordinator Program Support & Security		
1st year of service	78,142	80,096
2nd year of service	80,479	82,491
3rd year of service	83,832	85,928
Thereafter	86,498	88,660
Senior Program Support Officer		
1st year of service	68,761	70,480
2nd year of service	70,929	72,702
3rd year of service	73,709	75,552
Thereafter	75,870	77,767
Program Support Officer		
1st year of service	58,249	59,705
2nd year of service	60,005	61,505
3rd year of service	61,878	63,425
Thereafter	63,781	65,376
Mobile Work Camps Allowance (per day)	124	127

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

PART B

MONETARY RATES

AWARDS

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

Classification and Grades	Administrative and Clerical Officer		
	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Clerks General Scale			
Clerks General Scale step 1	4	25,229	25,860
Clerks General Scale step 2	6	28,630	29,346
Clerks General Scale step 3 - 1st year of service or 18 years	7	30,432	31,193
Clerks General Scale step 4 - Minimum for - employee with Business Administration Certificate III, Government Certificate III or equivalent at 18 years of age - employee with Higher School Certificate Qualification at 19 years of age	9	34,483	35,345

Clerks General Scale step 5 - Minimum for: - employee qualified at Business Administration Certificate III, Government Certificate III or equivalent and is qualified at HSC standard at 17 years of age - employee 20 years of age	11	36,809	37,729
Clerks General Scale step 6 - Minimum for employee 21 years of age	17	39,670	40,662
Clerks General Scale step 7	20	40,752	41,771
Clerks General Scale step 8	23	42,477	43,539
Clerks General Scale step 9	25	43,248	44,329
Clerks General Scale step 10	28	44,320	45,428
Clerks General Scale step 11	32	45,959	47,108
Clerks General Scale step 12	36	47,625	48,816
Clerks General Scale step 13	40	49,384	50,619
Provided that officers who on 6th December 1979 were on 14th year of General Scale and paid a personal allowance of \$417.00 p.a. in terms of Circular No 202 of 1979 shall be paid by way of allowance above Step 13 of the General Scale	-	51,497	52,784
Grade 1			
1st year of service	46	52,104	53,407
Thereafter	49	53,636	54,977
Grade 2			
1st year of service	52	55,131	56,509
Thereafter	55	56,644	58,060
Grade 3			
1st year of service	58	58,249	59,705
Thereafter	61	60,005	61,505
Grade 4			
1st year of service	64	61,878	63,425
Thereafter	67	63,781	65,376
Grade 5			
1st year of service	75	68,761	70,480
Thereafter	78	70,929	72,702
Grade 6			
1st year of service	82	73,709	75,552
Thereafter	85	75,870	77,767
Grade 7			
1st year of service	88	78,142	80,096
Thereafter	91	80,479	82,491
Grade 8			
1st year of service	95	83,832	85,928
Thereafter	98	86,498	88,660
Grade 9			
1st year of service	101	89,076	91,303
Thereafter	104	91,580	93,870
Grade 10			
1st year of service	108	95,319	97,702
Thereafter	111	98,159	100,613
Grade 11			
1st year of service	116	103,026	105,602
Thereafter	120	107,394	110,079

Grade 12			
1st year of service	126	114,121	116,974
Thereafter	130	119,149	122,128

Crown Employees Casino Control Authority - Casino Inspectors (Transferred from the Department of Gaming and Racing) Award 2007

Casino Inspectors, Department of Gaming and Racing			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Preliminary Training Rates - Inspectors			
Inspector - 1st Year of Service	64	61,878	63,425
Inspector - 2nd Year of Service	67	63,781	65,376
Inspector - 3rd Year of Service	75	68,761	70,480
Thereafter	78	70,929	72,702
Salary Rates - Inspectors			
Inspector - 1st Year of Service		80,444	82,455
Inspector - 2nd Year of Service		82,913	84,986
Inspector - 3rd Year of Service		89,389	91,624
Thereafter		92,210	94,515
Preliminary Training Rates - Supervising Inspectors			
Supervising Inspector - 1st year of Service	88	78,142	80,096
Supervising Inspector - 2nd year of Service	91	80,479	82,491
Supervising Inspector - 3rd year of Service	95	83,832	85,928
Thereafter	98	86,498	88,660
Salary Rates - Supervising Inspector			
Supervising Inspector - 1st year of Service	-	101,585	104,125
Supervising Inspector - 2nd year of Service	-	104,622	107,238
Supervising Inspector - 3rd year of Service	-	108,983	111,708
Thereafter	-	112,448	115,259

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

Correctional Officers - Department of Corrective Services			
Classification and Grades	CSP NO.	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Probationary Correctional Officer			
Correctional Officer - 1st year	45	51,707	53,000
2nd year and thereafter	47	52,651	53,967
	49	53,636	54,977
Correctional Officer, First Class -1st year			
2nd year and thereafter	55	56,644	58,060
Senior Correctional Officer	63	61,282	62,814
	69	64,985	66,610
Overseer -			
1st year	55	56,644	58,060
2nd year and thereafter	63	61,282	62,814
Senior Overseer	69	64,985	66,610
Industries and Maintenance Allowance -			
Overseer 1st year	-	8,343	8,552
Overseer 2nd year and thereafter	-	3,703	3,796
Senior Overseer	-	7,286	7,468

Incidental Allowance -			
Probationary Correctional Officer (in training)	-	n/a	n/a
Probationary Correctional Officer (on graduation)	-	850	871
Correctional Officer 1st year	-	1,276	1,308
Correctional Officer 2nd year and thereafter	-	1,704	1,747
Correctional Officer, First Class 1st year	-	2,549	2,613
Correctional Officer, First Class 2nd year and thereafter	-	2,549	2,613
Senior Correctional Officer	-	4,248	4,354
Overseer 1st year	-	2,549	2,613
Overseer 2nd year and thereafter	-	2,549	2,613
Senior Overseer	-	4,248	4,354

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

Annualised Salary Package - Kempsey, Dillwynia and Wellington Correctional Centres		
Classification and Grades	1.7.10	1.7.11
	Per annum	Per annum
	\$	2.5% \$
General Manager	159,632	163,623
Manager of Security	134,671	138,038
Principal Correctional Officer	104,054	106,655
Chief Correctional Officer	97,398	99,833

Correctional Officers - Kempsey, Dillwynia and Wellington Correctional Centres			
	CSP	1.7.10	1.7.11
		Per annum	Per annum
		\$	2.5% \$
Correctional Officers:			
Senior Correctional Officer	69	64,985	66,610
Correctional Officer 1st Class Year 2	63	61,282	62,814
Correctional Officer 1st Class Year 2	55	56,644	58,060
Correctional Officer Year 2	49	53,636	54,977
Correctional Officer Year 1	47	52,651	53,967
Correctional Officer Probationary	45	51,707	53,000
Correctional Officer (Training)	45	51,707	53,000
Incidental Allowance:			
Senior Correctional Officer	-	4,248	4,354
Correctional Officer 1st Class Years 1 and 2	-	2,549	2,613
Correctional Officer Year 2	-	1,704	1,747
Correctional Officer Year 1	-	1,276	1,308
Correctional Officer Probationary	-	850	871
Industrial Officers:			
Principal Industry Officer Level 1	-	108,506	111,219
Principal Industry Officer Level 2	-	103,267	105,849
Chief Industry Officer	-	98,361	100,820
Senior Overseer	80	72,273	74,080

Overseer	69	64,985	66,610
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Incidental Allowance			
Senior Overseer	-	4,248	4,354
Overseer	-	2,549	2,613

Crown Employees (Department of Commerce) Award 2008

Department of Commerce (other than GCIO, OFT, OIR, Businesslink)		
Classifications and Grades	1.7.10	1.7.11
	Per annum	Per annum
	\$	2.5% \$
DPWS Professional Staff -		
General Scale 1	30,851	31,622
General Scale HSC 19 years	34,956	35,830
General Scale 2 or age 20	37,311	38,244
General Scale 3 or age 21	40,212	41,217
General Scale 4	41,312	42,345
General Scale 5	43,055	44,131
General Scale 6	43,839	44,935
General Scale 7	44,929	46,052
General Scale 8	46,589	47,754
General Scale 9	48,279	49,486
General Scale 10	50,057	51,308
General Scale 11	51,530	52,818
General Scale 12	52,815	54,135
General Scale 13	54,367	55,726
Grade 1		
Year 1	54,894	56,266
Year 2	57,959	59,408
Year 3	62,119	63,672
Year 4	66,523	68,186
Year 5	70,468	72,230
Grade 2		
Year 1	74,720	76,588
Year 2	77,598	79,538
Year 3	80,007	82,007
Year 4	82,338	84,396
Grade 3		
Year 1	86,736	88,904
Year 2	89,428	91,664
Year 3	92,835	95,156
Year 4	95,675	98,067
Grade 4		
Year 1	100,472	102,984
Year 2	103,417	106,002
Year 3	105,479	108,116
DPWS Senior Professional Staff -		
Senior 1		
Year 1	109,800	112,545
Year 2	111,963	114,762
Senior 2		
Year 1	114,444	117,305
Year 2	116,900	119,823
Senior 3		
Year 1	119,448	122,434
Year 2	120,781	123,801

DPWS Project Staff -		
Grade 1		
Year 1	65,168	66,797
Year 2	66,256	67,912
Grade 2		
Year 1	70,506	72,269
Year 2	72,539	74,352
Grade 3		
Year 1	74,774	76,643
Year 2	77,002	78,927
Grade 4		
Year 1	79,230	81,211
DPWS Senior Management		
Grade 1		
Year 1	130,940	134,214
Year 2	137,541	140,980
Grade 2 -		
Year 1	144,136	147,739
Year 2	150,739	154,507
DPWS Staff -		
General Scale 1	30,851	31,622
General Scale HSC 19 yrs	34,956	35,830
General Scale 2 or age 20	37,311	38,244
General Scale 3 or age 21	40,212	41,217
General Scale 4	41,312	42,345
General Scale 5	43,055	44,131
General Scale 6	43,839	44,935
General Scale 7	44,929	46,052
General Scale 8	46,589	47,754
General Scale 9	48,279	49,486
General Scale 10	50,057	51,308
* Personal	51,530	52,818
Grade 1 -		
Year 1	52,815	54,135
Year 2	54,367	55,726
Grade 2 -		
Year 1	55,889	57,286
Year 2	57,417	58,852
Grade 3 -		
Year 1	59,048	60,524
Year 2	60,829	62,350
Grade 4 -		
Year 1	62,729	64,297
Year 2	64,653	66,269
Grade 5 -		
Year 1	69,703	71,446
Year 2	71,906	73,704
Grade 6 -		
Year 1	74,720	76,588
Year 2	76,907	78,830
Grade 7 -		
Year 1	79,217	81,197
Year 2	81,586	83,626
Grade 8 -		
Year 1	84,979	87,103
Year 2	87,686	89,878

Grade 9 - Year 1	90,297	92,554
Year 2	92,835	95,156
Grade 10 - Year 1	96,630	99,046
Year 2	99,504	101,992
Grade 11 - Year 1	104,438	107,049
Year 2	108,866	111,588
Grade 12 - Year 1	115,685	118,577
Year 2	120,781	123,801
DPWS Technical Staff (A) - General Scale 1 or 16 years	25,578	26,217
General Scale 2 or 17 years	29,024	29,750
General Scale 3 or 18 years	30,851	31,622
General Scale 4 or 20 years	34,956	35,830
General Scale 5 or 21 years	37,311	38,244
General Scale 6	40,212	41,217
General Scale 7	41,312	42,345
General Scale 8	43,055	44,131
General Scale 9	43,839	44,935
General Scale 10	44,929	46,052
General Scale 11	46,589	47,754
General Scale 12	48,279	49,486
General Scale 13	50,057	51,308
General Scale 14	51,530	52,818
Grade I - Year 1	53,819	55,164
Year 2	55,330	56,713
Year 3	56,856	58,277
Year 4	57,959	59,408
Year 5	59,666	61,158
Grade II - Year 1	62,729	64,297
Year 2	64,001	65,601
Year 3	65,132	66,760
Year 4	66,523	68,186
Grade III - Year 1	71,072	72,849
DPWS Senior Technical (A) -		
Senior I - Year 1	69,703	71,446
Year 2	71,072	72,849
Year 3	73,260	75,092
Senior II - Year 1	75,443	77,329
Year 2	77,598	79,538
Senior III - Year 1	80,798	82,818
Senior Officer - Grade 1 - Year 1	134,917	138,290
Year 2	145,253	148,884
Grade 2 - Year 1	147,683	151,375
Year 2	157,983	161,933

Grade 3 -		
Year 1	163,217	167,297
Year 2	179,007	183,482

Crown Employees (Department of Environment and Climate Change) General Award

Environment Officers - Department of Environment and Climate Change New South Wales		
Classification	1.7.10 Per annum 4%	1.7.11 Per annum 2.5% \$
Class 1		
1	30,727	31,495
2	37,122	38,050
3	40,744	41,763
4	43,234	44,315
5	45,148	46,277
6	47,610	48,800
7	52,612	53,927
Class 2		
1	52,612	53,927
2	54,155	55,509
3	55,592	56,982
4	57,669	59,111
Class 3		
1	55,592	56,982
2	57,669	59,111
3	60,553	62,067
4	62,377	63,936
Class 4		
1	60,553	62,067
2	62,377	63,936
3	64,967	66,591
4	67,519	69,207
Class 5		
1	64,967	66,591
2	67,519	69,207
3	70,097	71,849
4	72,255	74,061
Class 6		
1	70,097	71,849
2	72,255	74,061
3	75,064	76,941
4	77,347	79,281
Class 7		
1	75,064	76,941
2	77,347	79,281
3	79,688	81,680
4	82,938	85,011
Class 8		
1	79,688	81,680
2	82,938	85,011
3	85,537	87,675
4	89,902	92,150

Class 9		
1	85,537	87,675
2	89,902	92,150
3	92,487	94,799
4	95,288	97,670
Class 10		
1	92,487	94,799
2	95,288	97,670
3	99,089	101,566
4	101,993	104,543
Class 11		
1	99,089	101,566
2	101,993	104,543
3	105,047	107,673
4	109,203	111,933
Class 12		
1	105,047	107,673
2	109,203	111,933
3	112,865	115,687
4	115,289	118,171
Class 13		
1	112,865	115,687
2	115,289	118,171
3	119,113	122,091
4	120,895	123,917
Class 14		
1	119,113	122,091
2	120,895	123,917
3	126,494	129,656
4	132,097	135,399
Class 15		
1	126,494	129,656
2	132,097	135,399
3	137,698	141,140
4	143,296	146,878
Other Rates and Allowances		
Brief Description		
AHIS weekly allowance: inconvenience and 6 incoming calls after/before normal working hours	396.58	406.49
For each call above 6 incoming calls in an AHIS roster period; not limited	19.42	19.91
Extra per public holiday falling on a weekday	121.67	124.71
Out of hours disturbance (AHIS Supervising Officers)	39.08	40.06

**Crown Employees (Department of Environment and Climate Change - Parks and Wildlife Group)
Conditions of Employment Award**

Ranger Classifications		
Classification and Grades	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Trainee Rangers		
1st year of service	46,667	47,834
2nd year of service	47,505	48,693
3rd year of service	48,937	50,160
4th year of service	49,814	51,059
5th year of service	50,332	51,590
6th year of service	51,060	52,337
Rangers		
Grade 1		
1st level	51,060	52,337
2nd level	53,069	54,396
3rd level	56,029	57,430
4th level	60,051	61,552
5th level	66,189	67,844
6th level	70,062	71,814
Grade 2		
1st year	71,458	73,244
2nd year	73,579	75,418
3rd year	75,818	77,713
4th year	78,866	80,838
Senior Ranger		
1st year & thereafter	84,762	86,881
Assistant District Manager		
Grade 1	87,288	89,470
Grade 2	93,407	95,742
Grade 3	100,958	103,482
Grade 4	105,239	107,870
District Manager		
Grade 1	89,746	91,990
Grade 2	96,193	98,598
Grade 3	105,239	107,870
Grade 4	111,833	114,629
Grade 5	116,759	119,678
Project/Research Officer Classification		
Grade 1		
1st year	52,881	54,203
2nd year	54,577	55,941
3rd year	59,537	61,025
4th year	64,190	65,795
5th year	68,813	70,533
Grade 2*		
1st year	73,709	75,552
2nd year	75,867	77,764
3rd year	78,142	80,096
Grade 3*		
1st year	82,077	84,129
2nd year	84,711	86,829
3rd year	87,334	89,517
4th year	89,073	91,300

Grade 4*		
1st year	89,928	92,176
2nd year	92,513	94,826
Grade 5		
1st year	97,205	99,635
2nd year	101,327	103,860
Grade 6		
1st year	107,674	110,366
2nd year	108,804	111,524
* Progression criteria applies		
Project Officer (Aboriginal Positions)		
Grade 1		
1st year	52,881	54,203
2nd year	54,577	55,941
3rd year	59,537	61,025
4th year	64,190	65,795
5th year	68,813	70,533
Grade 2*		
1st year	73,709	75,552
2nd year	75,867	77,764
3rd year	78,142	80,096
Grade 3*		
1st year	82,077	84,129
2nd year	84,711	86,829
3rd year	87,334	89,517
4th year	89,073	91,300
Grade 4*		
1st year	89,928	92,176
2nd year	92,513	94,826
Grade 5		
1st year	97,205	99,635
2nd year	101,327	103,860
Grade 6		
1st year	107,674	110,366
2nd year	108,804	111,524
*Progression criteria applies		
Field Officer Classification		
Field Officer Base Grade 1/2		
Employees Engaged on or after 1 July 2007		
Grade 1		
Year 1	40,110	41,113
Year 2	41,123	42,151
Grade 2		
Year 1	42,072	43,124
Year 2	44,034	45,135
Field Officer Grade 1/4		
Employees Engaged on or after 1 July 2007		
Grade 1		
1st year	40,110	41,113
2nd year	41,123	42,151
Grade 2		
1st year	42,072	43,124
2nd year	44,034	45,135
Grade 3 (A)		
1st year	50,246	51,502
2nd year	51,132	52,410

Grade 4 (A)		
1st year	52,563	53,877
2nd year	53,512	54,850
Field Officer Grade 1/4		
Employees engaged on or before 30 June 2007		
Grade 1		
1st year	46,375	47,534
2nd year	47,241	48,422
Grade 2		
1st year	47,950	49,149
2nd year	48,869	50,091
Grade 3 (A)		
1st year	50,246	51,502
2nd year	51,132	52,410
Grade 4 (A)		
1st year	52,563	53,877
2nd year	53,512	54,850
Field Officer Grade B3/B4		
Employees engaged on or before 30 June 2007		
Grade 3 (B)		
1st year	50,246	51,502
2nd year	51,132	52,410
Grade 4 (B)		
1st year	52,563	53,877
2nd year	53,512	54,850
Senior Field Officer and Senior Field Officer (Plant)		
Grade 1		
1st year	54,700	56,068
2nd year	55,630	57,021
Grade 2		
1st year	56,756	58,175
2nd year	57,943	59,392
Field Supervisor Classification and Grades		
Grade 1		
1st year	59,931	61,429
2nd year	61,305	62,838
Grade 2		
1st year	62,678	64,245
2nd year	64,053	65,654
Senior Field Supervisor Classification and Grades		
Grade 1		
1st year	69,492	71,229
2nd year	71,199	72,979
Grade 2		
1st year	72,908	74,731
2nd year	74,615	76,480

Crown Employees (Department of the Arts, Sport and Recreation - Catering Officers) Award

Classification and Grades	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Level 1	48,249	49,455
Level 2	49,775	51,019
Level 3	51,273	52,555
Level 4	52,928	54,251
Level 5	54,801	56,171
Catering Officers - Academy Allowance		
Senior Catering Officer	4,217	4,322
Catering Officer	2,034	2,085
Apprentice	1,628	1,669

Crown Employees (Department of the Arts, Sport and Recreation - Centre Managers) Award 2008

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

Allowance	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Annual Allowance (clause 11)	9,567	9,806

Crown Employees (Department of the Arts, Sport and Recreation - Program Officers) Award

Program Officers - Department of the Arts, Sport and Recreation		
Classification and Grades	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Program Officers		
Level 1	48,800	50,020
Level 2	50,712	51,980
Level 3	53,574	54,913
Level 4	57,403	58,838
Level 5	59,314	60,797
Level 6	62,194	63,749
Level 7	65,057	66,683
Level 8	67,936	69,634
Level 9	70,797	72,567
Level 10	73,675	75,517
Level 11	76,534	78,447
Level 12	78,449	80,410

Program Officers - Temporary Employees	1.7.10 Per day \$	1.7.11 Per day 2.5% \$
Level 1	187.09	192.00
Level 2	194.37	199.00
Level 3	205.32	210.00
Level 4	220.07	226.00
Level 5	227.33	233.00
Level 6	238.41	244.00

Level 7	249.36	256.00
Level 8	260.41	267.00
Level 9	271.38	278.00
Level 10	282.42	289.00
Level 11	293.38	301.00
Level 12	300.65	308.00
Program Officers - Casual Employees	1.7.10 Per day \$	1.7.11 Per day 2.5% \$
Level 1	210.44	215.70
Level 2	218.69	224.16
Level 3	231.03	236.81
Level 4	247.51	253.70
Level 5	255.81	262.21
Level 6	268.18	274.88
Level 7	280.53	287.54
Level 8	292.94	300.26
Level 9	305.28	312.91
Level 10	317.71	325.65
Level 11	330.04	338.29
Level 12	338.27	346.73
	1.7.10 Per day \$	1.7.11 Per day 2.5% \$
Assistant instructor (Per day)	51.30	52.58
Program Officer (Instructor)	163.54 198.39	167.63 203.35
Allowances		
Sport and recreation allowance - permanent Program Officers (per annum)	9,567	9,806
Sport and recreation allowance- temporary Program Officers (per day)	36.67	37.59
Night duty allowance - casual Program Officers (per night)	78.27	80.23
Night duty allowance - Program Officer (Instructors) (per night)	37.77	38.71

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

Table 1		
Salary Scale for Services Officers Prior to Competency Attainment		
Classification and Grades	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Level 1	40,868	41,890
Level 2	43,106	44,184
Level 3	44,961	46,085
Level *4	46,819	47,989
	Per hour \$	Per hour \$
Level 1	20.60	21.12
Level 2	21.73	22.27
Level 3	22.69	23.26
Level 4	23.62	24.21

Table 2 Salary Scale for Services Officers after Competency Attainment		
Classification and Grades	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Level 1	42,095	43,147
Level 2	44,401	45,511
Level 3	46,313	47,471
Level *4	48,223	49,429
	Per hour \$	Per hour \$
Level 1	21.25	21.78
Level 2	22.41	22.97
Level 3	23.36	23.94
Level 4	24.32	24.93
* Services Officer (Groundsperson) and Services Officer (Gardener) salary rate		

Table 3 Salary Scale for Assistant Services Officers		
Classification and Grades	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Level 1	40,868	41,890
Level 2	43,106	44,184
	Per hour \$	Per hour \$
Level 1	20.60	21.12
Level 2	21.73	22.27

Crown Employees (Exhibition Project Managers and Officers) Australian Museum Award 2007

Exhibition Project Managers and Project Officers - Australian Museum			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Exhibition Project Officer			
Skill Level 1	46	52,104	53,407
Skill Level 2	52	55,131	56,509
Skill Level 3	58	58,249	59,705
Skill Level 4	64	61,878	63,425
Skill Level 5	67	63,781	65,376
Skill Level 6	78	70,929	72,702
Skill Level 7	83	74,429	76,290
Skill Level 8	88	78,142	80,096
Exhibition Project Manager			
Year 1	95	83,832	85,928
Year 2	98	86,498	88,660
Year 3	102	89,930	92,178

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

General Assistants in Schools - Department of Education and Training			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Full-time Permanent - Junior On employment	-	28,287	28,994
After 12 months or at 20 years Adult	-	36,369	37,278
Year 1	19	40,410	41,420
Year 2	20	40,752	41,771
Year 3	22	41,525	42,563
Year 4	23	42,477	43,539
Year 5	25	43,248	44,329
Part-time Permanent (up to 35.5 hpw)			
		1.7.10 Per Hour \$	1.7.11 Per Hour 2.5% \$
Junior On employment		15.71	16.10
After 12 months or at 20 years Adult		20.18	20.68
		23.04	23.62
Full-time (38 hpw) Temporary - Unloaded Junior			
On employment		14.28	14.64
After 12 months or at 20 years Adult		18.34	18.80
		20.36	20.87
Full-time Temporary - Loaded Junior			
On employment		15.45	15.84
After 12 months or at 20 years Adult		19.85	20.35
		22.1	22.65
Part-time Temporary (up to 35.5 hpw) Unloaded Junior			
On employment		15.71	16.10
After 12 months or at 20 years Adult		20.18	20.68
		23.04	23.62
Loaded Junior			
On employment		17.00	17.43
After 12 months or at 20 years Adult		21.86	22.41
		24.95	25.57

Crown Employees (General Staff - Salaries) Award 2007

General Staff - Salaries			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Artist's Model, TAFE (draped)	33	46,332	47,490
(undraped)	39	48,980	50,205

Assistant, Enrolled Nurses Training Program, TAFE (part-time)			
1st year	23	42,477	43,539
2nd year	25	43,248	44,329
3rd year	28	44,320	45,428
Assistant Food & Beverage Controller, Ryde TAFE			
1st year	42	50,332	51,590
2nd year	48	53,089	54,416
Assistant Operations Controller, Port Macquarie, Campbelltown, TAFE			
1st year	39	48,980	50,205
2nd year	42	50,332	51,590
Assistant Operations Manager, TAFE (Hamilton, Ryde, Werrington)			
1st year	59	58,858	60,329
2nd year	61	60,005	61,505
3rd year	64	61,878	63,425
4th year	67	63,781	65,376
Assistant Operations Manager, TAFE (East Sydney)			
1st year	56	57,175	58,604
2nd year	60	59,404	60,889
Catering Services Manager, Kurri Kurri, Ryde, TAFE			
1st year	70	65,626	67,267
2nd year	75	68,761	70,480
Catering Supervisor, Kurri Kurri, Ryde, TAFE			
1st year	52	55,131	56,509
2nd year	55	56,644	58,060
Class Preparation Assistant Tourism & Hospitality/Rural Studies; Floristry, Catering and Bakery, TAFE			
1st year	23	42,477	43,539
2nd year	25	43,248	44,329
3rd year	26	43,598	44,688
Class Preparation Assistant Hairdresser, TAFE			
1st year	17	39,670	40,662
2nd year	20	40,752	41,771
3rd year	22	41,525	42,563
Duty Manager, Ryde, TAFE	57	57,679	59,121
Fitter-Operator, TAFE	51	54,576	55,940
Food and Beverage Controller, TAFE (Hamilton)	39	48,980	50,205
	42	50,332	51,590
Food School Assistant, TAFE			
Years 1 - 3	18	40,061	41,063
Year 4 - 6	19	40,410	41,420
Year 7	20	40,752	41,771
Foreman, TAFE			
Electrical Grade 2	64	61,878	63,425
Electrical Grade 3	68	64,249	65,855
Electrical Grade 5	77	70,113	71,866
Other than Electrical			
Grade 1	57	57,679	59,121
Grade 2	61	60,005	61,505

Grade 3	65	62,399	63,959
Grade 4	73	67,539	69,227
Grade 5	77	70,113	71,866
Assistant Mechanical Foreman, TAFE	61	60,005	61,505
General Assistant/Caretaker, TAFE	25	43,248	44,329
Guest Services Agent, Ryde, TAFE			
1st year	34	46,767	47,936
2nd year	36	47,625	48,816
House Officer, TAFE, Sydney			
1st year	44	51,209	52,489
2nd year	47	52,651	53,967
3rd year	49	53,636	54,977
House Officer, TAFE, Newcastle			
1st year	41	49,940	51,189
2nd year	42	50,332	51,590
3rd year	43	50,831	52,102
House Supervisor (Goulburn, Kurri Kurri), TAFE			
1st year	39	48,980	50,205
2nd year	41	49,940	51,189
Kitchen Assistant (part-time), TAFE	18	40,061 (22.22 per hr)	41,063
Laboratory Craftsman, TAFE			
Grade 1, 1st year	40	49,384	50,619
Grade 1, 2nd year	41	49,940	51,189
Grade 1, 3rd year	43	50,831	52,102
Grade 1, 4th year	44	51,209	52,489
Grade 2, 1st year	45	51,707	53,000
Grade 2, 2nd year	46	52,104	53,407
Grade 2, 3rd year	47	52,651	53,967
Senior Laboratory Craftsman	55	56,644	58,060
Operations Controller Campbelltown/Port Macquarie/Orange, TAFE			
1st year	52	55,131	56,509
2nd year	55	56,644	58,060
Operations Manager - Food School/ Horticulture/Technical Support/ Purchasing and Stores Controller - East Sydney, Ryde, TAFE			
1st year	75	68,761	70,480
2nd year	78	70,929	72,702
3rd year	82	73,709	75,552
4th year	85	75,870	77,767
Hamilton/Wollongong			
1st year	72	66,848	68,519
2nd year	75	68,761	70,480
3rd year	78	70,929	72,702
4th year	82	73,709	75,552
Operations Manager (Brookvale, Dubbo, Loftus, Werrington) TAFE			
1st year	66	63,136	64,714
2nd year	77	70,113	71,866
Operations Supervisor - Food School, Kingscliff, Wollongong, TAFE			
1st year	52	55,131	56,509
2nd year	55	56,644	58,060

Senior Housekeeper, Ryde, TAFE			
1 st year	57	57,679	59,121
2 nd year	63	61,282	62,814
Scientific Instrument Maker, TAFE	51	54,576	55,940
Steel Production Assistant (formerly Cold Saw Operator) TAFE	25	43,248	44,329
Steel Production Supervisor (formerly Charge Hand, Cold Saw (Operator), TAFE	40	49,384	50,619
Stores Attendant, Hairdressing, TAFE			
1 st year	22	41,525	42,563
2 nd year	23	42,477	43,539
3 rd year	25	43,248	44,329
Technical Assistant (Art, Ceramics, TV Studio) TAFE			
Years 1 - 3	32	45,959	47,108
Years 4 - 6	34	46,767	47,936
Year 7	35	47,145	48,324
Technical Assistant (Design)			
1 st year	35	47,145	48,324
2 nd year	37	48,080	49,282
3 rd year	39	48,980	50,205
Technical Assistant (Electrical Engineering/ Applied Electricity), TAFE			
1 st year	50	54,155	55,509
2 nd year	52	55,131	56,509
3 rd year	54	56,089	57,491
Technical Assistant (Mechanical Engineering/ Civil Engineering Building)			
1 st year	46	52,104	53,407
2 nd year	47	52,651	53,967
Technical Assistant (Vehicle Building)			
1 st year	46	52,104	53,407
2 nd year	47	52,651	53,967
Technical Assistant (Refrigeration and Air Conditioning), TAFE	32	45,959	47,108
Technical Assistant (Rural Studies), TAFE			
1 st year	34	46,767	47,936
2 nd year	36	47,625	48,816
3 rd year	39	48,980	50,205
4 th year	41	49,940	51,189
5 th year	44	51,209	52,489
6 th year	47	52,651	53,967
7 th year	50	54,155	55,509
8 th year	53	55,603	56,993
9 th year	56	57,175	58,604
10 th year	59	58,858	60,329
11 th year	61	60,005	61,505
Community Liaison Officer/Aboriginal Community Liaison Officer, Department of Education and Training (DET)	57	57,679	59,121
Farm Foreman, DET			
Grade A			
1 st year	39	48,980	50,205
2 nd year	41	49,940	51,189
3 rd year	43	50,831	52,102

Grade B			
1st year	45	51,707	53,000
2nd year	47	52,651	53,967
3rd year	51	54,576	55,940
House Officer, DET			
1st year	34	46,767	47,936
2nd year	36	47,625	48,816
3rd year	39	48,980	50,205
Maintenance Officer, DET			
1st year	24	42,895	43,967
2nd - 7th year	25	43,248	44,329
8th year	26	43,598	44,688
Photographic Assistant, DET			
1st year	22	41,525	42,563
2nd year	23	42,477	43,539
3rd year	25	43,248	44,329
4th year	26	43,598	44,688
Matrons and Sub-Matrons, DET			
Matron			
1st year	45	51,707	53,000
Thereafter	46	52,104	53,407
Sub-Matron			
1st year	39	48,980	50,205
Thereafter	40	49,384	50,619
Storeman/Attendant, Hurlstone/Yanco Agricultural High School, DET			
1st year	17	39,670	40,662
2nd year	18	40,061	41,063
3rd year and 4th year	20	40,752	41,771
5th year	22	41,525	42,563
Technical Assistant (Art, Ceramics, TV Studio)			
Years 1 - 3	32	45,959	47,108
Years 4 - 6	34	46,767	47,936
Year 7	35	47,145	48,324
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	40,061	41,063
2nd year	22	41,525	42,563
3rd year	25	43,248	44,329
4th year	29	44,777	45,896
5th year	32	45,959	47,108
Grade 2			
1st year	34	46,767	47,936
2nd year	36	47,625	48,816
3rd year	37	48,080	49,282
4th year	39	48,980	50,205
Grade 3			
1st year	46	52,104	53,407
2nd year	52	55,131	56,509

Field Services Staff, DIPNR			
Field Supervisor			
1st year	48	53,089	54,416
2nd year	51	54,576	55,940
3rd year	53	55,603	56,993
4th year	55	56,644	58,060
5th year	58	58,249	59,705
Field Service Manager, Years 1-3 only			
Other locations (not specified)			
1st year	66	63,136	64,714
2nd year	67	63,781	65,376
3rd year	69	64,985	66,610
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	68,761	70,480
Regional Field Services Manager	83	74,429	76,290
Drillers (Central West Region employees only), DIPNR			
Driller's Assistant	22	41,525	42,563
Roster Allowance		4,816	4,936
Trainee Drilling Officer	25	43,248	44,329
Roster Allowance		5,017	5,142
Drilling Officer - Level 1	38	48,481	49,693
Roster Allowance		5,624	5,765
Drilling Officer - Level 2	40	49,384	50,619
Roster Allowance		5,729	5,872
Drilling Officer - Level 3	43	50,831	52,102
Roster Allowance		5,897	6,044
Drilling Officer - Level 4	48	53,089	54,416
Roster Allowance		6,159	6,313
Drilling Officer - Level 5	53	55,603	56,993
Roster Allowance		6,450	6,611
Senior Drilling Officer	57	57,679	59,121
Roster Allowance		6,690	6,857
Overseers, DIPNR			
Grade 1 (ex Dept of Water Resources only)	60	59,404	60,889
Grade II	61	60,005	61,505
Grade III	65	62,399	63,959
Grade IV	73	67,539	69,227
Grade V	77	70,113	71,866
Plant Managers, DIPNR			
Grade 1 (Workshop Supervisors, Goulburn, Inverell, Scone & Wagga Wagga)	65	62,399	63,959
Grade 2 (Workshop Manager, Wellington & Fleet Managers, Tamworth & Wagga Wagga)			
Year 1	69	64,985	66,610
Year 2	70	65,626	67,267
Assistant Education Officers,	43	50,831	52,102

Powerhouse Museum	47	52,651	53,967
House Officer, Powerhouse Museum	43	50,831	52,102
	44	51,209	52,489
Museum Officer, Powerhouse Museum	18	40,061	41,063
	19	40,410	41,420
	20	40,752	41,771
	21	41,142	42,171
	23	42,477	43,539
Photographer - Grade 1 - Years 1-3 (various agencies)			
1st year	39	48,980	50,205
2nd year	41	49,940	51,189
3rd year	43	50,831	52,102
Grade 2*			
1st year	49	53,636	54,977
2nd year	51	54,576	55,940
*Progression from Photographer Grade 1 to Photographer Grade 2 (see Sch A of award)			
Photographers Grade 3** Years 1-3			
1st year	63	61,282	62,814
2nd year	65	62,399	63,959
3rd year	69	64,985	66,610
**Grade 3 requirements in Sch A of award			
Photographic Assistant	22	41,525	42,563
	23	42,477	43,539
	25	43,248	44,329
	26	43,598	44,688
Preparator - Grade 1, Powerhouse Museum Years 1-3	45	51,707	53,000
	48	53,089	54,416
	51	54,576	55,940
Grade II - Years 1-2	55	56,644	58,060
	59	58,858	60,329
Senior Preparator, Powerhouse Museum	63	61,282	62,814
	65	62,399	63,959
Stores Officer, Powerhouse Museum			
Grade 1	31	45,519	46,657
	33	46,332	47,490
Grade 2	34	46,767	47,936
	35	47,145	48,324
Grade 3	36	47,625	48,816
	37	48,080	49,282
Grade 4	39	48,980	50,205
	41	49,940	51,189
Transport Officer, Powerhouse Museum	47	52,651	53,967
	49	53,636	54,977
Field Assistant, Dept of Mineral Resources			
Year 1	26	43,598	44,688
Year 2	28	44,320	45,428
Year 3	31	45,519	46,657
Year 4	32	45,959	47,108
Year 5	34	46,767	47,936
Regional Mining Officer, Dept of Mineral Resources	58	58,249	59,705
	61	60,005	61,505
	64	61,878	63,425
	67	63,781	65,376

Regional Mining Officer, Lightning Ridge, Dept of Mineral Resources	75	68,761	70,480
	79	71,497	73,284
	82	73,709	75,552
	85	75,870	77,767
Craftsman/Framer, Art Gallery	32	45,959	47,108
Gallery Services Officer, Art Gallery	18	40,061	41,063
	20	40,752	41,771
Supervisor, Gallery Services Officers Art Gallery -	23	42,477	43,539
Senior Gallery Services Officer	43	50,831	52,102
	45	51,707	53,000
	47	52,651	53,967
	49	53,636	54,977
Installation Officer, Art Gallery	26	43,598	44,688
	29	44,777	45,896
	32	45,959	47,108
Senior Installation Officer, Art Gallery	32	45,959	47,108
	35	47,145	48,324
Display Technician, Art Gallery Grade 1	45	51,707	53,000
	48	53,089	54,416
	51	54,576	55,940
Grade 2	55	56,644	58,060
	59	58,858	60,329
Senior Display Technician	63	61,282	62,814
	65	62,399	63,959
Bar Manager, Police Academy	34	46,767	47,936
Building Manager, NSW Police	60	59,404	60,889
	61	60,005	61,505
	63	61,282	62,814
Driving Instructor, NSW Police College	68	64,249	65,855
	69	64,985	66,610
	72	66,848	68,519
General Assistant, NSW Police College	19	40,410	41,420
	20	40,752	41,771
	22	41,525	42,563
	23	42,477	43,539
	25	43,248	44,329
Groom, Mounted Police	16	38,696	39,663
	18	40,061	41,063
Maintenance Attendant, Goulburn Police College	22	41,525	42,563
Senior Basement Attendant, Police Headquarters	29	44,777	45,896
	31	45,519	46,657
	32	45,959	47,108
	34	46,767	47,936
Storeman/Attendant, Police Headquarters	17	39,670	40,662
Uniform Fitter and Advisory Officer, NSW Police	37	48,080	49,282
Police Armourer Year 1 Year 2 Year 3 Year 4	51	54,576	55,940
	55	56,644	58,060
	58	58,249	59,705
	59	58,858	60,329

General Assistant, State Library	23	42,477	43,539
Photographic Operator, State Library	23	42,477	43,539
	26	43,598	44,688
Museum Assistant, Historic Houses Trust			
Grade 1 Years 1 to 4	20	40,752	41,771
	21	41,142	42,171
	25	43,248	44,329
	27	43,949	45,048
Grade 2, Years 1 to 5	30	45,159	46,288
	31	45,519	46,657
	34	46,767	47,936
	35	47,145	48,324
	36	47,625	48,816
Museum Guide, Historic Houses Trust	28	44,320	45,428
Years 1 to 6	30	45,159	46,288
	32	45,959	47,108
	34	46,767	47,936
	36	47,625	48,816
	39	48,980	50,205
Chief Guide, Historic Houses Trust	48	53,089	54,416
	51	54,576	55,940
Timber Inspectors, State Forests			
Chief Timber Inspector	92	81,224	83,255
Deputy Chief Timber Inspector	77	70,113	71,866
	80	72,273	74,080
Senior Timber Inspector	67	63,781	65,376
	68	64,249	65,855
	69	64,985	66,610
Timber Inspector	45	51,707	53,000
	47	52,651	53,967
	49	53,636	54,977
	51	54,576	55,940
	53	55,603	56,993
	56	57,175	58,604
	58	58,249	59,705
Entrance Attendant, Royal Botanic Gardens	30	45,159	46,288
Herbarium Assistants, Royal Botanic Gardens			
Grade 1	18	40,061	41,063
	22	41,525	42,563
	25	43,248	44,329
	29	44,777	45,896
	32	45,959	47,108
Grade 2	34	46,767	47,936
	36	47,625	48,816
	37	48,080	49,282
	39	48,980	50,205
Centre Supervisor, State Sports Centre	37 (+10% all purpose allow.)	48,080	49,282
Centre Supervisor, State Sports Centre	40	49,384	50,619
Events Technical Officer, State Sports Centre	58	58,249	59,705
Maintenance Officer, State Sports Centre	55	56,644	58,060
Facilities Manager, State Sports Centre	111	98,159	100,613
Assistant Facilities Manager, State Sports Centre	67	63,781	65,376
General Assistant, WorkCover	19	40,410	41,420
	20	40,752	41,771
	22	41,525	42,563

	23	42,477	43,539
	25	43,248	44,329
Day Attendant, Australian Museum	18	40,061	41,063
	19	40,410	41,420
	20	40,752	41,771
	21	41,142	42,171
	23	42,477	43,539
Preparator, Australian Museum Assistant Preparator (55)	29	44,777	45,896
	34	46,767	47,936
	39	48,980	50,205
	43	50,831	52,102
Cadet Preparator (56)	21	41,142	42,171
	25	43,248	44,329
Chief Preparator	82	73,709	75,552
	84	75,084	76,961
Preparator (57) Grade I	46	52,104	53,407
	49	53,636	54,977
	52	55,131	56,509
Grade II	56	57,175	58,604
	60	59,404	60,889
Senior Preparator	63	61,282	62,814
	65	62,399	63,959
Cleaner/Messenger/Courtkeeper, Sheriff's Office, Attorney-General's Dept	30	45,159	46,288
Courtkeeper and Cleaner, Darlinghurst, Attorney-General's Dept	27	43,949	45,048
Courtkeeper/Cleaner and Messenger, Bathurst, Attorney-General's Dept	25	43,248	44,329
Courtkeeper/Cleaner and Messenger, Queanbeyan (Local Court), Attorney- General's Dept	25	43,248	44,329
Security Attendant, Attorney-General's Dept (formerly Assistant Service Officer)	17	39,670	40,662
	18	40,061	41,063
	20	40,752	41,771
	22	41,525	42,563
Basement Attendant, Attorney-General's Dept (formerly Assistant Service Officer)	23	42,477	43,539
Property Inspector, Public Trust Office	64	61,878	63,425
	67	63,781	65,376
	69	64,985	66,610
	73	67,539	69,227

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

Gardens - Horticulture and Trades Staff Historic Houses Trust		
Classification and Grades	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Horticultural/Trades Officer Level One	38,256	39,212
Level Two Year 1	42,477	43,539
Level Two Year thereafter	43,598	44,688
Level Three Year 1	45,159	46,288
Level Three Year thereafter	46,767	47,936

Level Four Year 1	48,481	49,693
Level Four Year thereafter	49,940	51,189
Level Five Year 1	51,707	53,000
Level Five Year thereafter	53,089	54,416
Level Six Year 1	54,576	55,940
Level Six Year thereafter	56,089	57,491
Level Seven Year 1	57,679	59,121
Level Seven Year thereafter	59,404	60,889
Level Eight Year 1	61,282	62,814
Level Eight Year thereafter	63,781	65,376
Level Nine Year 1	66,282	67,939
Level Nine Year thereafter	68,761	70,480
Level Ten Year 1	70,929	72,702
Level Ten Year thereafter	72,922	74,745
Level Eleven Year 1	78,929	80,902
Level Eleven Year thereafter	83,832	85,928

Crown Employees (Home Care Service of New South Wales - Administrative Staff) Award 2007

Home Care Service of New South Wales Administrative Staff			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Home Care Gradings and Pay Scales -			
Grade 1 -			
Step 1	29	44,777	45,896
Step 2	33	46,332	47,490
Grade 2 -			
Step 1	35	47,145	48,324
Step 2	38	48,481	49,693
Grade 3 -			
Step 1	40	49,384	50,619
Step 2	43	50,831	52,102
Grade 4 -			
Step 1	45	51,707	53,000
Step 2	49	53,636	54,977
Grade 5 -			
Step 1	52	55,131	56,509
Step 2	56	57,175	58,604
Grade 6 -			
Step 1	58	58,249	59,705
Step 2	62	60,571	62,085
Grade 7 -			
Step 1	64	61,878	63,425
Step 2	68	64,249	65,855
Grade 8 -			
Step 1	70	65,626	67,267
Step 2	74	68,075	69,777
Grade 9 -			
Step 1	76	69,518	71,256
Step 2	79	71,497	73,284
Grade 10 -			
Step 1	81	72,922	74,745
Step 2	84	75,084	76,961
Grade 11 -			
Step 1	86	76,548	78,462
Step 2	89	78,929	80,902

Grade 12 - Step 1	90	79,710	81,703
Step 2	94	82,959	85,033
Grade 13 - Step 1	96	84,711	86,829
Step 2	100	88,220	90,426
Grade 14 - Step 1	102	89,930	92,178
Step 2	105	92,513	94,826
Grade 15 - Step 1	107	94,382	96,742
Step 2	110	97,210	99,640
Grade 16 - Step 1	112	99,116	101,594
Step 2	115	102,024	104,575
Grade 17 - Step 1	117	104,050	106,651
Step 2	120	107,394	110,079
Grade 18 - Step 1	121	108,317	111,025
Step 2	124	111,665	114,457
Grade 19 - Step 1	126	114,121	116,974
Step 2	130	119,149	122,128

Crown Employees (Jenolan Caves Reserve Trust Division) Salaries Award

Jenolan Caves Reserve Trust Officers		
Classification and Grades	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Administration Officer	48,784	50,004
Administration Officer (Special)	50,558	51,822
Business Development Manager	91,581	93,871
Caretaker Jenolan Cottages	46,937	48,110
Manager Caving Operations	73,709	75,552
Director	133,318	136,651
Guide - Grade 1	46,937	48,110
Guide - Grade 2	48,784	50,004
Maintenance Officer	44,260	45,367
Karst Resources Officer	70,423	72,184
Senior Finance Officer	78,139	80,092
Guide - Grade 3	52,419	53,729
System Administrator/Finance Officer	70,423	72,184
Team Leader - Electrical	61,022	62,548
Team Leader - Maintenance	61,022	62,548
Trades Officer	50,558	51,822
Trades Officer - Electrical (W/ends)	57,565	59,004
Visitor Services Officer (Tickers - PT)*	46,937	48,110
*Visitor Services Officer part-time works four days per week. Base rate is 80 per cent of Level 1A base rate		

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

Legal Officers			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Legal Officers			
Grade I			
1st year of service	51	54,576	55,940
2nd year of service	55	56,644	58,060
3rd year of service	58	58,249	59,705
4th year of service	61	60,005	61,505
5th year of service	65	62,399	63,959
Grade II			
1st year of service	73	67,539	69,227
2nd year of service	78	70,929	72,702
3rd year of service	84	75,084	76,961
4th year of service	89	78,929	80,902
5th year of service	93	82,077	84,129
Grade III			
1st year of service	98	86,498	88,660
2nd year of service	101	89,076	91,303
3rd year of service	105	92,513	94,826
Grade IV			
1st year of service	112	99,116	101,594
2nd year of service	114	101,024	103,550
Grade V			
1st year of service	119	106,236	108,892
2nd year of service	121	108,317	111,025
Grade VI			
1st year of service	126	114,121	116,974
2nd year of service	128	116,526	119,439

Crown Employees (Museum of Applied Arts and Sciences - Casual Guide Lecturers) Award 2007

Casual Guide Lecturers - Museum of Applied Arts and Sciences		
Classification	1.7.10 Per hour \$	1.7.11 Per hour 2.5% \$
Casual Guide Lecturer	38.56	39.52

Crown Employees (NSW Attorney General's Department - Reporting Services Branch) Sound Reporters Award 2007

Multi-Skilled Reporters and Sound Reporters Dual Remote			
Classification and Grade	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Trainee Multi-Skilled Sound Reporter Year 1	46	52,104	53,407
Multi-Skilled Sound Reporter Year 2	52	55,131	56,509
Multi-Skilled Sound Reporter Year 3	55	56,644	58,060
Multi-Skilled Sound Reporter Year 4	58	58,249	59,705
Multi-Skilled Sound Reporter Year 5	61	60,005	61,505
Sound Reporter Dual Remote	64	61,878	63,425

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

Residential Centre Support Services Staff - Department of Ageing, Disability and Home Care		
Classification and Grades	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Schedule A		
Transport Driver		
Up to 2,950 kilograms	42,678	43,745
Over 2,950 kilos and up to 4,650 kilos*	43,026	44,102
Over 4,650 kilos and up to 7,700 kilos*	43,392	44,477
Over 7,700 kilos and up to 10,800 kilos*	43,836	44,932
Over 10,800 kilos and up to 12,350 kilos*	44,214	45,319
Over 12,350 kilos and up to 15,5000 kilos*	44,563	45,677
Over 15,500 kilos and up to 21,000 kilos*	45,000	46,125
Over 21,000 kilos and up to 22,450 kilos*	45,369	46,503
*Manufacturer's Gross Vehicle Mass		
Extra Hand	42,678	43,745
Services Support Officer -		
Grade 1	39,217	40,197
Grade 2	40,273	41,280
Grade 3	41,585	42,625
Apprentice Cook -		
1st six months (50%)	21,340	21,874
2nd six months (70%)	29,875	30,622
3rd six months (80%)	34,143	34,997
4th six months (85%)	36,277	37,184
5th six months (90%)	38,411	39,371
6th six months (95%)	40,544	41,558
Hunter Residences -		
Head Chef	57,624	59,065
Chef	51,016	52,291
Metro Residences -		
Head Chef	46,496	47,658
Deputy Head Chef	44,563	45,677
Chef	43,836	44,932
Other Residences -		
Head Chef	44,563	45,677
Deputy Head Chef	43,836	44,932
Chef	42,678	43,745
Outdoor Attendant Sewerage Works - Peat Island	44,563	45,677
Gardener (Tradesperson)	47,070	48,247
Gardener (non-Tradesperson)	44,214	45,319
Instructor Woodwork -		
Without Qualifications - 1st Year	51,014	52,289
Without Qualifications - 2nd Year	51,980	53,280
Without Qualifications - Thereafter	52,509	53,822
With Qualifications - 1st Year	52,098	53,400
With Qualifications - 2nd Year	53,434	54,770
With Qualifications - Thereafter	53,976	55,325
Technical Instructor Without Qualifications -		
1st Year	47,952	49,151
2nd Year	48,342	49,551
Thereafter	48,891	50,113

Technical Instructor With Qualifications - 1st Year	49,764	51,008
2nd Year	50,132	51,385
Thereafter	51,014	52,289
Therapy Aide - 1st Year	42,681	43,748
2nd Year	43,396	44,481
Thereafter	44,560	45,674
Supervisor - Linen Distribution - Rydalmere	44,992	46,117
Marsden, Grosvenor	42,987	44,062
Schedule B - Special Allowances		
(i) Services Support Officers Grade 2 additional duties allowance	13.50 per week	13.84 per week
(ii) Sewerage works and grease traps allowance \$3.40 Per week (the allowance is not automatically adjusted in the future)		
(iii) Sewerage chokages allowance	8.10 per day	8.30 per day
(iv) Drivers and Extra Hands who handle wet and dry garbage shall be paid an allowance per hour	0.44 per hour	0.45 per hour
(v) Staff members required to handle linen of a nauseous nature (other than in sealed bags) per shift	3.83 per shift	3.93 per shift
(vi) Leading Hand Allowance (Per Week)	Per week	
In charge of 2 to 5 other officers	27.85	28.55
In charge of 6 to 10 other officers	39.70	40.69
In charge of 11 to 15 other officers	50.55	51.81
In charge of 16 to 19 other officers	61.90	63.45
(vii) A Boiler Attendant required to attend more than one high pressure boiler	733.40 per annum	751.74 per annum
(viii) Uniform Allowance - If the uniform of a staff member is not laundered at the expense of the Department - \$5.35 per week		
Schedule C - Allowances		
(i) Cold Places - Where temperature is reduced by artificial means to below 0 degrees Celsius	0.67 per hour	0.69 per hour
(ii) Confined Spaces	0.85 per hour	0.87 per hour
(iii) Dirty Work	0.67 per hour	0.69 per hour
(iv) Height Money Staff members working at a height of 7.5 metres from the ground, deck, floor or water	0.67 per hour	0.69 per hour

And for every additional 3 metres	0.20 per hour	0.21 per hour
(v) Hot Places Staff members working in the shade in places where: the temperature is raised by artificial means to between 46 degrees Celsius and 54 degrees Celsius the temperature exceeds 54 degrees Celsius	0.67 per hour	0.69 per hour
	0.85 per hour	0.87 per hour
(vi)(a) Insulation Material Staff members working in any room or similar area or in any confined (unventilated) space where pumice or other unrecognised insulating material is being used in insulating work	0.56 per hour	0.57 per hour
Where the insulating material is silicate	0.85 per hour	0.87 per hour
(b) Asbestos A staff member required to work with any materials containing asbestos and where safeguards include the mandatory wearing of protective equipment	0.67 per hour	0.69 per hour
(vii) Wet Places		
(a) (1) A staff member working in a place where water other than rain is falling so that their clothing shall be appreciably wet and/or water, oil or mud underfoot is sufficient to saturate their boots	0.67 per hour	0.69 per hour
(2) Where a staff member is required to work in the rain	0.67 per hour	0.69 per hour
(b) A staff member is called upon to work knee- deep in mud or water	5.30 per day	5.43 per day
(viii) Acid Furnaces, Stills, etc.- A staff member engaged on the construction or alteration or repairs to boilers, flues, furnaces, retorts, kilns, ovens, ladles and similar refractory work	3.45 per hour	3.54 per hour
(ix) Depth Money - A staff member engaged in tunnels, cylinders, caissons, coffer dams and sewer work and in underground shafts exceeding 3 metres in depth	0.67 per hour	0.69 per hour
(x) Swinging Scaffolds -		
(a) A staff member working in a bosun's chair or on a swinging scaffold shall be paid: For the first four hours whilst so engaged	4.92 per hour	5.04 per hour
After four hours	0.99 per hour	1.01 per hour
(xi) Spray Application - carried out in other than a properly constructed booth	0.67 per hour	0.69 per hour

(xii) Roof Work	0.85 per hour	0.87 per hour
(xiii) Explosive Powered Tools Staff members required to use explosive powered tools shall be paid	0.04 per hour	0.04 per hour
With a minimum payment per day	1.57 per day	1.61 per hour
(xiv) Toxic and Obnoxious Substances - (a) A staff member engaged in either the preparation and/or the application of toxic or epoxy based materials	0.85 per hour	0.87 per hour
(b) In addition, staff members applying such material in buildings where the air-conditioning plant is not operating.	0.58 per hour	0.59 per hour
(c) Where there is an absence of adequate natural ventilation, the employer shall provide ventilation by artificial means and/or supply an approved type of respirator and, in addition, protective clothing shall be supplied where recommended by the Department.		
(d) Staff members working in close proximity to staff members so engaged	0.67 per hour	0.69 per hour
Schedule D - Existing staff as at 19/4/99		
Outdoor Attendant (Other) 11th year and thereafter Current incumbents only	42,340 per annum	43,399 per annum

Crown Employees (NSW Department of Community Services) After Hours Service Award

After Hour Service - Department of Community Services		
	1.7.10 Per day	1.7.11 Per day 2.5%
	\$	\$
Monday 5.00 pm to Saturday 9.00 am	86.06	88.21
Saturday 9.00 am to Sunday 9.00 am	129.07	132.30
Sunday 9.00 am to Monday 9.00 am	129.07	132.30
Public Holiday	129.07	132.30
Other Rates and Allowances		
Disturbance Rate	25.79	26.43

Crown Employees (NSW Department of Lands - Departmental Officers) Award

Departmental Officer - Department of Lands				
Classifications and Grades		CSP NO.	1.7.10 Per annum	1.7.11 Per annum 2.5%
			\$	\$
General Scale	Year 1	7	30,432	31,193
	Year 2	11	36,809	37,729
	Year 3	17	39,670	40,662
	Year 4	20	40,752	41,771

	Year 5	23	42,477	43,539
	Year 6	25	43,248	44,329
	Year 7	28	44,320	45,428
	Year 8	32	45,959	47,108
	Year 9	36	47,625	48,816
	Year 10	40	49,384	50,619
Grade 1-2 (Level 1)	Year 1	46	52,104	53,407
	Year 2	49	53,636	54,977
	Year 3	52	55,131	56,509
	Year 4	55	56,644	58,060
Grade 3-4 (Level 2)	Year 1	58	58,249	59,705
	Year 2	61	60,005	61,505
	Year 3	64	61,878	63,425
	Year 4	67	63,781	65,376
Grade 5-6 (Level 3)	Year 1	75	68,761	70,480
	Year 2	78	70,929	72,702
	Year 3	82	73,709	75,552
	Year 4	85	75,870	77,767
Grade 7-8 (Level 4)	Year 1	88	78,142	80,096
	Year 2	91	80,479	82,491
	Year 3	95	83,832	85,928
	Year 4	98	86,498	88,660
Grade 9-10 (Level 5)	Year 1	101	89,076	91,303
	Year 2	104	91,580	93,870
	Year 3	108	95,319	97,702
	Year 4	111	98,159	100,613
Grade 11 (Level 6)	Year 1	116	103,026	105,602
	Year 2	120	107,394	110,079
Grade 12 (Level 7)	Year 1	126	114,121	116,974
	Year 2	130	119,149	122,128
Senior Officer Grade 1 (Level 8)	Year 1	-	133,318	136,651
	Year 2	-	143,654	147,245
Senior Officer Grade 2 (Level 9)	Year 1	-	146,085	149,737
	Year 2	-	156,384	160,294
Senior Officer Grade 3 (Level 10)	Year 1	-	161,618	165,658
	Year 2	-	177,409	181,844

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

Classification	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Graphic Service Operator Class 2			
Commencing Salary	46	52,104	53,407
After completion of stage 1 training	49	53,636	54,977
After completion of stage 2 training	52	55,131	56,509
After completion of stage 3 training	55	56,644	58,060
Graphic Service Operator Class 1			
Commencing Salary	58	58,249	59,705
After completion of stage 1 training	61	60,005	61,505
After completion of stage 2 training	64	61,878	63,425
After completion of stage 3 training	67	63,781	65,376
After completion of stage 4 training	75	68,761	70,480
After completion of stage 5 training	78	70,929	72,702
Graphic Services Operator - Shift Supervisor			
Commencement salary	88	78,142	80,096
Year 2	91	80,479	82,491

Year 3	95	83,832	85,928
Year 4	98	86,498	88,660

Crown Employees (NSW Department of Primary Industries) Domestic Services Officers Award

Domestic Services Officers - Department of Primary Industries			
Classification	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Domestic Services Officers (A) Full Time (Old Classifications) Level 1 Porter, Pantry Person, Store Person, Useful, Steward, House Person, Kitchen Person, Boiler Attendant, Fourth Cook, General Services Officer Grade 1	17	39,670	40,662
Level 2 Cook 1, 2 and 3, Butcher, Kitchen Supervisor, General Services Officer Grade 2, General Services Officer Grade 3, Security Officer Grade 1	23	42,477	43,539
Level 3 Security Officer Grade 2, Assistant House Supervisor, Security Officer Grade 3	31	45,519	46,657
Level 4 House Supervisor	44	51,209	52,489
Level 5 Manager Catering and Accommodation	70	65,626	67,267
Apprentice Cook (Per week)		Per week \$	
1st Year	-	420.90	431.42
2nd Year	-	555.60	569.49
3rd Year	-	687.20	704.38
4th Year	-	804.30	824.41
Other Rates and Allowances			
Qualification - Commercial Cookery Trade Course Stage I (Per annum)	-	739	757
Qualification - Commercial Cookery Trade Course Stage II and III (Per annum)	-	1,482	1,519
Broken Shift (Per day)	-	12.48	12.79

Crown Employees (NSW Department of Primary Industries) Fisheries Staff Award

Fisheries Staff			
Administrative and Clerical Officers	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
General Scale			
Year 1	9	34,483	35,345
Year 2	17	39,670	40,662
Year 3	25	43,248	44,329
Year 4	32	45,959	47,108
Year 5	40	49,384	50,619

Clerical Officers - Grade 1/2			
Year 1	9	34,483	35,345
Year 2	17	39,670	40,662
Year 3	25	43,248	44,329
Year 4	32	45,959	47,108
Year 5	40	49,384	50,619
Fisheries Officers - Grade 1			
Year 1	52	55,131	56,509
Grade 2			
Year 1	58	58,249	59,705
Year 2	64	61,878	63,425
Grade 3			
Year 1	64	61,878	63,425
Year 2	67	63,781	65,376
District Fisheries Officer			
Year 1	78	70,929	72,702
Year 2	85	75,870	77,767
Supervising Fisheries Officer			
Year 1	101	89,076	91,303
Year 2	104	91,580	93,870
Clause 4 (i)(a) Fisheries Officers receive a salary loading of 13.7%			
Fisheries Scientific Technicians			
Grade 1			
Year 1	-	38,083	39,035
Year 2	-	40,643	41,659
Year 3	-	43,248	44,329
Year 4	-	45,774	46,918
Year 5	-	48,337	49,545
Year 6	-	50,897	52,169
Grade 2			
Year 1	-	52,944	54,268
Year 2	-	55,728	57,121
Year 3	-	58,516	59,979
Grade 3			
Year 1	-	61,301	62,834
Year 2	-	64,459	66,070
Year 3	-	69,515	71,253
Grade 4			
Year 1	-	70,775	72,544
Year 2	-	72,912	74,735
Year 3	-	75,084	76,961
Grade 5			
Year 1	-	77,837	79,783
Year 2	-	80,624	82,640
Year 3	-	83,832	85,928
Fisheries Maintenance Technician			
Grade 1			
Year 1	-	38,083	39,035
Year 2	-	40,643	41,659
Year 3	-	43,248	44,329
Year 4	-	45,774	46,918
Year 5	-	48,337	49,545
Year 6	-	50,897	52,169
Grade 2			
Year 1	-	52,944	54,268
Year 2	-	55,728	57,121
Year 3	-	58,516	59,979

Grade 3			
Year 1	-	61,301	62,834
Year 2	-	64,459	66,070
Year 3	-	69,515	71,253
Grade 4			
Year 1	-	70,775	72,544
Year 2	-	72,912	74,735
Year 3	-	75,084	76,961
Grade 5			
Year 1	-	77,837	79,783
Year 2	-	80,624	82,640
Year 3	-	83,832	85,928
Fish Hatchery Staff			
Assistant Manager			
Year 1	-	52,944	54,268
Year 2	-	55,728	57,121
Year 3	-	58,517	59,980
Manager			
Year 1	-	61,301	62,834
Year 2	-	64,459	66,070
Year 3	-	69,518	71,256
Clause 4 (i)(c) Fish Hatchery Staff receive a salary loading of 11.05%			
Senior Manager	-		
Year 1	-	123,801	126,896
Year 2	-	135,758	139,152
Other Rates and Allowances			
Brief Description			
Regional Dive Coordinator		1,766	1,810
Regional Dive Officer		1,238	1,269

Crown Employees (NSW Department of Primary Industries - Forests NSW) Forestry Field Officers Award

Forestry Field Officers - Forests NSW		Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Classification and grades				
Forest Assistant				
Grade 1	First Year	36	47,625	48,816
	Second Year	42	50,332	51,590
	Third Year	46	52,104	53,407
	Fourth Year	50	54,155	55,509
	Fifth Year	63	61,282	62,814
Grade 2	First Year	70	65,626	67,267
	Second Year	77	70,113	71,866
Forester				
Grade 1	First Year	50	54,155	55,509
	Second Year	63	61,282	62,814
	Third Year	70	65,626	67,267
	Fourth Year	77	70,113	71,866
	Fifth Year	87	77,372	79,306
	Sixth Year	94	82,959	85,033
Grade 2	First Year	99	87,328	89,511
	Second Year	103	90,757	93,026
	Third Year	105	92,513	94,826

Grade 3		109	96,266	98,673
Grade 4		111	98,159	100,613
Grade 5		113	100,070	102,572
Grade 6	First Year	126	114,121	116,974
	Second Year	128	116,526	119,439
Grade 7		130	119,149	122,128

Crown Employees (NSW Department of Primary Industries - Forests NSW) Senior Staff Award

Senior Staff - Forests NSW			
Classification and Grades	1.7.10		1.7.11
	Per annum		Per annum
		\$	2.5% \$
Level 1		118,671	121,638
		125,480	128,617
Level 2		125,481	128,618
		135,608	138,998
Level 3		135,609	138,999
		142,404	145,964
Level 4		142,405	145,965
		146,265	149,922

Crown Employees (NSW Department of Primary Industries) Geoscientists Award

Geoscientists, Department of Primary Industries			
Classification and Grades	Common Salary Point	1.7.10	1.7.11
		Per annum	Per annum
		\$	2.5% \$
Geoscientists			
Grade I			
1st year of service	47	52,651	53,967
2nd year of service	51	54,576	55,940
3rd year of service	57	57,679	59,121
4th year of service	64	61,878	63,425
5th year of service	71	66,282	67,939
6th year of service and thereafter	77	70,113	71,866
Grade II			
1st year of service	82	73,709	75,552
2nd year of service	85	75,870	77,767
3rd year of service	89	78,929	80,902
4th year of service and thereafter	94	82,959	85,033
Senior			
1st year of service	97	85,562	87,701
2nd year of service	99	87,328	89,511
3rd year of service	102	89,930	92,178
4th year of service and thereafter	105	92,513	94,826
Principal			
1st year of service	111	98,159	100,613
2nd year of service and thereafter	114	101,024	103,550
Assistant Director, Geological Survey			
1st year of service	119	106,236	108,892
2nd year of service	124	111,665	114,457
3rd year of service and thereafter	128	116,526	119,439

Crown Employees (NSW Department of Primary Industries) Land Information Officers Award

Land Information Officers - Department of Primary Industries			
Classification	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Land Information Officer Level 1			
Year 1	20	40,752	41,771
Year 2	27	43,949	45,048
Year 3	36	47,625	48,816
Year 4	46	52,104	53,407
Land Information Officer Level 2			
Year 1	52	55,131	56,509
Year 2	57	57,679	59,121
Year 3	62	60,571	62,085
Land Information Officer Level 3			
Year 1	67	63,781	65,376
Year 2	71	66,282	67,939
Year 3	75	68,761	70,480
Year 4	78	70,929	72,702
Land Information Officer Level 4			
Year 1	82	73,709	75,552
Year 2	85	75,870	77,767
Year 3	88	78,142	80,096
Land Information Officer Level 5			
Year 1	91	80,479	82,491
Year 2	94	82,959	85,033
Year 3	98	86,498	88,660
Land Information Officer Level 6			
Year 1	101	89,076	91,303
Year 2	105	92,513	94,826
Year 3	108	95,319	97,702
Year 4	111	98,159	100,613
Land Information Officer Level 7			
Year 1	116	103,026	105,602
Year 2	120	107,394	110,079
Year 3	126	114,121	116,974
Year 4	130	119,149	122,128

Crown Employees (NSW Department of Primary Industries) Local Coordinator Allowance Award

	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Staff Administered by Local Office Coordinator		
Full Allowance -		
Up to three staff	2,050	2,101
Up to six staff	3,072	3,149
Up to ten staff	4,099	4,201
More than ten staff	6,148	6,302
Partial Allowance -		
Up to three staff	1,024	1,050
Up to six staff	1,537	1,575
Up to ten staff	2,050	2,101
More than ten staff	3,074	3,151

Crown Employees (NSW Department of Primary Industries) Mine Safety and Environment Officers Award

	Classification and Grade	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Inspector Grade 1 - Mine Safety Officer Inspector (Information and Analysis) Inspector (Mining) Inspector (Environment)	Level 1	50	54,155	55,509
	Level 2	57	57,679	59,121
	Level 3	63	61,282	62,814
	Level 4	69	64,985	66,610
	Level 5	75	68,761	70,480
	Level 6	80	72,273	74,080
	Level 7	92	81,224	83,255
	Level 8	102	89,930	92,178
	Level 9	112	99,116	101,594
Inspector Grade 2 - Inspector (Review, Enforcement and Systems) Mine Safety Officer Inspector (Mining) Inspector (Environment)	Level 1		112,848	115,669
	Level 2	-	116,640	119,556
	Level 3	-	120,350	123,359
	Level 4	-	123,378	126,462
	Level 5	-	127,483	130,670
	Level 6	-	130,619	133,884
Inspector Grade 3 - Inspector (Management and/or Systems) Inspector (Mining) Inspector (Environment)	Level 1	-	143,983	147,583
	Level 2	-	149,317	153,050
	Level 3	-	155,143	159,022
	Level 4	-	160,891	164,913
	Level 5	-	166,639	170,805
Inspector Grade 4 - Regional Manager Grade 4 Assistant Director Deputy Chief Inspector Grade 4	Level 1	-	168,895	173,117
	Level 2	-	175,154	179,533

Crown Employees (NSW Department of Primary Industries) Operational Staff Award

Operational Staff - NSW Department of Primary Industries			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Junior			
Under 17	-	29,432	30,168
at 17 years	-	35,739	36,632
Grade 1			
Step 1	-	42,044	43,095
Step 2	26	43,598	44,688
Step 3	29	44,777	45,896
Step 4	33	46,332	47,490
Grade 2			
Step 1	36	47,625	48,816
Step 2	39	48,980	50,205
Step 3	43	50,831	52,102
Step 4	46	52,104	53,407

Grade 3			
Step 1	46	52,104	53,407
Step 2	50	54,155	55,509
Step 3	53	55,603	56,993
Grade 4			
Step 1	56	57,175	58,604
Step 2	60	59,404	60,889
Step 3	63	61,282	62,814
Grade 5			
Step 1	63	61,282	62,814
Step 2	66	63,136	64,714
Step 3	70	65,626	67,267
Grade 6			
Step 1	73	67,539	69,227
Step 2	76	69,518	71,256
Step 3	80	72,273	74,080
Apprentices Full-time (Weekly Rate)			
Year 1	-	420.90	431.42
Year 2	-	555.60	569.49
Year 3	-	707.90	725.60
Year 4	-	804.30	824.41
Chokage, etc., allowance per day or part thereof	-	7.86 per day	8.06 per day
Maintenance Operator - Licence and Registration Allowances		Per annum	Per annum
Electricians Licence A Grade	-	2,190	2,245
B Grade	-	1,178	1,207
Registration Allowance	-	1,649	1,690
(a) Plumber's Licence	-	2,165	2,219
(b) Gasfitter's Licence	-	2,165	2,219
(c) Drainer's Licence	-	1,866	1,913
(d) Plumber's/Gasfitter's Licence	-	2,889	2,961
(e) Gasfitter's/Drainer's Licence	-	2,889	2,961
(f) Plumber's/Drainer's Licence	-	2,889	2,961
(g) Plumber's/Gasfitter's/Drainer's Licence	-	3,986	4,086
Leading Hand Allowance	-	1,908 per annum	1,956 per annum
Broken Shift	-	12.15 per day	12.45 per day
Occupational First Aid	-	21.6 per week	22.14 per week
First Aid Allowance	-	14.5 per week	14.86 per week
Refrigeration Allowance	-	578 per annum	592 per annum

Crown Employees (NSW Department of Primary Industries) Professional Officers Award

Professional Officers - Department of Primary Industries				
Classification and Grades	Salary Class	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Grade 1				
Year 1	46	46	52,104	53,407
Year 2	50	50	54,155	55,509
Year 3	56	56	57,175	58,604
Year 4	64	64	61,878	63,425
Year 5	70	70	65,626	67,267
Year 6	76	76	69,518	71,256
Grade 2				
Year 1	81	81	72,922	74,745
Year 2	84	84	75,084	76,961
Year 3	87	87	77,372	79,306
Year 4	91	91	80,479	82,491
Grade 3				
Year 1	95	95	83,832	85,928
Year 2	98	98	86,498	88,660
Year 3	100	100	88,220	90,426
Year 4	103	103	90,757	93,026
Grade 4				
Year 1	107	107	94,382	96,742
Year 2	110	110	97,210	99,640
Year 3	113	113	100,070	102,572
Grade 5				
Year 1	116	116	103,026	105,602
Year 2	118	118	105,083	107,710
Grade 6				
Year 1	121	121	108,317	111,025
Year 2	124	124	111,665	114,457
Grade 7				
Year 1	127	127	115,317	118,200
Year 2	130	130	119,149	122,128
Grade 8				
Year 1	132	-	124,970	128,094
Year 2	133	-	131,265	134,547
Grade 9				
Year 1	134	-	137,908	141,356
Year 2	135	-	144,889	148,511
OIC Veterinary Laboratory Allowance		-	6,148	6,302

Crown Employees (NSW Department of Primary Industries) Regulatory Officers Award

Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Grade 1, Year 1	29	44,777	45,896
Grade 1, Year 2	33	46,332	47,490
Grade 1, Year 3	37	48,080	49,282

Grade 2, Year 1	42	50,332	51,590
Grade 2, Year 2	50	54,155	55,509
Grade 2, Year 3	56	57,175	58,604
Grade 3, Year 1	62	60,571	62,085
Grade 3, Year 2	70	65,626	67,267
Grade 3, Year 3	74	68,075	69,777
Grade 4, Year 1	78	70,929	72,702
Grade 4, Year 2	81	72,922	74,745
Grade 5, Year 1	85	75,870	77,767
Grade 5, Year 2	88	78,142	80,096
Grade 6, Year 1	95	83,832	85,928
Grade 6, Year 2	98	86,498	88,660
Grade 7, Year 1	100	88,220	90,426
Grade 7, Year 2	103	90,757	93,026
Grade 8, Year 1	107	94,382	96,742
Grade 8, Year 2	110	97,210	99,640
Grade 8, Year 3	113	100,070	102,572
Allowances			
One person crossing relief allowance	-	4,801	4,921
One person crossing telephone allowance	-	2,372	2,431

Crown Employees (NSW Department of Primary Industries) Technical Staff Award

Technical Staff - NSW Department of Primary Industries			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Technical Assistant -			
Junior			
Under 17	n/a	21,799	22,344
Age 17	n/a	26,158	26,812
Age 18	n/a	30,520	31,283
Age 19	n/a	34,881	35,753
Age 20	n/a	39,239	40,220
Grade 1			
1st Year	26	43,598	44,688
2nd Year	29	44,777	45,896
3rd Year and thereafter	33	46,332	47,490
Grade 2			
1st Year	36	47,625	48,816
2nd Year and thereafter	39	48,980	50,205
Grade 3			
1st Year	43	50,831	52,102
2nd Year and thereafter	46	52,104	53,407
Technical Officer -			
Grade 1			
1st Year	46	52,104	53,407
2nd Year	50	54,155	55,509
3rd Year	53	55,603	56,993
4th Year and thereafter	56	57,175	58,604
Grade 2			
1st Year	64	61,878	63,425
2nd Year	67	63,781	65,376
3rd Year	70	65,626	67,267
4th Year and thereafter	76	69,518	71,256

Grade 3			
1st Year	81	72,922	74,745
2nd Year	84	75,084	76,961
3rd Year	87	77,372	79,306
4th Year and thereafter	91	80,479	82,491
Grade 4			
1st Year	95	83,832	85,928
2nd Year	98	86,498	88,660
3rd Year	100	88,220	90,426
4th Year and thereafter	103	90,757	93,026
Grade 5			
1st Year	107	94,382	96,742
2nd Year	110	97,210	99,640
3rd Year and thereafter	113	100,070	102,572
Technical Co-ordinator Allowance	-	2,340	2,399

Crown Employees (NSW Police Force Communications Officers) Award

Communications Officer - NSW Police Force Classifications	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Communications Officer			
Trainee	35	47,145	48,324
1st year	40	49,384	50,619
2nd year	46	52,104	53,407
3rd year	49	53,636	54,977
4th year	55	56,644	58,060
5th year	58	58,249	59,705
Senior Communications Officer			
1st year	64	61,878	63,425
2nd year	67	63,781	65,376
Shift Co-ordinators			
1st year	75	68,761	70,480
2nd year	78	70,929	72,702
3rd year	82	73,709	75,552
4th year	85	75,870	77,767
Radio and Communications Operators			
4th year	52	55,131	56,509
5th year	55	56,644	58,060

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

Special Constables (Police Bands) NSW Police Force			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Bandsperson			
1st year of service	41	49,940	51,189
2nd year of service	43	50,831	52,102
3rd year of service	45	51,707	53,000
4th year of service	47	52,651	53,967
5th year of service	52	55,131	56,509
6th year of service and thereafter	54	56,089	57,491
Senior Special Constable	-	58,199	59,654
Allowance - Doubling		926	949

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

Special Constables (Security) NSW Police Force		
Classification and Grades	1.7.10 Per week \$	1.7.11 Per week 2.5% \$
Special Constable (Security)		
1st year of service	834.80	855.70
2nd year of service	849.20	870.40
3rd year of service and thereafter	865.60	887.20
Special Constable (Security) First Class		
1st year of service and Thereafter	880.80	902.80
Senior Special Constable (Security)		
1st year of service	942.70	966.30
2nd year of service and Thereafter	963.50	987.60
Special Constable (Security), Field Supervisor		
1st year of service	1078.10	1105.10
2nd year of service and Thereafter	1101.30	1128.80
Other rates and allowances		
Full time Special Constables (Security) Monday to Friday Shift Allowance	56.90	58.30
Full time Special Constables (Security), Saturday and Sunday Shift Allowance	161.10	165.10

Crown Employees (NSW TAFE Commission - Administrative and Support Staff Conditions of Employment) Award 2009

Allowances	1.7.10 \$	1.7.11 \$
On call allowance	per hour 0.82	per hour 0.84
Community Language Allowance Scheme	per annum	per annum
Base level rate	1,165	1,194
Higher level rate	1,750	1,794
First Aid Allowance	per annum	per annum
Holders of basic qualification	750	769
Holders of current occupational first aid certificate	1,127	1,155

Crown Employees (Office of the NSW Food Authority - Food Safety Officers) Award

Food Safety Officers			
Classification and Grades	Common Salary Point	1.7.10 \$	1.7.11 Per annum 2.5% \$
Grade 1, Year 1	-	52,869	54,191
Year 2	-	54,383	55,743
Year 3	55	56,644	58,060
Grade 2, Year 1	-	60,066	61,568
Year 2	-	65,321	66,954
Year 3	82	73,709	75,552
Grade 3, Year 1	-	79,311	81,294
Year 2	-	82,155	84,209
Year 3	98	86,498	88,660
Grade 4, Year 1	-	90,326	92,584
Year 2	-	93,449	95,785
Year 3	111	98,159	100,613
Grade 5, Year 1	116	103,026	105,602
Year 2	120	107,394	110,079
Grade 6, Year 1	126	114,121	116,974
Year 2	130	119,149	122,128

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

Professional, Administration and Operational Officers - Sydney Harbour Foreshore Authority			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Professional Officer SHFA			
PO4	-	144,896	148,518
	-	139,300	142,783
	-	133,590	136,930
		Hard Barrier	
PO3	-	121,171	124,200
	128	116,526	119,439
		HardBarrier	Hard Barrier
	124	111,665	114,457
	-	108,412	111,122
	117	104,049	106,650
		Hard Barrier	Hard Barrier
PO2	115	102,024	104,575
	-	98,084	100,536
	108	95,319	97,702
		Hard Barrier	Hard Barrier
PO1	-	89,820	92,066
	97	85,562	87,701
	94	82,958	85,032
	90	79,710	81,703
		Hard Barrier	Hard Barrier

PO Entry Level	84	75,084	76,961
	80	72,273	74,080
	76	69,518	71,256
	69	64,985	66,610
	59	58,858	60,329
Administration Officer SHFA			
AO7	130	119,149	122,128
	126	114,121	116,974
	120	107,394	110,079
	116	103,026	105,602
		Hard Barrier	Hard Barrier
AO6	111	98,159	100,613
	108	95,319	97,702
	104	91,580	93,870
		Hard Barrier	Hard Barrier
AO5	98	86,498	88,660
	95	83,832	85,928
	91	80,479	82,491
		Hard Barrier	Hard Barrier
AO4	85	75,870	77,767
	82	73,709	75,552
	78	70,929	72,702
		Hard Barrier	Hard Barrier
AO3	67	63,781	65,376
	61	60,005	61,505
		Hard Barrier	Hard Barrier
AO2	55	56,644	58,060
	49	53,636	54,977
		Hard Barrier	Hard Barrier
AO1	40	49,384	50,619
	32	45,959	47,108
	28	44,320	45,428
		Hard Barrier	Hard Barrier
AO Entry Level	23	42,477	43,539
	17	39,670	40,662
	11	36,809	37,729
	-	32,505	33,318
Operational Officer SHFA			
OO4	98	86,498	88,660
	95	83,832	85,928
	91	80,479	82,491
		Hard Barrier	Hard Barrier
OO3	85	75,870	77,767
	82	73,709	75,552
	78	70,929	72,702
		Hard Barrier	Hard Barrier

OO2	67	63,781	65,376
	61	60,005	61,505
		Hard Barrier	Hard Barrier
OO1	55	56,644	58,060
	49	53,636	54,977
	40	49,384	50,619
		Hard Barrier	Hard Barrier
OO Entry Level	32	45,959	47,108
	28	44,320	45,428
	23	42,477	43,539
	17	39,670	40,662
	11	36,809	37,729
	-	32,505	33,318
Control Room Operator SHFA	55	56,644	58,060

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

Inspectors - WorkCover Authority			
Classification		1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Inspectorial Stream	Managerial Stream		
Progression Level			
Level 1		80,050	82,051
Level 2		82,240	84,296
Level 3		86,922	89,095
Senior Inspector 1		90,319	92,577
Senior Inspector 2		91,168	93,447
Principal Inspector 1	District Coordinator 1	93,023	95,349
Principal Inspector 2		93,897	96,244
	District Coordinator 2	94,864	97,236
Assistant State Inspector 1		98,177	100,631
Assistant State Inspector 2		99,101	101,579
State Inspector 1	Team Coordinator 1	104,854	107,475
State Inspector 2		105,840	108,486
	Team Coordinator 2	106,929	109,602
	State Coordinator 1	109,792	112,537
	State Coordinator 2	110,826	113,597
	Team Manager 1	123,594	126,684
	Team Manager 2	136,543	139,957

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

Classification	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Horticultural Apprentice Year 1	-	23,267	23,849
Horticultural Apprentice Year 2	-	31,023	31,799
Horticultural Apprentice Year 3	-	38,780	39,750
Horticultural Apprentice Year 4	27	43,949	45,048

Level 1	15	38,256	39,212
Level 2, Year 1 (Minimum)	23	42,477	43,539
Level 2, (Maximum)	26	43,598	44,688
Level 3 Year 1, (Minimum)	30	45,159	46,288
Level 3, (Maximum)	34	46,767	47,936
Level 4, Year 1, (Minimum)	38	48,481	49,693
Level 4, (Maximum)	41	49,940	51,189
Level 5, Year 1, (Minimum)	45	51,707	53,000
Level 5, (Maximum)	48	53,089	54,416
Level 6, Year 1, (Minimum)	51	54,576	55,940
Level 6, (Maximum)	54	56,089	57,491
Level 7, Year 1, (Minimum)	57	57,679	59,121
Level 7, (Maximum)	60	59,404	60,889
Level 8, Year 1, (Minimum)	63	61,282	62,814
Level 8, Maximum	67	63,781	65,376
Level 9, Year 1, (Minimum)	71	66,282	67,939
Level 9, (Maximum)	75	68,761	70,480
Level 10, Year 1, (Minimum)	78	70,929	72,702
Level 10, (Maximum)	81	72,922	74,745
Level 11, Year 1, (Minimum)	89	78,929	80,902
Level 11, (Maximum)	95	83,832	85,928
Level 12, Year 1, (Minimum)	109	96,266	98,673
Level 12, (Maximum)	112	99,116	101,594
Level 13, Year 1, (Minimum)	115	102,024	104,575
Level 13, (Maximum)	118	105,083	107,710
Level 14, Year 1, (Minimum)	121	108,317	111,025
Level 14, (Maximum)	124	111,665	114,457
Level 15, Year 1, (Minimum)	127	115,317	118,200
Level 15, (Maximum)	130	119,149	122,128

Crown Employees (Parliamentary Electorate Officers) Award

Parliamentary Electorate Officers			
Classification and Grades	Common Salary Point	1.7.10	1.7.11
		Per annum \$	Per annum 2.5% \$
Grade 1			
Year or 18 years	7	30,432	31,193
Year 2 min at 20 years	11	36,809	37,729
Year 3, min at 21 years	17	39,670	40,662
Year 4	20	40,752	41,771
Year 5	23	42,477	43,539
Year 6	25	43,248	44,329
Year 7	28	44,320	45,428
Year 8	32	45,959	47,108
Year 9	36	47,625	48,816
Year 10	40	49,384	50,619
Grade 2			
Year 1	64	61,878	63,425
Year 2	67	63,781	65,376
Year 3	75	68,761	70,480
Year 4	78	70,929	72,702
Grade 1 Special Salary Scale			
Year 1	52	55,131	56,509
Year 2	55	56,644	58,060
Year 3	58	58,249	59,705
Year 4	61	60,005	61,505

Research Assistant to independent Members of the Legislative Assembly	98	86,498	88,660
Allowances			
Electorate Officer, Grade 1	-	4,510	4,623
Electorate Officer, Grade 1 Special Salary Scale	-	5,410	5,545
Electorate Officer, Grade 2	-	7,214	7,394

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

Physiotherapists, Occupational Therapists, Speech Pathologists and Music Therapists			
Classification and Grade	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Physiotherapists - Grade 1			
1st year of service	46	52,104	53,407
2nd year of service	50	54,155	55,509
3rd year of service	56	57,175	58,604
4th year of service	63	61,282	62,814
5th year of service	70	65,626	67,267
6th year of service	76	69,518	71,256
7th year of service	81	72,922	74,745
Grade 2	85	75,870	77,767
Grade 3	92	81,224	83,255
Grade 4	95	83,832	85,928
Grade 5	98	86,498	88,660
Grade 6	100	88,220	90,426
Grade 7	103	90,757	93,026
Occupational Therapists - Grade 1			
1st year of service	46	52,104	53,407
2nd year of service	50	54,155	55,509
3rd year of service	56	57,175	58,604
4th year of service	63	61,282	62,814
5th year of service	70	65,626	67,267
6th year of service	76	69,518	71,256
7th year of service	81	72,922	74,745
Grade 2	85	75,870	77,767
Grade 3	92	81,224	83,255
Grade 4	95	83,832	85,928
Grade 5	98	86,498	88,660
Grade 6	100	88,220	90,426
Speech Pathologist - Grade 1			
1st year of service	46	52,104	53,407
2nd year of service	50	54,155	55,509
3rd year of service	56	57,175	58,604
4th year of service	63	61,282	62,814
5th year of service	70	65,626	67,267
6th year of service	76	69,518	71,256
7th year of service	81	72,922	74,745
Grade 2	85	75,870	77,767
Grade 3	92	81,224	83,255
Grade 4	95	83,832	85,928
Grade 5	98	86,498	88,660
Music Therapists			
1st year of service	31	45,519	46,657
2nd year of service	38	48,481	49,693

3rd year of service	43	50,831	52,102
4th year of service	49	53,636	54,977
5th year of service	54	56,089	57,491
6th year of service	59	58,858	60,329
7th year of service	63	61,282	62,814
Sole Allowance - 3(ii)(a)		2,193	2,248
Part-time Student Unit Supervisor Allowance for each student per supervised shift - refer formula in award at 3(ii)(b)		7.96	8.16

Crown Employees (Planning Officers) Award 2008

Key

Soft barrier Hard barrier

Classification	CSP No.	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
PO (Professional) Level 1(a)	59	58,858	60,329
	69	64,985	66,610
	76	69,518	71,256
	80	72,273	74,080
	84	75,084	76,961
Level 1(b)	90	79,710	81,703
	94	82,959	85,033
	97	85,562	87,701
	-	89,820	92,066
PO (Professional) Level 2	108	95,319	97,702
	-	98,084	100,536
	115	102,024	104,575
PO (Professional) Level 3	117	104,050	106,651
	-	108,412	111,122
	124	111,665	114,457
	128	116,526	119,439
	-	121,171	124,200
PO (Professional) Level 4	-	133,590	136,930
	-	139,186	142,666
	-	144,896	148,518
PO (Professional) Level 5	-	152,586	156,401
	-	156,384	160,294
PO (Student Planner)	23	42,477	43,539
	28	44,320	45,428
	32	45,959	47,108
	40	49,384	50,619

Crown Employees (Psychologists) Award

Psychologists		
Classification and Grade	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Psychologist -		
1st year	54,762	56,131
2nd year	57,726	59,169
3rd year	60,684	62,201
4th year	64,383	65,993
5th year	68,085	69,787
6th year	71,785	73,580
7th year	75,486	77,373
8th year	78,447	80,408
9th year and thereafter	81,405	83,440
Senior Psychologist -		
1st year	85,847	87,993
2nd year	89,547	91,786
3rd year and thereafter	93,246	95,577
Specialist Psychologist -		
1st year	78,447	80,408
2nd year	82,884	84,956
3rd year	87,327	89,510
4th year	91,766	94,060
5th year and thereafter	96,205	98,610
Senior Specialist Psychologist -		
1st year	100,647	103,163
2nd year	103,607	106,197
3rd year and thereafter	106,568	109,232
Chief Psychologist -		
1st year	111,722	114,515
Principal Psychologist -		
1st year and thereafter	121,368	124,402
Environmental Allowance (Corrective Services and Juvenile Justice)	2,507	2,570

Crown Employees (Research Scientists) Award 2007

Research Scientists			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Research Scientist -			
1st year of service	86	76,548	78,462
2nd year of service	91	80,479	82,491
3rd year of service	96	84,711	86,829
4th year of service	100	88,220	90,426
Efficiency Barrier -			
5th year of service	105	92,513	94,826
6th year of service	109	96,266	98,673
7th year of service	113	100,070	102,572
Senior Research Scientist -			
1st year of service	115	102,024	104,575
2nd year of service	118	105,083	107,710
3rd year of service	121	108,317	111,025

Efficiency Barrier - 4th year of service	124	111,665	114,457
5th year of service	127	115,317	118,200
Principal Research Scientist - 1st year of service	130	119,149	122,128
2nd year of service	-	121,873	124,920
3rd year of service	-	124,970	128,094
Senior Principal Research Scientist - 1st year of service	-	133,978	137,327
2nd year of service	-	143,725	147,318
Efficiency Barrier - 3rd year of service	-	155,970	159,869

Crown Employees (Senior Officers Salaries) Award 2007

Senior Officers			
Classification and Grades		1.7.10	1.7.11
		Per annum	Per annum
		\$	2.5% \$
Grade 1			
Year 1		133,318	136,651
Year 2		143,654	147,245
Grade 2			
Year 1		146,085	149,737
Year 2		156,384	160,294
Grade 3			
Year 1		161,618	165,658
Year 2		177,409	181,844

Crown Employees (Sheriff's Officers) Award 2007

Sheriff's Officers			
Classification and Grades	Common Salary Point	1.7.10	1.7.11
		Per annum	Per annum
		\$	2.5% \$
Chief Inspector			
Year 2	85	75,870	77,767
Year 1	82	73,709	75,552
Inspector			
Year 2	78	70,929	72,702
Year 1	75	68,761	70,480
Sergeant			
Year 4	67	63,781	65,376
Year 3	64	61,878	63,425
Year 2	61	60,005	61,505
Year 1	58	58,249	59,705
Sheriff's Officer			
Year 4	55	56,644	58,060
Year 3	52	55,131	56,509
Year 2	49	53,636	54,977
Year 1	46	52,104	53,407
Probationary Sheriff's Officer	36	47,625	48,816

Crown Employees (State Emergency Service) Learning and Development Officers Award 2007

Learning and Development Officers - Full-time, State Emergency Service			
Classification	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
1st year of service	82	73,709	75,552
2nd year of service	85	75,870	77,767
3rd year of service	88	78,142	80,096
Thereafter	91	80,479	82,491

Crown Employees (State Emergency Service) Region Controllers Award 2008

Region Controllers - State Emergency Services			
Classification	CSP NO.	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Salaries of Full-time Region Controllers			
1st year of service	101	89,076	91,303
2nd year of service	104	91,580	93,870
3rd year of service	108	95,319	97,702
Thereafter	111	98,159	100,613

Crown Employees (State Library Security Staff) Award 2007

Security Staff - State Library		
Classification	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
1st year of service	54,558	55,922
2nd year of service	56,502	57,915
3rd year of service	58,105	59,558
4th year of service	59,855	61,351

Crown Employees (Technical Officers - Treasury) Award 2007

Technical Officers - Treasury		
Classification and Grades	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Technical Officers - Treasury Grade 1	126,459	129,620
	132,097	135,399
	137,919	141,367
	143,654	147,245
Technical Officers - Treasury Grade 2	145,990	149,640
	151,817	155,612

Crown Employees (Tipstaves to Justices) Award 2007

Tipstaff - Attorney General's Department			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
1st year of service	40	49,384	50,619
2nd year of service	42	50,332	51,590
3rd year of service	44	51,209	52,489
Tipstaff to the Chief Justice	46	52,104	53,407

Crown Employees (Trades Assistants) Award

Trades Assistants		
Classification and Grades	1.7.10 Per week \$	1.7.11 Per week 2.5% \$
Classification -		
Blacksmith's striker	774.60	794.00
Cold saw operator	780.90	800.40
Driller (stationary machines)	774.60	794.00
Dresser and grinder (portable machines)	788.30	808.00
Dresser, shot blast or sand blast-		
(a) who operates from outside a properly enclosed cabin	780.90	800.40
(b) other	814.30	834.70
Dogman and/or crane chaser	788.30	808.00
Forger's assistant	774.60	794.00
Fork Lift Driver (TAFE)	835.10	856.00
Assistant Furnaceperson	780.90	800.40
General assistant assisting tradespersons or employed in a metal and/or electrical workshop (TAFE)	774.60	794.00
General assistant, other (TAFE)	768.10	787.30
General assistant/tool storeperson assisting tradespersons or employed in a metal and/or electrical workshop (less than 20 hpw toolstore duties) (TAFE)	788.30	808.00
General assistant/tool storeperson, other (less than 20 hpw toolstore duties) (TAFE)	813.90	834.20
Hammer driver	780.90	800.40
Heat treater operative	788.30	808.00
Machinist second class (Metal Trades)	822.20	842.80
Operator of straight line oxy-acetylene Cutting machine	788.30	808.00
Pipe fitter	822.20	842.80
Rigger and/or splicer (other than construction work)	849.20	870.40
Rigger and/or splicer (construction work)	865.00	886.60
Spray painter (ironwork) and/or brush hand	788.30	808.00
Tool and/or material storeman	814.30	834.70
Tool Storeperson (Classroom only, TAFE)	822.20	842.80
Trades assistant (Metal Trades)	774.60	794.00
Trades assistant (Electrical Trades)	795.70	815.60
Trades assistant	780.90	800.40
Cupola furnaceperson (foundries)	822.20	842.80
Allowances:		
Cold Places per hour	0.66	0.68

Confined Spaces per hour	0.85	0.87
Dirty Work per hour	0.66	0.68
Height Money per hour:		
- At a height of 7.5 m	0.66	0.68
- For every additional 3m	0.20	0.21
Hot Places per hour:		
- 46C-54C	0.66	0.68
- Above 54C	0.85	0.87
Insulation Material per hour:		
- Pumice or other recognised insulator	0.66	0.68
- Silicate	0.85	0.87
Smoke Boxes etc per hour:		
- Working on repairs to smoke boxes, furnaces etc	0.44	0.45
- Working on repairs inside oil-fired boilers	1.66	1.70
Wet Places per hour	0.66	0.68
Working on a boat or punt per day	2.60	2.67
Working knee deep in mud or water per day	5.29	5.42
Acid, furnaces, stills, etc per hour	3.42	3.51
Towers per hour	0.66	0.68
Depth money per hour	0.66	0.68
Swing Scaffolds:		
- First four hours (fixed rate)	4.94	5.06
- Each hour thereafter	1.01	1.04
- Solid plasterers per hour	0.20	0.21
Septic Tanks per day	7.97	8.17
Distant Places per day:		
- Area re paragraph 4.17.1	1.30	1.33
- Area re paragraph 4.17.2	2.12	2.17
- Area re paragraph 4.17.3	2.12	2.17
Epoxy Materials per hour	0.85	0.87
- Applying to air-conditioned buildings per hour	0.58	0.59
- Employees in close proximity per hour	0.66	0.68
Foundry per hour	0.50	0.51
Asbestos Eradication per hour	2.25	2.31
First Aid per day	2.93	3.00

Zoological Parks Board of New South Wales Salaried Employees Award

Classifications and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Clerks -			
General Scale -			
1st year (up to 18 years)	7	30,432	31,193
2nd year (or 20 years)	11	36,809	37,729
3rd year	17	39,670	40,662
4th year	20	40,752	41,771
5th year	23	42,477	43,539
6th year	25	43,248	44,329
7th year	28	44,320	45,428
8th year	32	45,959	47,108
9th year	36	47,625	48,816
10th year	40	49,384	50,619
At 19 years + (HSC)	9	34,483	35,345
Grade 1 -			
1st year	46	52,104	53,407
2nd year	49	53,636	54,977

Grade 2 -			
1st year	52	55,131	56,509
2nd year	55	56,644	58,060
Grade 3 -			
1st year	58	58,249	59,705
2nd year	61	60,005	61,505
Grade 4 -			
1st year	64	61,878	63,425
2nd year	67	63,781	65,376
Grade 5 -			
1st year	75	68,761	70,480
2nd year	78	70,929	72,702
Grade 6 -			
1st year	82	73,709	75,552
2nd year	85	75,870	77,767
Grade 7 -			
1st year	88	78,142	80,096
2nd year	91	80,479	82,491
Grade 8 -			
1st year	95	83,832	85,928
2nd year	98	86,498	88,660
Grade 9 -			
1st year	101	89,076	91,303
2nd year	104	91,580	93,870
Grade 10 -			
1st year	108	95,319	97,702
2nd year	111	98,159	100,613
Grade 11 -			
1st year	116	103,026	105,602
2nd year	120	107,394	110,079
Grade 12 -			
1st year	126	114,121	116,974
2nd year	130	119,149	122,128
Stenographers and Machine Operators			
1st year (up to 17 years)	2	22,604	23,169
2nd year (or 17 years)	5	26,830	27,501
3rd year (or 18 years)	7	30,432	31,193
4th year (or 19 years)	9	34,483	35,345
5th year (or 20 years)	10	36,473	37,385
6th year (or 21 years)	19	40,410	41,420
7th year	22	41,525	42,563
8th year	24	42,895	43,967
9th year	33	46,332	47,490
10th year	35	47,145	48,324
11th year	38	48,481	49,693
12th year	40	49,384	50,619
Grade 1 -			
1st year	46	52,104	53,407
2nd year	49	53,636	54,977
Grade 2 -			
1st year	52	55,131	56,509
2nd year	55	56,644	58,060
Grade 3 -			
1st year	58	58,249	59,705
2nd year	61	60,005	61,505

Clerical Assistants -			
1st year (or under 17 years)	1	21,183	21,713
2nd year (or 17 years)	3	23,795	24,390
3rd year (or 18 years)	6	28,630	29,346
4th year (or 19 years)	8	32,518	33,331
5th year (or 20 years)	9	34,483	35,345
6th year (or 21 years)	15	38,256	39,212
7th year	17	39,670	40,662
8th year	20	40,752	41,771
9th year	22	41,525	42,563
Class 1 -			
1st year	25	43,248	44,329
2nd year	28	44,320	45,428
Class 2 -			
1st year	32	45,959	47,108
2nd year	35	47,145	48,324
Class 3 -			
1st year	37	48,080	49,282
2nd year	40	49,384	50,619
Class 4 -			
1st year	42	50,332	51,590
2nd year	44	51,209	52,489
Typists and Communications Assistants -			
1st year (or under 17)	2	22,604	23,169
2nd year (or 17 years)	4	25,229	25,860
3rd year (or 18 years)	6	28,630	29,346
4th year (or 19 years)	8	32,518	33,331
5th year (or 20 years)	10	36,473	37,385
6th year (or 21 years)	17	39,670	40,662
7th year	19	40,410	41,420
8th year	22	41,525	42,563
Senior Typist -			
1st year	25	43,248	44,329
2nd year	28	44,320	45,428
Garden Labourer - (Applies to employees engaged prior 1 July 2010)			
Grade 1	15	38,256	39,212
Grade 2	18	40,061	41,063
Grade 3	21	41,142	42,171
Horticulturalist Labourer - (Applies to employees engaged prior 1 July 2010)			
Grade 1	25	43,248	44,329
Grade 2	30	45,159	46,288
Grade 3	35	47,145	48,324
Horticulturalist Level 1 - (Applies to employees engaged prior 1 July 2010)			
Grade 1	42	50,332	51,590
Grade 2	45	51,707	53,000
Horticulturalist Level 2 (Applies to employees engaged prior 1 July 2010)			
Grade 1	48	53,089	54,416
Grade 2	50	54,155	55,509
Horticultural Technician (Applies to employees engaged prior 1 July 2010)			
Grade 1	55	56,644	58,060
Grade 2	57	57,679	59,121

Senior Horticultural Technician (Applies to employees engaged prior 1 July 2010)			
Grade 1	63	61,282	62,814
Grade 2	67	63,781	65,376
Horticultural Apprentice (Applies to employees engaged post 1 July 2010)			
1st Year		21,041	21,567
2nd Year		24,867	25,489
3rd Year		28,692	29,409
4th Year		34,431	35,292
Gardener (Applies to employees engaged post 1 July 2010)			
Grade 1	15	38,256	39,212
Grade 2	18	40,061	41,063
Grade 3	21	41,142	42,171
Horticulturalist (Applies to employees engaged post 1 July 2010)			
Grade 1		48,689	49,906
Grade 2		50,149	51,403
Grade 3		51,654	52,945
Grade 4		54,154	55,508
Horticultural Supervisor (Applies to employees engaged post 1 July 2010)			
Grade 1		57,500	58,938
Grade 2		59,225	60,706
Grade 3		61,001	62,526
Keeper Grade 4 (Specialist) Level 2 (only available to employees employed permanently as a Keeper on 8 December 2005)	75	68,761	70,480
Trainee Keeper -			
Level 1	-	36,519	37,432
Level 2	-	38,952	39,926
Level 3	-	41,387	42,422
Level 4	-	43,820	44,916
Keeper -			
Level 1	-	48,690	49,907
Level 2	-	51,124	52,402
Level 3	-	53,559	54,898
Level 4	-	55,994	57,394
Senior Keeper -			
Level 1	-	58,428	59,889
Level 2	-	63,296	64,878
Keeping Unit Supervisor -			
Year 1	-	70,600	72,365
Year 2	-	72,060	73,862
Year 3	-	73,521	75,359
Publicity and Assistant Publicity Officer -			
Public Relations Officer -			
Grade 1 -			
1st year	87	77,372	79,306
2nd year	89	78,929	80,902
3rd year	91	80,479	82,491
Grade 2 -			
1st year	103	90,757	93,026
2nd year	105	92,513	94,826
3rd year	107	94,382	96,742

Publicity Officer - 1st year	69	64,985	66,610
2nd year	72	66,848	68,519
3rd year	74	68,075	69,777
Assistant Publicity Officer - 1st year	59	58,858	60,329
2nd year	62	60,571	62,085
Gate Receptionists	38	48,481	49,693
Designers (Exhibitions and Publications) Applies to employees engaged prior 1 July 2010			
1st year	37	48,080	49,282
2nd year	39	48,980	50,205
3rd year	42	50,332	51,590
4th year	46	52,104	53,407
5th year	49	53,636	54,977
6th year	51	54,576	55,940
7th year	53	55,603	56,993
8th year	56	57,175	58,604
9th year	60	59,404	60,889
10th year	64	61,878	63,425
11th year	67	63,781	65,376
12th year and thereafter	71	66,282	67,939
Junior Designer			
Grade 1		41,500	42,538
Grade 2		43,160	44,239
Grade 3		44,886	46,008
Grade 4		46,681	47,848
Designer			
Grade 1		48,080	49,282
Grade 2		50,243	51,499
Grade 3		52,504	53,817
Grade 4		54,867	56,239
Grade 5		57,336	58,769
Senior Designer			
Grade 1		60,206	61,711
Grade 2		63,213	64,793
Grade 3		66,373	68,032
Allowances:			
Casual first aid allowance (per shift)	-	14.39	14.75
Laundry Allowance for staff other than Gate Receptionists (per week)	-	6.01	6.16
Laundry Allowance for Gate Receptionists (per week)	-	10.84	11.11

Agreements and Determinations

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

Adventure Facilitator	1.7.11 Per annum 2.5% \$
Year 1	80,096
Year 2	82,491
Year 3	85,928
Year 4	88,660

Architects etc. Agreement No. 1733 of 1971

Architects			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Grade I			
1st year of service	46	52,104	53,407
2nd year of service	50	54,155	55,509
3rd year of service	56	57,175	58,604
4th year of service	63	61,282	62,814
5th year of service	70	65,626	67,267
6th year of service and thereafter	76	69,518	71,256
Grade II			
1st year of service	82	73,709	75,552
2nd year of service	86	76,548	78,462
3rd year of service	89	78,929	80,902
4th year of service and thereafter	92	81,224	83,255
Grade III			
1st year of service	97	85,562	87,701
2nd year of service	100	88,220	90,426
3rd year of service	104	91,580	93,870
4th year of service and thereafter	107	94,382	96,742
Grade IV			
1st year of service	112	99,116	101,594
2nd year of service	115	102,024	104,575
3rd year of service and thereafter	117	104,050	106,651
Grade V			
1st year of service	121	108,317	111,025
2nd year of service and thereafter	123	110,451	113,212
Grade VI			
1st year of service	125	112,896	115,718
2nd year of service	127	115,317	118,200

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

Artists, Designers, Exhibitions Officers, etc.			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Artists Australian Museum and Museum of Applied Arts and Sciences			
Grade I			
1st year of service	28	44,320	45,428
2nd year of service	31	45,519	46,657
3rd year of service	34	46,767	47,936
4th year of service	37	48,080	49,282
5th year of service	39	48,980	50,205
6th year of service	43	50,831	52,102
7th year of service and thereafter	46	52,104	53,407
Grade II			
1st year of service	49	53,636	54,977
2nd year of service	51	54,576	55,940
3rd year of service and thereafter	53	55,603	56,993

Grade III			
1st year of service	58	58,249	59,705
2nd year of service and thereafter	61	60,005	61,505
Keeper Of Exhibits (Non Graduate)			
Museum of Applied Arts & Sciences			
1st year of service	44	51,209	52,489
2nd year of Service	47	52,651	53,967
3rd year of service	51	54,576	55,940
4th year of service	53	55,603	56,993
5th year of service	58	58,249	59,705
6th year of service and thereafter	58	58,249	59,705
Designers (Exhibitions and Publications)			
National Parks and Wildlife Services			
1st year of service	37	48,080	49,282
2nd year of service	39	48,980	50,205
3rd year of service	42	50,332	51,590
4th year of service	46	52,104	53,407
5th year of service	49	53,636	54,977
6th year of service	51	54,576	55,940
7th year of service	53	55,603	56,993
8th year of service	56	57,175	58,604
9th year of service	60	59,404	60,889
10th year of service	64	61,878	63,425
11th year of service	67	63,781	65,376
12th year of service	71	66,282	67,939
Senior Designer (Exhibitions and Publications) National Parks and Wildlife Service			
On Appointment	77	70,113	71,866
Exhibitions Officer, Australian Museum			
Grade I			
1st year of service	56	57,175	58,604
2nd year of service	60	59,404	60,889
3rd year of service	64	61,878	63,425
4th year of service	67	63,781	65,376
5th year of service and thereafter	71	66,282	67,939
Grade II			
1st year of service	75	68,761	70,480
2nd year of service	77	70,113	71,866
Chief, Exhibitions Department			
Museum of Applied Arts and Sciences			
1st year of service	92	81,224	83,255

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

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

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

Cadet Conditions and Rates of Pay, Various Departments			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Level 1 At 18 years of age	7	30,432	31,193

Level 1 At 19 years of age with HSC	9	34,483	35,345
Level 2 Or minimum at 20 years	11	36,809	37,729
Level 3 Or minimum at 21 years	17	39,670	40,662
Level 4	20	40,752	41,771
Level 5	23	42,477	43,539
Level 6	25	43,248	44,329
Level 7	28	44,320	45,428
Level 8	32	45,959	47,108
Level 9	36	47,625	48,816
Level 10	40	49,384	50,619

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

Cartographers, Engineering Survey Drafting Officers, Survey Drafting Officers, Photogrammetrists, Computers All Departments			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
General Scale			
1st year	7	30,432	31,193
2nd year	11	36,809	37,729
3rd year	17	39,670	40,662
4th year	20	40,752	41,771
5th year	23	42,477	43,539
6th year	25	43,248	44,329
7th year	28	44,320	45,428
8th year	32	45,959	47,108
9th year	36	47,625	48,816
10th year	40	49,384	50,619
11th year	46	52,104	53,407
12th year	49	53,636	54,977
13th year	52	55,131	56,509
14th year	55	56,644	58,060
Officer with HSC aged 19 and over paid not less than	9	34,483	35,345
Class 1			
1st year	58	58,249	59,705
2nd year	61	60,005	61,505
3rd year	64	61,878	63,425
4th year	67	63,781	65,376
Class 2			
1st year	75	68,761	70,480
2nd year	78	70,929	72,702
Class 3			
1st year	82	73,709	75,552
2nd year	85	75,870	77,767
Class 4			
1st year	88	78,142	80,096
2nd year	91	80,479	82,491

Class 5			
1st year	95	83,832	85,928
2nd year	98	86,498	88,660
Class 6			
1st year	101	89,076	91,303
2nd year	104	91,580	93,870
Class 7			
1st year	108	95,319	97,702
2nd year	111	98,159	100,613

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

Department of Corrective Services			
Classification and Grades		1.7.10 Per hour \$	1.7.11 Per hour \$
Sessional Specialist HIV/Health Promotion		66.82	68.49
(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.		1.54	1.58

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

Community Offender Support Program Centres DCS			
Classification and Grades	CSP NO.	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Throughcare and Placement Officer:			
1st year	88	78,142	80,096
2nd year	91	80,479	82,491
3rd year	95	83,832	85,928
Thereafter	98	86,498	88,660
Accommodation Support Worker:			
1st year	75	68,761	70,480
2nd year	78	70,929	72,702
3rd year	82	73,709	75,552
Thereafter	85	75,870	77,767
Assistant Support Worker:			
1st year	46	52,104	53,407
2nd year	49	53,636	54,977
3rd year	52	55,131	56,509
Thereafter	55	56,644	58,060

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

Computer Operators, All Departments			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Trainee Computer Operator			
At 18 and under	7	30,432	31,193
At 19	9	34,483	35,345

At 20	11	36,809	37,729
At 21	17	39,670	40,662
Computer Operator - Grade 1			
1st year of service	20	40,752	41,771
2nd year of service	23	42,477	43,539
3rd year of service	25	43,248	44,329
4th year of service and thereafter	28	44,320	45,428
Computer Operator - Grade 2			
1st year of service	32	45,959	47,108
2nd year of service	36	47,625	48,816
3rd year of service and thereafter	40	49,384	50,619
Senior Computer Operator - Grade 1			
1st year of service	46	52,104	53,407
2nd year of service	49	53,636	54,977
3rd year of service	52	55,131	56,509
4th year of service	55	56,644	58,060
Senior Computer Operator - Grade 2			
1st year of service	58	58,249	59,705
2nd year of service	61	60,005	61,505
3rd year of service	64	61,878	63,425
4th year of Service	67	63,781	65,376

Computer Systems Officers - TAFE - Public Service Board Determination

Computer Systems Officer - TAFE			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Trainee			
1st Year	11	36,809	37,729
2nd Year	23	42,477	43,539
3rd Year	32	45,959	47,108
4th Year	49	53,636	54,977
Level 1			
1st Year	55	56,644	58,060
2nd Year	61	60,005	61,505
Level 2			
1st Year	67	63,781	65,376
2nd Year	78	70,929	72,702
Grade 1 -			
1st year	12	37,136	38,064
2nd year	20	40,752	41,771
3rd year	25	43,248	44,329
4th year	32	45,959	47,108
5th year	40	49,384	50,619
6th year	49	53,636	54,977
7th year	55	56,644	58,060
Grade 2 -			
1st year	61	60,005	61,505
2nd year	67	63,781	65,376
3rd year	78	70,929	72,702
Grade 3 -			
1st year	82	73,709	75,552
2nd year	85	75,870	77,767
3rd year	88	78,142	80,096
4th year	91	80,479	82,491

5th year	95	83,832	85,928
6th year	98	86,498	88,660
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			

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

Classification and Grades	1.7.10 per annum \$	1.7.11 per annum 2.5% \$
Operations Manager - Clerk 11/12		
1st year of service	103,026	105,602
2nd year of service	107,394	110,079
3rd year of service	114,121	116,974
Thereafter	119,149	122,128
Assistant Operations Manager - Clerk 9/10		
1st year of service	89,076	91,303
2nd year of service	91,580	93,870
3rd year of service	95,319	97,702
Thereafter	98,159	100,613
Senior Case Worker - Clerk 5/6		
1st year of service	68,761	70,480
2nd year of service	70,929	72,702
3rd year of service	73,709	75,552
Thereafter	75,870	77,767

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

Classification and Grades	1.7.10 per annum \$	1.7.11 per annum 2.5% \$
Assistant Manager		
1st year of service	82,356	84,415
2nd year of service	84,671	86,788
3rd year of service	88,128	90,331
Thereafter	90,754	93,023
Co-ordinator Program Support & Security		
1st year of service	72,247	74,053
2nd year of service	74,408	76,268
3rd year of service	77,508	79,446
Thereafter	79,972	81,971
Senior Program Support Officer		
1st year of service	63,573	65,162
2nd year of service	65,578	67,217
3rd year of service	68,148	69,852
Thereafter	70,146	71,900
Program Support Officer		
1st year of service	53,855	55,201
2nd year of service	55,478	56,865
3rd year of service	57,210	58,640
Thereafter	58,969	60,443

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

Classification and Grades	1.7.10 per annum \$	1.7.11 per annum 2.5% \$
	1.7.10	1.7.11
Senior Program Support Officer		
1st year of service	68,761	70,480
2nd year of service	70,929	72,702
3rd year of service	73,709	75,552
Thereafter	75,870	77,767
Program Support Officer		
1st year of service	58,249	59,705
2nd year of service	60,005	61,505
3rd year of service	61,878	63,425
Thereafter	63,781	65,376

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

Classification and Grades	1.7.10 per annum \$	1.7.11 per annum 2.5% \$
Team Leader (Administrative and Clerical Officer Grade 7/8)		
1st year of service	78,142	80,096
Thereafter	80,479	82,491
Grade 8		
1st year of service	83,832	85,928
Thereafter	86,498	88,660
Allowance	21,000	21,525
Bail Coordinator (Administrative and Clerical Officer Grade 7/8)		
Grade 5		
1st year of service	68,761	70,480
Thereafter	70,929	72,702
Grade 6		
1st year of service	73,709	75,552
Thereafter	75,870	77,767
Allowance	19,000	19,475

Conservators, Cultural Institutions Agreement No. 2504 of 1987

Conservators, Cultural Institutions			
Classifications and Grade	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Assistant Conservator - Class 1			
1st year of service	40	49,384	50,619
2nd year of service	42	50,332	51,590
3rd year of service	44	51,209	52,489
4th year of service	47	52,651	53,967
5th year of service	49	53,636	54,977
6th year of service	52	55,131	56,509

Class 2			
1st year of service	55	56,644	58,060
2nd year of service	56	57,175	58,604
3rd year of service	58	58,249	59,705
Conservator - Grade 1			
1st year of service	62	60,571	62,085
2nd year of service	64	61,878	63,425
3rd year of service	66	63,136	64,714
4th year of service	68	64,249	65,855
5th year of service	70	65,626	67,267
Grade 2			
1st year of service	74	68,075	69,777
2nd year of service	79	71,497	73,284
3rd year of service	83	74,429	76,290
4th year of service	87	77,372	79,306
5th year of service	91	80,479	82,491
Grade 3			
1st year of service	94	82,959	85,033
2nd year of service	97	85,562	87,701
3rd year of service	99	87,328	89,511
Head Conservator			
1st year of service	105	92,513	94,826
2nd year of service	108	95,319	97,702
3rd year of service	110	97,210	99,640

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

Coordinators and Directors, Community Justice Centres - Attorney General's Department			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Co-ordinator	61	60,005	61,505
Director	104	91,580	93,870

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

Coordinator, Visual Arts, Long Bay Correctional Complex Department of Corrective Services			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Co-ordinator, Visual Arts	102	89,930	92,178
Environmental Allowance	-	2,507	2,570
All Incidents Allowance	-	8,623	8,839

Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987

Curatorial Staff			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Assistant Curator/Assistant Registrar - Grade I			
1st year of service	40	49,384	50,619
2nd year of service	46	52,104	53,407
3rd year of service	51	54,576	55,940
4th year of service	57	57,679	59,121
5th year of service and thereafter	62	60,571	62,085
Assistant Curator/Assistant Registrar - Grade II			
1st year of service	64	61,878	63,425
2nd year of service	67	63,781	65,376
3rd year of service	70	65,626	67,267
4th year of service	73	67,539	69,227
5th year of service and thereafter	75	68,761	70,480
Curator/Registrar - Grade I			
1st year of service	77	70,113	71,866
2nd year of service	82	73,709	75,552
3rd year of service	86	76,548	78,462
4th year of service	91	80,479	82,491
5th year of service and thereafter	95	83,832	85,928
Curator/Registrar - Grade II			
1st year of service	99	87,328	89,511
2nd year of service	102	89,930	92,178
3rd year of service	105	92,513	94,826
4th year of service	108	95,319	97,702
5th year of service	110	97,210	99,640
Senior Curator Senior Registrar	114	101,024	103,550

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

Classification	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Clinical -			
1st year	41	49,940	51,189
2nd year	43	50,831	52,102
3rd year	46	52,104	53,407
4th year	50	54,155	55,509
5th year	53	55,603	56,993
6th year	56	57,175	58,604
Technical -			
1st year	41	49,940	51,189
2nd year	43	50,831	52,102
3rd year	46	52,104	53,407
4th year	50	54,155	55,509
5th year	53	55,603	56,993
6th year	56	57,175	58,604
Senior Dental Auxiliaries Assistant			
1st year	63	61,282	62,814
2nd year	66	63,136	64,714
3rd year	70	65,626	67,267
4th year	76	69,518	71,256

Departmental Professional Officers Determination No. 866 of 1987

Departmental Professional Officers - All Departments			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Grade I -			
1st year of service	46	52,104	53,407
2nd year of service	50	54,155	55,509
3rd year of service	56	57,175	58,604
4th year of service	63	61,282	62,814
5th year of service	70	65,626	67,267
6th year of service and thereafter	76	69,518	71,256
Grade II -			
1st year of service	81	72,922	74,745
2nd year of service	84	75,084	76,961
3rd year of service	87	77,372	79,306
4th year of service and thereafter	91	80,479	82,491
Grade III -			
1st year of service	95	83,832	85,928
2nd year of service	98	86,498	88,660
3rd year of service	100	88,220	90,426
4th year of service and thereafter	104	91,580	93,870
Grade IV -			
1st year of service	108	95,319	97,702
2nd year of service and thereafter	110	97,210	99,640
Grade V -			
1st year of service	114	101,024	103,550
2nd year of service and thereafter	116	103,026	105,602
Grade VI -			
1st year of service	119	106,236	108,892
2nd year of service and thereafter	121	108,317	111,025
Grade VII -			
1st year of service	124	111,665	114,457
2nd year of service and thereafter	126	114,121	116,974
Grade VIII -			
1st year of service	129	117,834	120,780
2nd year of service and thereafter	130	119,149	122,128

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

Department of Transport		
Classification and Grades	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Grade I -		
One	39,616	40,606
Two	40,998	42,023
Three	42,431	43,492
Four	43,917	45,015
Five	45,454	46,590
Grade 2		
One	45,454	46,590
Two	47,049	48,225
Three	48,692	49,909

Four	50,402	51,662
Five	52,162	53,466
Grade 3		
One	52,162	53,466
Two	53,988	55,338
Three	55,874	57,271
Four	57,831	59,277
Five	59,860	61,357
Grade 4		
One	59,860	61,357
Two	61,951	63,500
Three	64,120	65,723
Four	66,366	68,025
Five	68,775	70,494
Grade 5		
One	68,775	70,494
Two	71,091	72,868
Three	73,729	75,572
Four	76,157	78,061
Five	78,822	80,793
Grade 6		
One	78,822	80,793
Two	81,582	83,622
Three	84,434	86,545
Four	87,389	89,574
Five	90,449	92,710
Grade 7		
One	90,449	92,710
Two	93,616	95,956
Three	96,892	99,314
Four	100,280	102,787
Five	103,792	106,387
Grade 8		
One	103,792	106,387
Two	107,425	110,111
Three	114,143	116,997
Four	119,169	122,148
Five	123,340	126,424
Grade 9		
One	123,340	126,424
Two	129,967	133,216
Three	136,682	140,099
Four	141,710	145,253
Five	145,882	149,529

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

Education Officers, Department of Culture, Sport and Recreation, (Art Gallery, Australian Museum & Museum of Applied Arts & Sciences)			
Classifications and Grade	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Education Officer - 1st year of service	43	50,831	52,102
2nd year of service	48	53,089	54,416
3rd year of service	54	56,089	57,491

4th year of service	60	59,404	60,889
5th year of service	66	63,136	64,714
6th year of service	71	66,282	67,939
7th year of service	75	68,761	70,480
8th year of service	79	71,497	73,284
9th year of service and thereafter	84	75,084	76,961
Senior Education Officer -			
1st year of service	98	86,498	88,660
2nd year of service and thereafter	101	89,076	91,303
Allowance after 12 months on the 9th year of service: \$ per annum	-	2,354	2,413
After a further 12 months: \$ per annum	-	2,354	2,413

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

Education Officer - Department of Education and Training		
Classification and Grades	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Education Officer		
Step 1	73,352	75,186
Step 2	77,257	79,188
Step 3	81,330	83,363
Step 4	85,413	87,548
Special Program Co-ordinator		
Step 1	91,465	93,752
Step 2	95,207	97,587
Senior Education Officer		
Step 1	99,379	101,863
Step 2	101,843	104,389
Chief Education Officer	110,760	113,529
Chief Research Officer	110,760	113,529
Quality Assurance Co-ordinator	116,923	119,846
Principal Education Officer	124,092	127,194
Principal Research Officer	124,092	127,194
Principal Officer	124,092	127,194
Curriculum Manager	124,092	127,194

Engineers Agreement No. 1734 of 1971

Engineers			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Grade I Diplomate Experience Since Qualifying			
In first year	46	52,104	53,407
After one year	50	54,155	55,509
After two years	56	57,175	58,604
After three years	63	61,282	62,814
After four years	70	65,626	67,267
After five years	76	69,518	71,256
Grade I Graduate Experience Since Qualifying			
In first year	50	54,155	55,509
After one year	56	57,175	58,604
After two years	63	61,282	62,814

After three years	70	65,626	67,267
After four years	76	69,518	71,256
Grade II			
1st year of service	82	73,709	75,552
2nd year of service	86	76,548	78,462
3rd year of service	89	78,929	80,902
4th year of service and thereafter	92	81,224	83,255
Grade III			
1st year of service	97	85,562	87,701
2nd year of service	100	88,220	90,426
3rd year of service	104	91,580	93,870
4th year of service and thereafter	107	94,382	96,742
Grade IV			
1st year of service	112	99,116	101,594
2nd year of service	115	102,024	104,575
3rd year of service and thereafter	117	104,050	106,651
Grade V			
1st year of service	121	108,317	111,025
2nd year of service and thereafter	123	110,451	113,212
Grade VI			
1st year of service	125	112,896	115,718
2nd year of service and thereafter	127	115,317	118,200

Escorts and Travelling Attendants Agreement No. 2270 of 1980

Escorts and Travelling Attendants - Department of Community Services		
Classification and Grades	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Travelling Attendant		
1st Year	40,273	41,280
2nd Year	40,273	41,280
3rd Year	40,656	41,672
4th Year	41,994	43,044
Travelling Attendant (Hourly Rate)		
1st Year	20.31	20.82
2nd Year	20.31	20.82
3rd Year	20.51	21.02
4th Year	21.17	21.70
Escorts		
1st Year	47,991	49,191
2nd Year	47,991	49,191
3rd Year	48,426	49,637
4th Year	50,061	51,313
Rate A Applicable Mon-Fri and all overtime/travelling time/weekdays and public holidays = Hrly rate of Travelling Attendant + 10% +4/48ths		
1st Year	24.21	24.82
2nd Year	24.21	24.82
3rd Year	24.43	25.04
4th Year	25.23	25.86
Rate B Applicable first 8 hours on Saturday = Hrly rate of Travelling Attendant + 50% +4/48ths		
1st Year	33.01	33.84
2nd Year	33.01	33.84
3rd Year	33.31	34.14
4th Year	34.41	35.27

Rate C Applicable first 8 hours on Sunday = Hrly rate of Travelling Attendant + 75% +4/48ths		
1st Year	38.50	39.46
2nd Year	38.50	39.46
3rd Year	38.88	39.85
4th Year	40.14	41.14
Rate D Applicable first 8 hours on a Public Holiday = Hrly Rate of Travelling Attendant + 150%+4/48ths		
1st Year	55.01	56.39
2nd Year	55.01	56.39
3rd Year	55.53	56.92
4th Year	57.36	58.79

**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	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Gardener Tradesman	37	48,080	49,282
Gardener Experienced	30	45,159	46,288
Garden Labourer	20	40,752	41,771
Garden Labourer, 1st class	23	42,477	43,539
Chief Propagator (Royal Botanical Gardens)	43	50,831	52,102
Groundsman	33	46,332	47,490
Horticultural and Landscape Officers:			
Horticultural Assistants -			
1st year of service	33	46,332	47,490
2nd year of service	36	47,625	48,816
3rd year of service	38	48,481	49,693
4th year of service	40	49,384	50,619
5th year of service	42	50,332	51,590
6th year of service	44	51,209	52,489
7th year of service	46	52,104	53,407
Promotion beyond 3rd year rate dependent upon possession of the Certificate of Horticulture			
Ranger	30	45,159	46,288
Senior Ranger (plus appropriate Leading Hand Allowance)	30	45,159	46,288
Foreman	61	60,005	61,505
Foreman Special Grade	65	62,399	63,959
Superintendent, Centennial Park Supervisor Royal Botanic Gardens and Mount Tomah	77	70,113	71,866
1st year of service	68	64,249	65,855
2nd year of service	71	66,282	67,939
3rd year of service	73	67,539	69,227
Development Officer (Horticulture)	81	72,922	74,745
	82	73,709	75,552
	84	75,084	76,961
Living Collections Registrar	46	52,104	53,407
Mount Tomah	50	54,155	55,509
	53	55,603	56,993
	56	57,175	58,604

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

Car Drivers/Assistants			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Car Drivers - Driver/General Assistant	33	46,332	47,490
Departmental - Driver/Assistant	39	48,980	50,205
Departmental - Driver/Assistant (in Charge), Public Works Department	43	50,831	52,102
Ministerial Driver/Assistant	39	48,980	50,205
* Salary Class 52 with allowance to Salary Class 122	80	72,273	74,080

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

General Division (Trade Based Groups) Agreement			
	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Artificer, Australian Museum and Art Gallery of NSW			
1st year of service	43	50,831	52,102
2nd year of service and thereafter	45	51,707	53,000
Clerk of Works - Various Departments			
1st year of service	68	64,249	65,855
2nd year of service	70	65,626	67,267
3rd year of service	73	67,539	69,227
4th year of service	75	68,761	70,480
5th year of service and thereafter	77	70,113	71,866
(Provided that in respect of officers appointed after 10th December, 1980, progression beyond the third year of service shall be dependent upon possession of the Building Foreman and Clerk of Works Certificate of the TAFE NSW*or a qualification deemed by the Industrial Authority to be appropriate and equivalent). (*Agencies are advised to check with TAFE institutes with regard to course qualifications)			
Deputy Senior Electrical Inspector, All Departments			
1st year of service	78	70,929	72,702
2nd year of service	80	72,273	74,080
Electrical Foreman, Various			
Grade 2	64	61,878	63,425
Grade 3	68	61,878	63,425
Grade 5	77	70,113	71,866
Electrical Inspectors, Various			
1st year of service	75	68,761	70,480
2nd year of service	77	70,113	71,866
Estimator, Various Departments			
1st year of service	68	64,249	65,855
2nd year of service	70	65,626	67,267

Fitter Operators, Various			
On appointment	51	54,576	55,940
(i) NSW Electrician's Licence		44.77	45.89
(ii) Department of Industrial Relations First Class Refrigeration Certificate		14.16	14.51
(iii) Department of Industrial Relations Electrically Fired Boiler Attendant's Certificate		7.54	7.73
(iv) Department of Industrial Relations Open All Class Boiler Attendant's Certificate		14.16	14.51
(v) Refrigeration Mechanic's Certificate Course of the Sydney Technical College		14.16	14.51
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		48,980	50,205
(S.C. 57) 2nd year		50,332	51,590
Food School Assistant			
(S.C. 23) 1st year		40,061	41,063
(S.C. 24) 4th year		40,410	41,420
(S.C. 26) 7th year		40,752	41,771
Foreman Electrical			
Grade 2 (T83)	64	61,878	63,425
Grade 3 (T96)	68	64,317	65,925
Grade 5 (T126)	77	70,113	71,866
Other than Electrical -			
Grade 1 (T59)	57	57,679	59,121
Grade 2 (T72)	61	60,005	61,505
Grade 3 (T85)	65	62,399	63,959
Grade 4 (T111)	73	67,539	69,227
Grade 5 (T125)	77	70,113	71,866
Assistant Mechanical Foreman - (T72)	61	60,005	61,505
Property and Maintenance Officer, Youth And Community Services			
1st year of service	77	70,113	71,866
2nd year of service and thereafter	80	72,273	74,080
Property Inspector, Public Trust Office			
1st year of service	64	61,878	63,425
2nd year of service	67	63,781	65,376
3rd year of service	69	64,985	66,610
4th year of service and thereafter	73	67,539	69,227
Radio Technician, Police			
1st year of service	47	52,651	53,967
2nd year of service	48	53,089	54,416
3rd year of service and thereafter	50	54,155	55,509
Scientific Instrument Maker, Various Departments			
1st year of service and thereafter	51	54,576	55,940
Senior Apprenticeship Supervisor, Department of Industrial Relations			
On appointment	78	70,929	72,702

Senior Electrical Inspector, Various Departments			
1st year of service	83	74,429	76,290
2nd year of service	85	75,870	77,767
Senior Estimator, Various Departments	71	66,282	67,939
Senior Mechanical Inspector			
1st year of service	83	74,429	76,290
2nd year of service and thereafter	85	75,870	77,767
Senior Radio Technician, Police and Forestry Commission			
1st year of service	57	57,679	59,121
2nd year of service and thereafter	58	58,249	59,705
Senior Works Supervisors, Various Departments			
1st year of service	83	74,429	76,290
2nd year of service and thereafter	85	75,870	77,767
Textile Maintenance Officer			
1st year	44	51,209	52,489
2nd year	46	52,104	53,407
3rd year	47	52,651	53,967
4th year	49	53,636	54,977
Works Supervisors, Various Departments			
1st year of service	78	70,929	72,702
2nd year of service and thereafter	80	72,273	74,080

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

Department of Education			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Gardener Glenfield Park SSP	27	43,949	45,048

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

Guidance Officers, etc.(Excluding Department of Health)			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
(A) Non-Classified Positions Guidance Officer Department of Industrial Relations, Research Officer Department of Industrial Relations, Family and Community Services, Corrective Services, Department of Health NSW: Research Officer Non-Legally Qualified Law Reform Commission, Attorney General, Psychologist Department of Health NSW Corrective Services, Family and Community Services, Research Anthropologists Department of Health NSW, Social Anthropologists Department of Health NSW, Youth Counselling Officers Department of Industrial Relations			

1st year of service	43	50,831	52,102
2nd year of service	48	53,089	54,416
3rd year of service	54	56,089	57,491
4th year of service	60	59,404	60,889
5th year of service	66	63,136	64,714
6th year of service	71	66,282	67,939
7th year of service	75	68,761	70,480
8th year of service	79	71,497	73,284
9th year of service and thereafter	84	75,084	76,961
Clinical Psychologist Department of Health, Family and Community Services, Department of Attorney General			
1st year of service	79	71,497	73,284
2nd year of service	86	76,548	78,462
3rd year of service	91	80,479	82,491
4th year of service	96	84,711	86,829
5th year of service and thereafter	101	89,076	91,303
A Clinical Psychologist appointed to one of the following positions shall be paid as follows:			
Program Co-ordinator			
1st year of service	101	89,076	91,303
2nd year of service and thereafter	105	92,513	94,826
Senior Program Co-ordinator			
1st year of service	105	92,513	94,826
2nd year of service and thereafter	108	95,319	97,702
Program Director			
1st year of service	108	95,319	97,702
2nd year of service and thereafter	110	97,210	99,640
Project Director Department of Health NSW			
1st year of service	91	80,479	82,491
2nd year of service and thereafter	96	84,711	86,829
Rehabilitation Counsellor Workers Compensation Commission			
1st year of service	66	63,136	64,714
2nd year of service	71	66,282	67,939
3rd year of service and thereafter	75	68,761	70,480
Senior Rehabilitation Counsellor Workers Compensation Commission			
1st year of service	79	71,497	73,284
2nd year of service and thereafter	84	75,084	76,961
(B) Classified Positions (Group a)			
Senior Guidance Officer, District Guidance Officer, Grade I, Careers Research Officer, Division of Vocational Guidance Services, Department of Industrial Relations, Senior Research Psychologist Department of Health NSW On Appointment	101	89,076	91,303
Group (b)			
Deputy Senior Psychologist, Family and Community Services, Chief Research Psychologist, Department of Health NSW, Senior Research Officer, Senior Psychologist, Corrective Services, District Guidance Officer, Grade II, OIC Research Section, OIC Special Section			
for Handicapped Persons, Division of Vocational Guidance Services, Principal Counsellor, Youth Counselling Service, Department of Industrial Relations On Appointment	105	92,513	94,826

Group (c) Senior Clinical Psychologist, Department of Health NSW, and Family and Community Services, Regional Psychologist New England Region, Department of Health NSW, Psychologist In Charge Department of Health NSW On Appointment	105	92,513	94,826
Group (d) Chief Guidance Officer Department of Industrial Relations On Appointment	110	97,210	99,640
Chief Psychologist Corrective Services On Appointment	114	101,024	103,550
Assistant Director Division of Vocational Guidance Services Department of Industrial Relations On Appointment	115	102,024	104,575
Deputy Director, Division of Health Services, Research Department of Health, NSW, Principal Clinical Psychologist, Principal Psychologist, Department of Health NSW, Senior Research Consultant (Personal to Dr. J. Kraus) Family and Community Services, Principal Psychologist, Psychological Counselling Service, Family and Community Services Principal Psychologist (Bureau of Personal Health Services) Department of Health NSW On Appointment	120	107,394	110,079
Deputy Director, Division Of Vocational Guidance Services, Department of Industrial Relations On Appointment	125	112,896	115,718

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

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

Interpretive Assistants, National Parks and Wildlife Service			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Interpretive Assistants			
Year 1	43	50,831	52,102
Year 2	47	52,651	53,967

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

Laboratory Attendants, Trainee Technical Officers (Scientific), Technical Officers (Scientific), Various Departments			
Classifications	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Laboratory Attendant (Junior)			
At 16 and under	4	25,229	25,860
At 17	6	28,630	29,346
At 18	8	32,518	33,331
At 19	11	36,809	37,729
At 20	18	40,061	41,063

Laboratory Attendant General Scale (Adult)			
1st year of service	24	42,895	43,967
2nd year of service	26	43,598	44,688
3rd year of service and thereafter	28	44,320	45,428
Laboratory Attendant Grade 1 (Adult)			
1st year of service	28	44,320	45,428
2nd year of service	31	45,519	46,657
3rd year of service and thereafter	33	46,332	47,490
Technical Officer (Scientific) Grade 1			
1st year of service	36	47,625	48,816
2nd year of service	38	48,481	49,693
3rd year of service	41	49,940	51,189
4th year of service	43	50,831	52,102
5th year of service	46	52,104	53,407
6th year of service and thereafter	50	54,155	55,509
7th year of service	53	55,603	56,993
8th year of service and thereafter	56	57,175	58,604
Technical Officer (Scientific) Grade II			
1st year of service	63	61,282	62,814
2nd year of service	66	63,136	64,714
3rd year of service	70	65,626	67,267
4th year of service	76	69,518	71,256
Senior Technical Officer (Scientific) Grade 1			
1st year of service	81	72,922	74,745
2nd year of service	83	74,429	76,290
3rd year of service and thereafter	84	75,084	76,961
Senior Technical Officer (Scientific) Grade II			
1st year of service	84	75,084	76,961
2nd year of service	87	77,372	79,306
3rd year of service	89	78,929	80,902
4th year of service	92	81,224	83,255
5th year of service and thereafter	95	83,832	85,928
Trainee Technical Officer (Scientific)			
1st year	5	26,830	27,501
2nd year	7	30,432	31,193
3rd year	9	34,483	35,345
4th year	13	37,508	38,446

Legal Officers, Various Departments Agreement No. 2375 of 1982

Legal Officers, Various Departments			
Classification and Grades	Common Salary Point	1.7.10	1.7.11
		Per annum \$	Per annum 2.5% \$
Legal Officers			
Grade I			
1st year of service	51	54,576	55,940
2nd year of service	55	56,644	58,060
3rd year of service	58	58,249	59,705
4th year of service	61	60,005	61,505
5th year of service	65	62,399	63,959
Grade II			
1st year of service	73	67,539	69,227
2nd year of service	78	70,929	72,702
3rd year of service	84	75,084	76,961
4th year of service	89	78,929	80,902
5th year of service	93	82,077	84,129

Grade III			
1st year of service	98	86,498	88,660
2nd year of service	101	89,076	91,303
3rd year of service	105	92,513	94,826
Grade IV			
1st year of service	112	99,116	101,594
2nd year of service	114	101,024	103,550
Grade V			
1st year of service	119	106,236	108,892
2nd year of service	121	108,317	111,025
Grade VI			
1st year of service	126	114,121	116,974
2nd year of service	128	116,526	119,439

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

Maintenance Officer State Library of NSW		
Classification	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Maintenance Officer		
1st year of service	51,978	53,277
2nd year of service	54,745	56,114

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

Media Monitors			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Media Monitor, Level 1			
1st year of service	61	60,005	61,505
2nd year of service	65	62,399	63,959
3rd year of service	69	64,985	66,610
4th year of service	74	68,075	69,777
Senior Media Monitor, Level 2			
1st year of service	78	70,929	72,702
2nd year of service	82	73,709	75,552
3rd year of service	86	76,548	78,462
4th year of service	89	78,929	80,902

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

Ministerial Drivers			
	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Ministerial Driver	39	48,980	50,205
Out of Hours Work Allowance (calculated as 34 hours at ordinary time of base salary)	-	43,824	44,920

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

Miscellaneous Professional Officers, Department of Water Resources			
Classification and Grades	Common Salary Points	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Cadets/Trainees			
1st year of service	8	32,518	33,331
2nd year of service	11	36,809	37,729
3rd year of service	17	39,670	40,662
4th year of service	25	43,248	44,329
5th year of service	32	45,959	47,108
6th year of service	37	48,080	49,282
General Scale			
1st year of service	37	48,080	49,282
2nd year of service	44	51,209	52,489
3rd year of service	51	54,576	55,940
4th year of service	58	58,249	59,705
5th year of service	64	61,878	63,425
6th year of service	71	66,282	67,939
Grade 1			
1st year of service	72	66,848	68,519
2nd year of service	75	68,761	70,480
3rd year of service	78	70,929	72,702
Thereafter	81	72,922	74,745
Grade 2			
1st year of service	85	75,870	77,767
Thereafter	87	77,372	79,306
Grade 3			
1st year of service	90	79,710	81,703
Thereafter	95	83,832	85,928
Grade 4			
1st year of service	99	87,328	89,511
Thereafter	102	89,930	92,178
Grade 5			
1st year of service	108	95,319	97,702
Thereafter	111	98,159	100,613
Grade 6			
1st year of service	116	103,026	105,602
Thereafter	121	108,317	111,025

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

Administrative and Clerical Officers, Parliament House			
Classification and Grades	Common Salary Points	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Clerks General Scale			
1st year of service or 18	7	30,432	31,193
2nd year of service min. at 20	11	36,809	37,729
3rd year of service min. at 21	17	39,670	40,662
4th year of service	20	40,752	41,771
5th year of service	23	42,477	43,539
6th year of service	25	43,248	44,329
7th year of service	28	44,320	45,428
8th year of service	32	45,959	47,108

9th year of service	36	47,625	48,816
10th year of service	40	49,384	50,619
Officer with HSC at 19 paid not less than	9	34,483	35,345
Grade 1 -			
1st year of service	46	52,104	53,407
Thereafter	49	53,636	54,977
Grade 2 -			
1st year of service	52	55,131	56,509
Thereafter	55	56,644	58,060
Grade 3 -			
1st year of service	58	58,249	59,705
Thereafter	61	60,005	61,505
Grade 4 -			
1st year of service	64	61,878	63,425
Thereafter	67	63,781	65,376
Grade 5 -			
1st year of service	75	68,761	70,480
Thereafter	78	70,929	72,702
Grade 6 -			
1st year of service	82	73,709	75,552
Thereafter	85	75,870	77,767
Grade 7 -			
1st year of service	88	78,142	80,096
Thereafter	91	80,479	82,491
Grade 8 -			
1st year of service	95	83,832	85,928
Thereafter	98	86,498	88,660
Grade 9 -			
1st year of service	101	89,076	91,303
Thereafter	104	91,580	93,870
Grade 10 -			
1st year of service	108	95,319	97,702
Thereafter	111	98,159	100,613
Grade 11 -			
1st year of service	116	103,026	105,602
Thereafter	120	107,394	110,079
Grade 12 -			
1st year of service	126	114,121	116,974
Thereafter	130	119,149	122,128

Parliament House, Other Clerical Officers Determinations of the Presiding Officers

Other Clerical Officers, Parliament House			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Grade 1 -			
Group A -			
1st year of service or under 17	1	21,183	21,713
2nd year of service or 17	4	25,229	25,860
3rd year of service or 18	6	28,630	29,346
Group B -			
1st year of service or under 17	2	22,604	23,169
2nd year of service or 17	4	25,229	25,860
3rd year of service	6	28,630	29,346

Grade 1 -			
4th year of service 19	9	34,483	35,345
5th year of service 20	11	36,809	37,729
6th year of service	17	39,670	40,662
7th year of service	20	40,752	41,771
8th year of service	23	42,477	43,539
9th year of service	25	43,248	44,329
10th year of service	28	44,320	45,428
Grade 1/2 -			
Group C -			
1st year of service or under 17	3	23,795	24,390
2nd year of service or 17	6	28,630	29,346
3rd year of service or 18	9	34,483	35,345
Group D only -			
Officer with HSC at 19 paid not less than	9	34,483	35,345
4th year of service or 19	11	36,809	37,729
5th year of service or 20	17	39,670	40,662
6th year of service	20	40,752	41,771
7th year of service	23	42,477	43,539
8th year of service	25	43,248	44,329
9th year of service	28	44,320	45,428
10th year of service	32	45,959	47,108
11th year of service	36	47,625	48,816
12th year of service	40	49,384	50,619
Grade 3 -			
1st year of service	46	52,104	53,407
2nd year of service	49	53,636	54,977
Grade 3/4 -			
1st year of service	46	52,104	53,407
2nd year of service	49	53,636	54,977
3rd year of service	52	55,131	56,509
4th year of service	55	56,644	58,060
Grade 4 -			
1st year of service	52	55,131	56,509
2nd year of service	55	56,644	58,060
Grade 5 -			
1st year of service	58	58,249	59,705
2nd year of service	61	60,005	61,505
Grade 6 -			
1st year of service	64	61,878	63,425
2nd year of service	67	63,781	65,376
Grade 7 -			
1st year of service	75	68,761	70,480
2nd year of service	78	70,929	72,702
Grade 8 -			
1st year of service	82	73,709	75,552
2nd year of service	85	75,870	77,767

Parliamentary Attendant Staff, Determinations of the Presiding Officers)

Parliamentary Attendant Staff			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Parliamentary Officer - Attendant, Grade 1			
1st year of service	32	45,959	47,108
2nd year of service	36	47,625	48,816
Thereafter	40	49,384	50,619
Grade 2			
1st year of service	41	49,940	51,189
Thereafter	43	50,831	52,102
Grade 3			
1st year of service (Level 1)	46	52,104	53,407
Thereafter (Level 2)	49	53,636	54,977
Grade 4	55	56,644	58,060
Grade 5	61	60,005	61,505

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

Parliamentary Staff (Security Officers, Attendants/Gatekeepers, Joint Services Staff, Food and Beverages Staff)			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
**Parliamentary Officers Chef - Grade 4 (Head Chef)			
1st year	82	73,709	75,552
2nd year and thereafter	85	75,870	77,767
**Parliamentary Officer Chef - Grade 3 (Chef)	47	52,651	53,967
**Parliamentary Officer Chef - Grade 2 - (Assistant Chef)	37	48,080	49,282
Parliamentary Steward			
1st year	48	53,089	54,416
2nd year and thereafter	50	54,155	55,509
Dining Room Supervisor	40	49,384	50,619
Assistant Dining Room Supervisor	32	45,959	47,108
**Catering Supervisor (Cafeteria Supervisor)	34	46,767	47,936
**Catering Supervisor (Room Service Supervisor)	32	45,959	47,108
Senior Dining Room Attendant/Cleaner	29	44,777	45,896
Dining Room Attendant/Cleaner	27	43,949	45,048
Senior Bartender	30	45,159	46,288
Bartender	-	42,875	43,947
Kitchen Attendant	27	43,949	45,048
Kitchen Assistant	-	41,464	42,501
Stock Clerk -			
1st year	38	48,481	49,693
2nd year	40	49,384	50,619
3rd year and thereafter	43	50,831	52,102
Pantry Supervisor	34	46,767	47,936
Assistant Pantry Supervisor	30	45,159	46,288
**Cleaning Supervisor (Foreman Cleaner)	30	45,159	46,288

**Assistant Cleaning Supervisor (Assistant Foreman Cleaner) General Useful	- -	42,875 41,464	43,947 42,501
Stores Officer			
1st year	-	48,980	50,205
2nd year and thereafter	-	49,940	51,189
Housekeeper	-	40,325	41,333
*Senior Laundry Assistant	-	39,961	40,960
Laundry Assistant	-	39,564	40,553
Cleaner	-	39,564	40,553
**Horticulturalist Grade 2 (Gardener - experienced)	32	45,959	47,108
*Attendant/Gatekeeper	-	41,464	42,501
*Parliament House Security Officer	41	49,940	51,189
*Position deleted from establishment. **Title of position changed - old title appears in brackets.			

Parole Officers, Department of Corrective Services, Industrial Authority Determination

Parole Officers, Department of Corrective Services			
Classification and Grades	Common Salary	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Parole Officer			
Min 3	58	58,249	59,705
Max 3	61	60,005	61,505
Min 4	64	61,878	63,425
Max 4	67	63,781	65,376
Min 5	75	68,761	70,480
Max 5	78	70,929	72,702
Min 6	82	73,709	75,552
Max 6	85	75,870	77,767
Unit Leader			
Min 7	88	78,142	80,096
Max 7	91	80,479	82,491
Min 8	95	83,832	85,928
Max 8	98	86,498	88,660
District Manager 4			
Min 7	88	78,142	80,096
Max 7	91	80,479	82,491
Min 8	95	83,832	85,928
District Manager 3			
Min 8	95	83,832	85,928
Max 8	98	86,498	88,660
Min 9	101	89,076	91,303
Max 9	104	91,580	93,870
District Manager 2			
Min 9	101	89,076	91,303
Max 9	104	91,580	93,870
Min 10	108	95,319	97,702
Max 10	111	98,159	100,613
District Manager 1			
Min 10	108	95,319	97,702
Max 10	111	98,159	100,613
Min 11	116	103,026	105,602
Max 11	120	107,394	110,079

Petty Sessions Officers - Local Courts Administration Determination 741 of 1982

Petty Sessions Officers - Local Courts Administration			
Classification and Grades	Common Salary	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Grade 1/2			
1st year of service	7	30,432	31,193
2nd year of service	11	36,809	37,729
3rd year of service	17	39,670	40,662
4th year of service	20	40,752	41,771
5th year of service	23	42,477	43,539
6th year of service	25	43,248	44,329
7th year of service	28	44,320	45,428
8th year of service	32	45,959	47,108
9th year of service	36	47,625	48,816
10th year of service	40	49,384	50,619
Officer with HSC at 19 paid not less than	9	34,483	35,345
General Scale			
Grade 3			
1st year of service Max 1	49	53,636	54,977
2nd year of service Min 2	52	55,131	56,509
Thereafter Max 2	55	56,644	58,060
Grade 4			
1st year of service Max 3	61	60,005	61,505
2nd year of service Min 4	64	61,878	63,425
Thereafter Max 4	67	63,781	65,376
Grade 5			
1st year of service Max 5	78	70,929	72,702
2nd year of service Min 6	82	73,709	75,552
Thereafter Max 6	85	75,870	77,767
Grade 6			
1st year of service Min 8	95	83,832	85,928
Thereafter Max 9	104	91,580	93,870
Grade 7			
1st year of service Min 11	116	103,026	105,602
Thereafter Min 12	126	114,121	116,974

Pharmacists Agreement 2441 of 1982

Pharmacists		
Classification and Grade	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Pharmacist - Grade 1		
1st year	49,860	51,107
2nd year	51,724	53,017
3rd year	54,890	56,262
4th year	58,672	60,139
5th year	62,740	64,309
6th year	66,727	68,395
7th year	69,960	71,709
8th year	72,214	74,019
Pharmacist - Grade 2 After 2 yrs on maximum	74,368	76,227
Part-time Pharmacist	40	41

Pharmaceutical Advisor Pharmaceutical Services Branch		
1st year	80,791	82,811
2nd year	83,501	85,589
3rd year	85,834	87,980
4th year	88,172	90,376
Principal Pharmaceutical Advisor Pharmaceutical Services Branch		
1st year	96,543	98,957
2nd year	98,978	101,452
Deputy Chief Pharmacist Pharmaceutical Services Branch		
1st year	102,258	104,814
2nd year	104,802	107,422
Chief Pharmacist Pharmaceutical Services Branch		
1st year	112,867	115,689
2nd year	115,518	118,406
Chief Pharmacist Group 1 & 3, Grade 5 Corrections Health Service		
1st year	96,538	98,951
2nd year	98,979	101,453

Pilots Forestry Commission, Determination No. 843 of 1985

Pilots - Forestry Commission			
Classification and Grades	CSP No.	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Manager (Flight Operations) - Helicopter	104	91,580	93,870
Fixed Wing	99	87,328	89,511
Pilot (Fixed Wing) -			
1st year	85	75,870	77,767
2nd year	87	77,372	79,306
3rd year	89	78,929	80,902
4th year	91	80,479	82,491
Pilot (Fixed Wing under 3360 kg)	82	73,709	75,552
Pilot (Helicopter) -			
1st year	88	78,142	80,096
2nd year	91	80,479	82,491
3rd year	93	82,077	84,129
4th year	96	84,711	86,829
Where 4th Class Instrument Rating Required			
1st year	89	78,929	80,902
2nd year	92	81,224	83,255
3rd year	95	83,832	85,928
4th year	97	85,562	87,701

Allowances per annum:			
Helicopter/Agriculture Pilots Allowance	-	4,566	4,680
Check and Training Allowance	-	5,472	5,609
Agricultural Rating Helicopter Crewman -			
1st year	50	54,155	55,509
2nd year	55	56,644	58,060
3rd year	58	58,249	59,705
4th year	62	60,571	62,085

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

Psychologists, Community Offender Services - Department of Corrective Services			
Classification and Grades	CSP NO.	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Senior Psychologist Year 1	-	98,959	101,433
Senior Psychologist Year 2	-	103,123	105,701
Senior Psychologist Year 3 and thereafter	-	107,285	109,967
Senior Specialist Psychologist Year 1	-	115,611	118,501
Senior Specialist Psychologist Year 2	-	118,933	121,906
Senior Specialist Psychologist Year 3 and thereafter	-	122,287	125,344
Community Based Incidental Allowance	-	2,507	2,570

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

Publicity Officers and Public Relations Officers			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Assistant Publicity Officers			
1st year of service	59	58,858	60,329
2nd year of service	62	60,571	62,085
Publicity Officers			
1st year of service	69	64,985	66,610
2nd year of service	72	66,848	68,519
3rd year of service and thereafter	74	68,075	69,777
Senior Publicity Officers, Dept of Education & Training			
1st year of service and thereafter	100	88,220	90,426
Public Relations Officer			
Grade II			
1st year of service	87	77,372	79,306
2nd year of service	89	78,929	80,902
3rd year of service and thereafter	91	80,479	82,491
Grade I			
1st year of service	103	90,757	93,026
2nd year of service	105	92,513	94,826
3rd year of service and thereafter	107	94,382	96,742
Allowance in lieu of overtime (per annum)	-	10,182	10,437

Scientific Officers Various Departments Agreement No. 2433 of 1982

Scientific Officers, Various Departments			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Grade I			
1st year of service	46	52,104	53,407
2nd year of service	50	54,155	55,509
3rd year of service	56	57,175	58,604
4th year of service	63	61,282	62,814
5th year of service	70	65,626	67,267
6th year of service and thereafter	76	69,518	71,256
Grade II			
1st year of service	81	72,922	74,745
2nd year of service	84	75,084	76,961
3rd year of service	87	77,372	79,306
4th year of service and thereafter	91	80,479	82,491
Grade III			
1st year of service	95	83,832	85,928
2nd year of service	98	86,498	88,660
3rd year of service and thereafter	100	88,220	90,426
Grade IV			
1st year of service	105	92,513	94,826
2nd year of service	108	95,319	97,702
3rd year of service and thereafter	110	97,210	99,640
Grade V			
1st year of service	114	101,024	103,550
2nd year of service and thereafter	117	104,050	106,651
Grade VI			
1st year of service	120	107,394	110,079
2nd year of service	123	110,451	113,212

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

Security Officers and Senior Security Officers, Various Departments			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Security Officer	25	43,248	44,329
Senior Security Officer	30	45,159	46,288
Chief Security Controller - Sydney			
1st year	75	68,761	70,480
2nd year	78	70,929	72,702
Chief Security Officer			
Sydney -			
(S.C. 85) 1st year	60	59,404	60,889
(S.C. 92) 2nd year	64	61,878	63,425
Newcastle -			
(S.C. 80)	57	57,679	59,121

Social Workers, Various Departments Agreement No. 2374 of 1982

Social Workers, Various Departments			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Social Worker, Community Services Consultant			
1st year of service	44	51,209	52,489
2nd year of service	49	53,636	54,977
3rd year of service	55	56,644	58,060
4th year of service	61	60,005	61,505
5th year of service	67	63,781	65,376
6th year of service	71	66,282	67,939
7th year of service	75	68,761	70,480
8th year of service	79	71,497	73,284
9th year of service and thereafter	84	75,084	76,961
Senior Allotment Officer	89	78,929	80,902
Community Services Officer	96	84,711	86,829
Social Worker Grade I	89	78,929	80,902
Senior Social Worker	96	84,711	86,829
Regional Social Work Adviser			
South Eastern, Orana and Far West and South Western Health Regions	89	78,929	80,902
Central Western, North Coast, Illawarra and New England Health Regions	96	84,711	86,829
Southern Metropolitan, Northern Metropolitan, Western Metropolitan and Hunter Health Regions	107	94,382	96,742

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

Stores Officer, Various Departments			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Stores Officers			
Grade 1			
1st year of service	31	45,519	46,657
2nd year of service and thereafter	33	46,332	47,490
Grade 2			
1st year of service	34	46,767	47,936
2nd year of service and thereafter	35	47,145	48,324
Grade 3			
1st year of service	36	47,625	48,816
2nd year of service and thereafter	37	48,080	49,282
Grade 4			
1st year of service	39	48,980	50,205
2nd year of service	41	49,940	51,189
3rd year of service and thereafter	41	49,940	51,189

Stores and Despatch Officer Art Gallery of N.S.W.			
1st year of service	39	48,980	50,205
2nd year of service	40	49,384	50,619
3rd year of service and thereafter	41	49,940	51,189
Drug Checker and Counter Hand Commercial Services Group			
1st year of service	37	48,080	49,282
2nd year of service and thereafter	38	48,481	49,693
Area Supervisors Commercial Services Group			
1st year of service	46	52,104	53,407
2nd year of service and thereafter	48	53,089	54,416
Second O.I.C. (Other Areas) Commercial Services Group			
1st year of service	37	48,080	49,282
2nd year of service and thereafter	38	48,481	49,693
Area Supervisors (Shea's Creek Stores) Despatch Section, Government Supply Department			
1st year of service	52	55,131	56,509
2nd year of service and thereafter	55	56,644	58,060
Packing Section and Sheds 68-72 Commercial Services Group			
1st year of service	49	53,636	54,977
2nd year of service and thereafter	51	54,576	55,940
Section O.I.C. (Areas) Commercial Services Group			
1st year of service	41	49,940	51,189
2nd year of service and thereafter	43	50,831	52,102
Packing Section and Sheds 68-72 Commercial Services Group			
1st year of service	39	48,980	50,205
2nd year of service and thereafter	40	49,384	50,619
Assistant Inspector of Packing and Quality Control, Commercial Services Group	56	57,175	58,604
Inspector of Packing and Quality Control, Commercial Services Group	59	58,858	60,329
Controller of Order Processing, Commercial Services Group	59	58,858	60,329
Stores Controller, CMA	46	52,104	53,407
Assistant Stores Controller, CMA	40	49,384	50,619
Chief Stores Officer, Government Motor Garage			
1st year of service	46	52,104	53,407
2nd year of service	48	53,089	54,416
3rd year of service and thereafter	49	53,636	54,977

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

Department of Technical and Further Education			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Assistant Student Association Officer			
Step 1	46	52,104	53,407
Step 2	49	53,636	54,977
Step 3	52	55,131	56,509
Step 4	55	56,644	58,060
Student Association Officer Level 1			
Step 1	58	58,249	59,705
Step 2	61	60,005	61,505
Step 3	64	61,878	63,425
Step 4	67	63,781	65,376
Student Association Officer Level 2			
Step 1	75	68,761	70,480
Step 2	78	70,929	72,702
Step 3	82	73,709	75,552
Step 4*	85	75,870	77,767
* 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 87.58	Per night 89.77
Student Association Officers who work 11.00 am - 7.00pm shift receive 10% shift allowance.			
Casual Assistant Student Association Officer (per hour) (Dept. formula)		Per hour 35.54	Per hour 36.43
Casual Student Association Officer (per hour) (Dept. Formula)		Per hour 39.74	Per hour 40.73
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	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Grade I			
1st year of service	50	54,155	55,509
2nd year of service	56	57,175	58,604
3rd year of service	63	61,282	62,814
4th year of service	70	65,626	67,267
5th year of service and thereafter	76	69,518	71,256
Grade II			
1st year of service	82	73,709	75,552
2nd year of service	86	76,548	78,462
3rd year of service	89	78,929	80,902
4th year of service and thereafter	92	81,224	83,255

Grade III			
1st year of service	97	85,562	87,701
2nd year of service	100	88,220	90,426
3rd year of service	104	91,580	93,870
4th year of service and thereafter	107	94,382	96,742
Grade IV			
1st year of service	112	99,116	101,594
2nd year of service	115	102,024	104,575
3rd year of service and thereafter	117	104,050	106,651
Grade V			
1st year of service	121	108,317	111,025
2nd year of service and thereafter	123	110,451	113,212

Technical Officers (Engineering) Determination No. 803 of 1983

Technical Officers (Engineering)			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5%
Grade 1			
1st year of service	48	53,089	54,416
2nd year of service	51	54,576	55,940
3rd year of service	54	56,089	57,491
4th year of service	56	57,175	58,604
5th year of service	59	58,858	60,329
Grade 2			
1st year of service	64	61,878	63,425
2nd year of service	66	63,136	64,714
3rd year of service	68	64,249	65,855
4th year of service	70	65,626	67,267
Grade 3			
1st year of service and thereafter	77	70,113	71,866
Senior Technical Officer			
Grade 1			
1st year of service	75	68,761	70,480
2nd year of service	77	70,113	71,866
3rd year of service	80	72,273	74,080
Grade 2			
1st year of service	83	74,429	76,290
2nd year of service	86	76,548	78,462
Grade 3			
	90	79,710	81,703

Technical Surveyors, All Departments Agreement No. 2494 of 1986

Technical Surveyors, All Departments			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5%
Assistant Technical Surveyors			
1st year of service	2	22,604	23,169
2nd year of service	5	26,830	27,501
3rd year of service	7	30,432	31,193
4th year of service	11	36,809	37,729
5th year of service	17	39,670	40,662
6th year of service	20	40,752	41,771
7th year of service	23	42,477	43,539

8th year of service	25	43,248	44,329
9th year of service	28	44,320	45,428
10th year of service	32	45,959	47,108
11th year of service	36	47,625	48,816
12th year of service	40	49,384	50,619
13th year of service	46	52,104	53,407
14th year of service	49	53,636	54,977
15th year of service	52	55,131	56,509
16th year of service	55	56,644	58,060
Officer with HSC at 19 paid not less than	9	34,483	35,345
Technical Surveyor Grade 1			
1st year of service	58	58,249	59,705
2nd year of service	61	60,005	61,505
3rd year of service	64	61,878	63,425
4th year of service	67	63,781	65,376
Grade 2			
1st year of service	73	67,539	69,227
2nd year of service	76	69,518	71,256
3rd year of service	80	72,273	74,080
4th year of service	83	74,429	76,290
Grade 3			
1st year of service	88	78,142	80,096
2nd year of service	91	80,479	82,491

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

Technician (Security Services) - Department of Education and Training			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Grade 1			
Year 1	59	58,858	60,329
Thereafter	60	59,404	60,889
Grade 2			
Year 1	62	60,571	62,085
Thereafter	63	61,282	62,814
On call allowance	-	222.70	228.00

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

Timekeepers and/or Storekeepers, Various Departments (other than State Dockyard)			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Timekeeper and/or Storekeeper Grade I			
1st year of service	34	46,767	47,936
2nd year of service	37	48,080	49,282
Grade II			
1st year of service	39	48,980	50,205
2nd year of service	42	50,332	51,590
Assistant to Supervisory Timekeeper On Appointment	43	50,831	52,102

Special Grade			
1st year of service	45	51,707	53,000
2nd year of service	46	52,104	53,407

Tracers, Various Departments Agreement No. 2192 of 1975

Tracers, Various Departments			
Classification and Grades	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
General Scale			
1st year of service or under 17	2	22,604	23,169
2nd year of service or 17	4	25,229	25,860
3rd year of service or 18	6	28,630	29,346
4th year of service or 19	8	32,518	33,331
5th year of service or 20	10	36,473	37,385
6th year of service or 21	17	39,670	40,662
7th year of service	19	40,410	41,420
8th year of service	23	42,477	43,539
9th year of service	25	43,248	44,329
Grade 1			
1st year of service	26	43,598	44,688
2nd year of service	28	44,320	45,428
Grade 2			
1st year of service	31	45,519	46,657
2nd year of service	33	46,332	47,490
Grade 3			
1st year of service	35	47,145	48,324
2nd year of service	37	48,080	49,282
Grade 4			
1st year of service	39	48,980	50,205
2nd year of service	40	49,384	50,619

Visual Aids Officers Agreement No. 1810 of 1971

Department of Education and Training/TAFE			
Classification	Common Salary Point	1.7.10 Per annum \$	1.7.11 Per annum 2.5% \$
Non-Graduate			
1st year	41	49,940	51,189
2nd year	47	52,651	53,967
3rd year	52	55,131	56,509
4th year	57	57,679	59,121
5th year	62	60,571	62,085
6th year	66	63,136	64,714
7th year	79	64,985	66,610
8th year	71	66,282	67,939
Graduate			
1st year	43	50,831	52,102
2nd year	48	53,089	54,416
3rd year	54	56,089	57,491
4th year	60	59,404	60,889
5th year	66	63,136	64,714

6th year	71	66,282	67,939
7th year	75	68,761	70,480
8th year	79	71,497	73,284
9th year	84	75,084	76,961
Senior Visual Aids Officer			
1st year	81	72,922	74,745
2nd year	85	75,870	77,767
3rd year	89	78,929	80,902
4th year	94	82,959	85,033

23. This variation shall take effect from the first full pay period commencing on or after 1 July 2011.

R. P. BOLAND *J, President.*
A.F. BACKMAN *J.*
I. TABBAA, Commissioner.

Printed by the authority of the Industrial Registrar.

(1310)

SERIAL C7677

CROWN EMPLOYEES (PUBLIC SERVICE CONDITIONS OF EMPLOYMENT) AWARD 2009

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Director of Public Employment.

(No. IRC 1570 of 2011)

Before The Honourable Justice Boland, President

12 October 2011

VARIATION

1. Delete Part B - Monetary Rates of the award published 31 July 2009 (368 I.G. 884) and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Allowances

Effective 1 July 2011

Item No	Clause No	Description	Amount
1		Meal expenses on one day journeys Capital cities and high cost country centres (see list in item 2)	
	29.1.1	Breakfast	\$23.65
	29.1.2	Dinner	\$45.60
	29.1.3	Lunch	\$26.55
		Tier 2 and other country centres (see list in item 2)	
	29.1.1	Breakfast	\$21.15
	29.1.2	Dinner	\$41.65
	29.1.3	Lunch	\$24.20
2	26.8.2	Travelling allowances Capital cities	Per day
		Adelaide	\$270.10
		Brisbane	\$314.10
		Canberra	\$278.10
		Darwin	\$302.10
		Hobart	\$238.10
		Melbourne	\$286.10
		Perth	\$289.10
		Sydney	\$296.10
	26.8.2	High cost country centres	Per day
		Ballarat (VIC)	\$240.10
		Bendigo (VIC)	\$235.10
		Broome (WA)	\$335.60
		Bunbury (WA)	242.10
		Burnie (TAS)	\$238.10
		Cairns (QLD)	\$240.10
		Carnarvon (WA)	\$264.10
		Christmas Island (WA)	\$263.10
		Dalby (QLD)	\$246.60

		Dampier (WA)	287.60
		Derby (WA)	294.60
		Devonport (TAS)	\$241.60
		Echuca (VIC)	\$235.60
		Exmouth (WA)	\$307.10
		Geelong (VIC)	\$244.10
		Geraldton (WA)	\$259.10
		Gladstone (QLD)	\$251.60
		Gold Coast (QLD)	\$283.10
		Halls Creek (WA)	\$308.10
		Horn Island (QLD)	\$282.10
		Jabiru (NT)	\$311.10
		Kalgoorlie (WA)	\$282.60
		Karratha (WA)	\$398.10
		Katherine (NT)	\$233.60
		Kununurra (WA)	\$295.10
		Launceston (TAS)	\$239.60
		Mackay (QLD)	\$266.10
		Maitland (NSW)	\$244.60
		Mount Isa (QLD)	\$271.60
		Newcastle (NSW)	\$255.60
		Newman (WA)	\$308.10
		Norfolk Island	\$302.60
		Port Hedland (WA)	\$383.10
		Port Pirie (SA)	\$248.10
		Thursday Island (QLD)	\$293.10
		Townsville (QLD)	\$247.60
		Weipa (QLD)	\$251.10
		Wilpena-Pound (SA)	\$257.10
		Wollongong (NSW)	\$241.10
		Wonthaggi (VIC)	\$235.10
		Yulara (NT)	\$453.10
	26.8.2	Tier 2 country centres	Per day
		Albany (WA)	\$224.30
		Alice Springs (NT)	\$224.30
		Ararat (VIC)	\$224.30
		Armidale (NSW)	\$224.30
		Bairnsdale (VIC)	\$224.30
		Bathurst (NSW)	\$224.30
		Bordertown (SA)	\$224.30
		Bright (VIC)	\$224.30
		Broken Hill (NSW)	\$224.30
		Bundaberg (QLD)	\$224.30
		Castlemaine (VIC)	\$224.30
		Ceduna (SA)	\$224.30
		Cocos (Keeling) Islands	\$224.30
		Coffs Harbour (NSW)	\$224.30
		Cooma (NSW)	\$224.30
		Dubbo (NSW)	\$224.30
		Emerald (QLD)	\$224.30
		Esperance (WA)	\$224.30
		Gosford (NSW)	\$224.30
		Goulburn (NSW)	\$224.30
		Hamilton (VIC)	\$224.30
		Hervey Bay (QLD)	\$224.30
		Horsham (VIC)	\$224.30
		Innisfail (QLD)	\$224.30
		Kadina (SA)	\$224.30

		Kingaroy (QLD)	\$224.30
		Mildura (VIC)	\$224.30
		Mount Gambier (SA)	\$224.30
		Mudgee (NSW)	\$224.30
		Muswellbrook (NSW)	\$224.30
		Naracoorte (SA)	\$224.30
		Orange (NSW)	\$224.30
		Port Augusta (SA)	\$224.30
		Portland (VIC)	\$224.30
		Port Lincoln (SA)	\$224.30
		Port Macquarie (NSW)	\$224.30
		Queanbeyan (NSW)	\$224.30
		Renmark (SA)	\$224.30
		Rockhampton (QLD)	\$224.30
		Roma (QLD)	\$224.30
		Seymour (VIC)	\$224.30
		Swan Hill (VIC)	\$224.30
		Tamworth (NSW)	\$224.30
		Tennant Creek (NT)	\$224.30
		Toowoomba (QLD)	\$224.30
		Tumut (NSW)	\$224.30
		Wagga Wagga (NSW)	\$224.30
		Warnambool (VIC)	\$224.30
		Whyalla (SA)	\$224.30
	26.8.2	Other country centres	\$204.30
	26.8.2	Incidental expenses when claiming actual expenses - all locations	\$17.30
	26.11	Daily allowance payable after 35 days and up to 6 months in the same location - all locations	50% of the appropriate location rate
3	26.8.1	Incidental expenses	\$17.30
4	34.2.1	Camping allowance	Per night
	34.2.1	Established camp	\$28.55
	34.2.2	Non established camp	\$37.75
		Additional allowance for staff who camp in excess of 40 nights per year	\$9.00
5	35.2	Composite allowance (per day)	\$136.10
6	36.3	Use of private motor vehicle	Cents per kilometre
		Official business	
		Engine capacity-	
		2601cc and over	75.0
		1601cc-2600cc	74.0
		1600cc or less	63.0
	36.3	Casual rate (40% of official business rate)	
		Engine capacity-	
		2601cc and over	30.0
		1601cc-2600cc	29.6
		1600cc or less	25.2
		Motor cycle allowance (50% of the 1600cc or less official business rate)	31.5
	36.7	Towing trailer or horse float (13% of the 2601cc and over official business rate)	9.75
7		Camping equipment allowance	Per night
	38.2	Camping equipment allowance	\$28.20
	38.3	Bedding and sleeping bag	\$4.70

8	39.2.1 39.2.2 39.2.3	Remote areas allowance With dependants	Per annum
		- Grade A	\$1806 pa
		- Grade B	\$2396 pa
	39.2.1 39.2.2 39.2.3	Without dependants	
		- Grade A	\$1260 pa
		- Grade B	\$1679 pa
		- Grade C	\$2240 pa
9	40.1	Assistance to staff members stationed in a remote area when travelling on recreation leave By private motor vehicle	Appropriate casual rate up to a maximum of 2850 kms less \$44.55
		Other transport - with dependants	Actual reasonable expenses in excess of \$44.55 and up to \$298.25
		Other transport - without dependants	Actual reasonable expenses in excess of \$44.55 and up to \$147.30
		Rail travel	Actual rail fare less \$44.55
10	41	Insurance cover	Up to \$A 1,173
11	42.2	Exchanges	Actual cost
12	43.1	Room at home used as office	\$823 pa
13	92.1.1	On-call (stand-by) and on-call allowance (effective ffpp on or after 1 July 2011)	0.84 per hour
14	45	Flying allowance (effective ffpp on or after 1 July 2011)	\$17.90 per hour
15	46.1	Uniforms, protective clothing and laundry allowance	\$4.35 per week
16	48.1	Garage and carport allowance	Per annum
		- Garage allowance	\$582 pa
		- Carport allowance	\$129 pa
17	50.1	Community language allowance scheme (effective ffpp on or after 1 July 2011)	Per annum
		- Base Level Rate	\$1194 pa
		- Higher Level Rate	\$1794 pa
18	51.1	First aid allowance (effective ffpp on or after 1 July 2011)	Per annum
		- Holders of basic qualifications	\$769 pa
		- Holders of current occupational first aid certificate	\$1155 pa
19	94.1	Overtime meal allowances	Effective 1 July 2011
		Breakfast	\$26.45
		Lunch	\$26.45
		Dinner	\$26.45
		Supper	\$9.80

NB: In adjusting expense related and salary related allowances, annual rates are adjusted to the nearest dollar, weekly and daily rates are rounded to the nearest 5 cents, and hourly rates are moved to the nearest cent (except for the flying allowance which is moved to the nearest 10 cents).

2. This variation shall take effect from 1 July 2011.

R. P. BOLAND J , *President*

Printed by the authority of the Industrial Registrar.

(1890)

SERIAL C7698

**CROWN EMPLOYEES (ROADS AND TRAFFIC AUTHORITY OF
NEW SOUTH WALES - SALARIED STAFF SALARIES AND
CONDITIONS OF EMPLOYMENT) AWARD 2008**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES
FULL BENCH

Application by Roads and Traffic Authority of New South Wales, and another.

(Nos. IRC 1238 and 1242 of 2011)

Before The Honourable Justice Boland, President
The Honourable Justice, Backman
Commissioner Tabbaa

10 August and 27 September 2011

VARIATION

1. Delete "1 July 2010." appearing at the end of paragraph (c) of subclause (iii) of clause 3 Salaries, of the award published 15 May 2009 (367 I.G. 1728) and insert in lieu thereof "1 July 2010; and".
2. Insert after paragraph (c) of subclause (iii) of clause 3 Salaries, the following new paragraph (d).

(d) a further 2.5% to salaries paid under paragraph (c) of this subclause, payable with effect from the first full pay period to commence on or after 1 July 2011.
3. Insert the words "and a further increase of 2.5% with effect from the first full pay period to commence on or after 1 July 2011" in subclause (iii) of clause 6, Conditions of Employment, immediately after the words "and a further increase of 4% with effect from the first full pay period to commence on or after 1 July 2010".
4. Delete Part B, Monetary Rates and insert in lieu the following:

PART B

MONETARY RATES

AWARDS

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

Unified Salary Scale Grades	1.7.07 Per annum \$	1.7.08 Per annum \$	1.7.09 Per annum \$	1.7.10 Per annum \$	1.7.11 Per annum \$
Grade 1	28,908 31,706 36,249	30,064 32,974 37,699	31,267 34,293 39,207	32,518 35,665 40,775	33,331 36,557 41,794

Grade 2	38,230 39,964 41,452	39,759 41,563 43,110	41,349 43,226 44,834	43,003 44,955 46,627	44,078 46,079 47,793
Grade 3	44,013 46,076 48,223	45,774 47,919 50,152	47,605 49,836 52,158	49,509 51,829 54,244	50,747 53,125 55,600

Grade 4	49,694	51,682	53,749	55,899	57,296
	51,642	53,708	55,856	58,090	59,542
	53,674	55,821	58,054	60,376	61,885
Grade 5	55,518	57,739	60,049	62,451	64,012
	57,313	59,606	61,990	64,470	66,082
	58,346	60,680	63,107	65,631	67,272
Grade 6	59,626	62,011	64,491	67,071	68,748
	61,436	63,893	66,449	69,107	70,835
	63,447	65,985	68,624	71,369	73,153
Grade 7	64,827	67,420	70,117	72,922	74,745
	67,115	69,800	72,592	75,496	77,383
	68,418	71,155	74,001	76,961	78,885
Grade 8	71,225	74,074	77,037	80,118	82,121
	74,117	77,082	80,165	83,372	85,456
	76,431	79,488	82,668	85,975	88,124
Grade 9	79,947	83,145	86,471	89,930	92,178
	82,244	85,534	88,955	92,513	94,826
	85,945	89,383	92,958	96,676	99,093
Grade 10	88,113	91,638	95,304	99,116	101,594
	91,589	95,253	99,063	103,026	105,602
	96,293	100,145	104,151	108,317	111,025
Grade 11	99,269	103,240	107,370	111,665	114,457
	103,591	107,735	112,044	116,526	119,439
	105,923	110,160	114,566	119,149	122,128
Grade 12	112,122	116,607	121,271	126,122	129,275
	115,395	120,011	124,811	129,803	133,048
	119,426	124,203	129,171	134,338	137,696
Grade 13	122,990	127,910	133,026	138,347	141,806
	126,177	131,224	136,473	141,932	145,480
	132,224	137,513	143,014	148,735	152,453

Crown Employees (Roads and Traffic Authority of New South Wales - School Crossing Supervisors) Award

School Crossing Supervisors Category (refer cl. 7 of award for the Calculation of rates)	1.7.07 Per hour \$	1.7.08 Per hour \$	1.7.09 Per hour \$	1.7.10 Per hour \$	1.7.11 Per hour \$
Base Rate (N)	16.8730	17.5479	18.2498	18.9798	19.4543
Permanent SCS (P)	15.8184	16.4511	17.1092	17.7935	18.2383
Additional hours/training (A)	18.2791	19.0103	19.7707	20.5615	21.0755
Casual SCS (C)	20.2476	21.0575	21.8998	22.7758	23.3452

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

Salary rates are included above in the Crown Employees (Roads and Traffic Authority of New South Wales - Salaried Staff) Award.

Inspectors Vehicle Regulation - Industrial Instrument 8411 of 1990

Salary rates are included above in the Crown Employees (Roads and Traffic Authority of New South Wales - Salaried Staff) Award.

5. This variation shall take effect on and from the first full pay period on or after 1 July 2011.

R. P. BOLAND *J, President.*
A.F. BACKMAN *J.*
I. TABBAA, Commissioner.

Printed by the authority of the Industrial Registrar.

(779)

SERIAL C7699

CROWN EMPLOYEES (ROADS AND TRAFFIC AUTHORITY OF NEW SOUTH WALES - SALARIED STAFF) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES
FULL BENCH

Application by Roads and Traffic Authority of New South Wales, and another.

(Nos. IRC 1238 and 1242 of 2011)

Before The Honourable Justice Boland, President
The Honourable Justice, Backman
Commissioner Tabbaa

10 August and 27 September 2011

VARIATION

- Delete Part B, of the award published dated 9 May 2008 (365 I.G. 1395) and insert in lieu thereof the following:

PART B

TABLE A - SALARIES

Unified Salary Scale Grades	1.7.07 Per annum \$	1.7.08 Per annum \$	1.7.09 Per annum \$	1.7.10 Per annum \$	1.7.11 Per annum \$
Grade 1	28,908	30,064	31,267	32,518	33,331
	31,706	32,974	34,293	35,665	36,557
	36,249	37,699	39,207	40,775	41,794
Grade 2	38,230	39,759	41,349	43,003	44,078
	39,964	41,563	43,226	44,955	46,079
	41,452	43,110	44,834	46,627	47,793
Grade 3	44,013	45,774	47,605	49,509	50,747
	46,076	47,919	49,836	51,829	53,125
	48,223	50,152	52,158	54,244	55,600
Grade 4	49,694	51,682	53,749	55,899	57,296
	51,642	53,708	55,856	58,090	59,542
	53,674	55,821	58,054	60,376	61,885
Grade 5	55,518	57,739	60,049	62,451	64,012
	57,313	59,606	61,990	64,470	66,082
	58,346	60,680	63,107	65,631	67,272
Grade 6	59,626	62,011	64,491	67,071	68,748
	61,436	63,893	66,449	69,107	70,835
	63,447	65,985	68,624	71,369	73,153
Grade 7	64,827	67,420	70,117	72,922	74,745
	67,115	69,800	72,592	75,496	77,383
	68,418	71,155	74,001	76,961	78,885
Grade 8	71,225	74,074	77,037	80,118	82,121
	74,117	77,082	80,165	83,372	85,456
	76,431	79,488	82,668	85,975	88,124
Grade 9	79,947	83,145	86,471	89,930	92,178
	82,244	85,534	88,955	92,513	94,826
	85,945	89,383	92,958	96,676	99,093

Grade 10	88,113	91,638	95,304	99,116	101,594
	91,589	95,253	99,063	103,026	105,602
	96,293	100,145	104,151	108,317	111,025
Grade 11	99,269	103,240	107,370	111,665	114,457
	103,591	107,735	112,044	116,526	119,439
	105,923	110,160	114,566	119,149	122,128
Grade 12	112,122	116,607	121,271	126,122	129,275
	115,395	120,011	124,811	129,803	133,048
	119,426	124,203	129,171	134,338	137,696
Grade 13	122,990	127,910	133,026	138,347	141,806
	126,177	131,224	136,473	141,932	145,480
	132,224	137,513	143,014	148,735	152,453

TABLE B

RATES - ALLOWANCES

Item No.	Clause No.	Description	Amount \$	
1	6A(1)(b)	Meal Allowance while Travelling		
		Capital Cities & High Cost Country Centres (refer to (5) below)		
		Breakfast		23.10
		Lunch		25.90
		Evening Meal		44.50
		'Tier 2' Country Centres & 'Elsewhere' (refer to (5) below)		
		Breakfast		20.65
Lunch		23.60		
Evening Meal		40.65		
2	6A(2)(b)	Meal Allowance on Overtime		
		Breakfast		25.80
		Lunch		25.80
		Evening Meal		25.80
3	6B(1)	Lodgings		
		Location	Per Day	Per Hour
		Capital Cities	\$	\$
		Sydney	293.35	12.22
		Adelaide	267.35	11.14
		Brisbane	311.35	12.97
		Canberra	255.35	10.64
		Darwin	282.35	11.76
		Hobart	227.35	9.47
		Melbourne	283.35	11.81
		Perth	274.35	11.43
		High Cost Country Centres (NSW)		
		Newcastle	242.85	10.12
		Maitland	221.85	9.24
		Port Macquarie	225.35	9.39
		Wagga Wagga	227.85	9.49
		'Tier 2' Country Centres (NSW)		
		Bathurst	208.75	8.70
		Broken Hill	208.75	8.70
		Orange	208.75	8.70
		Wollongong	208.75	8.70
		All other Country Centres (NSW)		
'Elsewhere'	193.75	8.07		

4	6B(1), (2)	Incidentals allowance (all locations)		16.85 per day
5	6C(2)(c)	Amount for incidentals deducted from actual/reasonable expenses		16.85 per week
6	6C(2)(g)	Maximum allowance for staff separated from dependants		254 per week
7(a)	6C(2)(h)	Allowance for removal of furniture - value of furniture:		7,037.00
7(b)		If value above amount in 7(a), employees receive -		1,126.00
7(c)		If value below amount in 7(a), employees receive -		563.00
7(d)		If not eligible, employees shall receive -		281.00
8	6C(3)	Max purchase price of home on which reimbursement of expenses is based		520,000
9	6C(6)	Max amount of allowance with increased accom. Costs		51.00
10(a)	6C(7)	Parents to pay first		27.00 per week
10(b)		RTA pays up to a maximum of		56.00 per week
11	6D	Remote areas allowance (with dependants)	- A	1750.00
			- B	2322.00
			- C	3100.00
		Remote areas allowance (without dependants)	- A	1221.00
			- B	1627.00
			- C	2171.00
12(a)	6E	Fares subsidy for climatic area - actual cost less		43.15
12(b)		Or		
12(c)		Maximum amount for employee with spouse/dependants; or Maximum amount for employee without spouse/dependants		289.00 142.70
13	6H	Sydney Harbour Bridge Allowance for Works Supervisors		7561 per annum
14	8B	Maximum value of furniture and effects on which risk insurance is paid		38,000

2. This variation shall take effect on and from the first full pay period on or after 1 July 2011.

R. P. BOLAND *J, President.*
A.F. BACKMAN *J.*
I. TABBAA, Commissioner.

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LOCAL GOVERNMENT (STATE) AWARD 2010

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union, Industrial Organisation of Employees.

(No. IRC 778 of 2011)

Before Commissioner Bishop

16 August 2011

VARIATION

1. Delete paragraph (v) of subclause A, General, of clause 18 Overtime, of the award published 31 December 2010 (370 I.G. 648), and insert in lieu thereof the following:

(v) An employee (other than a casual) who:

- (a) works four or more hours overtime after the completion of an ordinary shift and does not receive ten (10) consecutive hours off duty in the fourteen (14) hours immediately preceding the commencement of their next ordinary shift, or
- (b) works overtime after the completion of two consecutive ordinary shifts without receiving ten (10) consecutive hours off duty,

shall be released after the completion of such overtime until they have had ten consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If an employee is instructed to resume work without receiving the ten consecutive hours off duty, the employee shall be paid at double ordinary rates until released from duty and then shall be entitled to a ten hour break without loss of pay.

2. Insert after subparagraph (b) of paragraph (i) of subclause D, Long Service Leave, of clause 20, Leave Provisions the following new paragraph (ii), and renumber the subsequent paragraphs accordingly:

(ii)

- (a) An employee who is entitled to long service leave may, with the consent of Council, take long service leave:
 - (1) on full pay; or
 - (2) on half pay; or
 - (3) on double pay.
- (b) When an employee takes long service leave, the leave entitlements will be deducted on the following basis:
 - (1) a period of leave on full pay - the number of days so taken; or
 - (2) a period of leave on half pay - half the number of days so taken; or
 - (3) a period of leave on double pay - twice the number of days so taken

- (c) When an employee takes long service leave, the period of service for the purpose of leave accruals shall be as follows:
- (1) a period of leave of full pay - the number of days so taken; or
 - (2) a period of leave of half pay - half the number of days so taken; or
 - (3) a period of leave on double pay - the number of days so taken.
- (d) Employees that take long service leave at half pay or double pay shall not be disadvantaged nor obtain a windfall gain in relation to superannuation contributions.
3. Delete subparagraph (a) and (b) from the renumbered paragraph (iii) of subclause D of clause 20, and insert in lieu thereof the following:
- (a) Long Service leave shall be taken at a time mutually convenient to the council and employee, and should be in minimum periods of one week, provided that all long service leave accruing on or after 23 June 1998 shall be taken within five years of it falling due.
 - (b) Payment to an employee proceeding on long service leave shall be made by council at the employee's ordinary rate of pay calculated according to how the leave is taken (i.e. either full, half or double pay), either before the commencement of the employee's long service leave, or by agreement through the usual pay periods.
4. Delete the renumbered paragraph (viii) of subclause D of clause 20 and insert in lieu thereof the following:
- (viii) A council which has received under subclause (vii) of this clause a monetary equivalent of long service leave entitlement to cover an employee's period of service with a previously employing council(s) shall if the employee subsequently leaves the service of that employing council to seek employment outside New South Wales Local Government before a long service leave entitlement has become due, refund to such previously employing council(s) the amount paid.
5. Delete the renumbered paragraph (ix) of subclause D of clause 20 and insert in lieu thereof the following:
- (ix) Long service leave shall be exclusive of annual leave and any other holidays as prescribed by clause 19, Holidays of this Award, occurring during the taking of any period of long service leave, provided that where a public holiday falls during a period where the employee has taken long service leave on half pay, the public holiday shall also be paid at half pay.
6. Delete subparagraph (b) of paragraph (i) of subclause G, Paid Parental Leave of clause 20, and insert in lieu thereof the following:
- (b) Parental leave make-up pay shall mean the employee's ordinary pay, inclusive of PPL instalments. Where an employee works a varying number of ordinary hours for 6 months or more in the aggregate in the 12 month period immediately preceding leave associated with the birth of a child, the employee's ordinary hours shall be deemed to be the average weekly number of ordinary hours working during the 12 month period.
7. Delete paragraph (ii) Eligibility, of subclause G, of clause 20, and insert in lieu thereof the following:
- (ii) Eligibility

This clause shall apply to an employee who is receiving PPL instalments as a primary or secondary claimant under the *Paid Parental Leave Act 2010* (Cth) and who has had 12 months continuous service with the council immediately prior to the commencement of paid parental leave.

8. Delete subparagraph (b) of paragraph (iii) of subclause G of clause 20, and insert in lieu thereof the following:
 - (b) The period of parental leave make-up pay shall be counted as service for the purposes of long service, annual and sick leave accruals and superannuation. Superannuation is calculated on the employee's ordinary rate of pay.

For the avoidance of doubt, superannuation is calculated on the full parental leave payment (i.e. the employee's ordinary rate of pay inclusive of PPL instalments).
9. Delete subparagraph (a) of paragraph (iv) of subclause G of clause 20, and insert in lieu thereof the following:
 - (a) An employee who satisfies the eligibility criteria for paid maternity leave or paid special maternity leave under Clause 19F, Paid Maternity Leave, of the Local Government (State) Award 2007, may elect to receive paid maternity leave and/or paid special maternity leave (9 weeks full pay or 18 weeks half pay) in accordance with the provisions of the Local Government (State) Award 2010 in lieu of the entitlement to parental leave make-up pay under this Award, provided that the re-qualification period in subclause (iii) above shall apply.
10. This variation shall take effect on and from 16 August 2011.

E. A. R. BISHOP, Commissioner

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

A. The Variation of 10 June 2011, Serial C7629, published 9 September 2011 (371 I.G. 807), is corrected as follows:

1. By deleting the following text appearing in instruction 1:

"(iv) The rates of pay in this award reflect the adjustments that would otherwise be payable under the State Wage Case 2010. These adjustments may be offset against any equivalent overaward payments. The rates of pay and allowances in Part B, Monetary Rates take effect from the first pay period on or after 3 June 2011.

The rates of pay and allowances in Part B, Monetary Rates take effect from the first pay period on or after 16 December 2010."

and substituting the following:

"(iv) The rates of pay in this award reflect the adjustments that would otherwise be payable under the State Wage Case 2010. These adjustments may be offset against any equivalent overaward payments. The rates of pay and allowances in Part B, Monetary Rates take effect from the first pay period on or after 16 December 2010"

G. M. GRIMSON *Industrial Registrar.*

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**PUBLIC HEALTH SERVICE EMPLOYEES SKILLED TRADES
(STATE) AWARD (INCORPORATING THE AMBULANCE SERVICE
OF NSW SKILLED TRADES)**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Ministry of Health.

(No. IRC 1746 of 2011)

Before Commissioner Macdonald

1 December 2011

AWARD

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PART B

MONETARY RATES

Table 1 - Weekly Wages

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2. Definitions

"Local Health District" means a Local Health District as specified in Schedule 1 of the *Health Services Act* 1997, and, for the purposes of this Award, will also include the Ambulance Service of NSW as described in section 76A of the said Act and also "Statutory Health Corporations" as specified in Schedule 2 of the said Act.

"Blindmaker" means a person appointed as such who is a journeyman/woman engaged in making and/or cutting or measuring or fixing inside window blinds.

"Bricklayer" means a person appointed as such who is employed on bricklaying or tuckpointing work.

"Carpenter" means a person appointed as such who is employed on carpentry work.

"Electrical Tradesperson" means a tradesperson, including an Electrician, in an electrical trade, which includes the following electrical trades:

"Electrical Fitter" means a tradesperson who is mainly engaged in making, fitting or repairing electrical machines, instruments or appliances, and who in the course of his/her work applies electrical knowledge including the welding, fabrication, and erection of brackets and equipment associated with electrical installation work.

"Electrical Mechanic" means a tradesperson who is mainly engaged on electrical installation, repair and maintenance work including the welding, fabrication, and erection of brackets, and equipment associated with electrical installation work.

"Electrical Fitter and Assistant to Chief Engineer - Sydney Hospital" means a person appointed as such, who in addition to undertaking the duties of an Electrical Fitter, assists the Chief Engineer at Sydney Hospital.

"Electrical Fitter and Assistant to Chief Engineer - Other Hospitals" means a person appointed as such, who in addition to undertaking the duties of an Electrical Fitter, assists the Chief Engineer.

"Electrician in Charge of Generating Plant" means an electrician who has complete charge of the whole plant, including the prime mover and generator and is required to run the plant and maintain and attend to the installation generally.

"Plant Electrician" means a tradesperson who is an electrical mechanic or electrical fitter who has practically complete charge of the general maintenance, alteration and repair work of an installation and carries out the orders of an employer having no knowledge of the electrical trade and not carrying on any business in the trade

as a partner or otherwise or carries out the orders of an employer's engineer or other officer who is not a practical electrician.

"Refrigeration and/or Air Conditioning Mechanic or Fitter" means a tradesperson who in the course of his/her work applies electrical trade experience and is mainly engaged on the installation, repair, and maintenance work in connection with electrically operated refrigeration and/or air conditioning units.

"Electrical Instrument Fitter" means a tradesperson, not necessarily an electrical fitter, who is required to design, test and/or repair and maintain electrical and/or electro-pneumatic measuring and/or scientific electrical instruments.

"Employer" means the Director-General, NSW Ministry of Health.

"Fitter" means a person appointed as such who is a tradesperson of one or more of the following classes: mechanical fitter, pipe fitter on refrigeration work and/or high pressure work which includes live steam and hydraulic press work.

"Floor/Wall Tiler" means a person appointed as such and without limiting the meaning of the expression "floor/wall tiler", a person employed in the laying or fixing of tiles, faience, mosaic, ceramic, opalite and the like not exceeding in measurement 930 square centimetres when such opalite and the like is fixed with cement composition.

"Hospital" means any facility operated by a "Local Health District" as defined in this Award.

"Motor Mechanic" means a person appointed as such who is a tradesperson engaged in repairing, altering, overhauling, assembling or testing metal and/or electrical parts of the engine or chassis of motor cars, motor cycles or other motor vehicles.

"Mechanical Tradesperson - Special Class" means a fitter or mechanic who satisfies the requirements for appointment to Level 2 in the classification structure, and who did so, fully or in part, by virtue of having obtained skills and/or knowledge beyond the base trade in hydraulics and/or pneumatics.

"Painter" means a person appointed as such who is engaged in any manner whatsoever in the painting and/or decorating of or in connection with all buildings and structures, plant, machinery, and equipment, fences and posts.

"Plasterer" means a person appointed as such who is employed on internal and/or external plastering and/or cement, including without limiting the generality of the foregoing, fibrous plaster fixing, gypsum plaster board fixing and floorlaying.

"Plumber" means a person appointed as such and without limiting the ordinary meaning of "plumbing", who is engaged on work including lead burning, chemical plumbing, oxy-welding, electric welding and brazing applicable to plumbing work, gas fitting, maintenance, installations and repair of hot and cold water services and hot water and/or steam heating services, air conditioning plants, the making up, fitting and installation of sewage and sewerage systems in sheet lead, galvanised iron, cast iron or any other material which supersedes the materials usually used by plumbers, the fixing of roofing, curtain walling, spouting, downpipes, gutters, valleys, ridging and flashings in any metal or any material, and the fixing, maintenance and repair of metal drain pipes and vent pipes to any building.

"Scientific Instrument Maker" means a person appointed as such who is a tradesperson engaged on the work of manufacturing, repairing, adjusting, and/or testing of optical and scientific instruments, but does not include an employee working exclusively as a tradesperson.

"Signwriter" means a person appointed as such and who in addition to having a knowledge of painting does any of the following work:

Signwriting, designing and/or lettering of tickets and showcards.

Pictorial and scenic paintings, or production of signs or posters by means of stencils, screens or like methods or any other work incidental thereto including cutout displays of all description, pictorial, scenic or lettering and without limiting the generality of the foregoing shall include:

- (a) lettering of every description, size or shape applied by brush on any surface or material which, without limiting its meaning, shall include stone, wood, iron, metal, brick, cement, glass (plain and fancy), canvas, paper, calico, sheeting, bunting, silk, satin, wire blinds;
- (b) designing for windows, poster, show window and theatre displays, honour rolls, illuminated addresses, neon signs, stencils, display banners;
- (c) gilding, i.e., the application of gold, silver, aluminium, or any metal leaf to any surface;
- (d) designing and laying out of cutout displays of all descriptions, either pictorial, scenic or lettering;
- (e) screen process work, i.e., the designing, setting up and the operation for duplication of signs on any material whether of paper, fabric, metal, wood, glass, or any similar material.

Without limiting the general meaning signwriting work shall include making of stencils and stencilling by screen or any other method, and the making and/or fixing of transfers.

"Spray Painter" means a tradesperson who is required to prepare all types of surfaces, colour match and apply paint to vehicle panels, vehicle components and whole vehicles with the use of general trade experience.

"Test case decision" means a decision made under Part 3 - National and State Decisions of Chapter 2 of the *Industrial Relations Act 1996* or any other decision which the Industrial Relations Commission of New South Wales determines to be a test case having general application to awards in the State.

"Toolmaker" means a person appointed as such who is a tradesperson making and/or repairing any precision tool, gauge, die or mould to be affixed to any machine who designs or lays out his/her work and is responsible for its proper completion and includes any tradesperson engaged in or in connection with the making of any tool, gauge, die or mould as aforesaid who by agreement with the employer is classified as a toolmaker.

"Tradesperson" means any employee who has completed an apprenticeship or holds a relevant trade certificate or equivalent or, is otherwise appointed to any classification under this Award as at 1 September 1997.

"Union" means any or all of the following organisations as the case may be:

Construction Forestry Mining and Energy Union, New South Wales Branch;

New South Wales Plumbers and Gasfitters Employees' Union;

Automotive Food Metal Engineering Printing & Kindred Industries Union - Metals Division and Vehicle Division.

The Electrical Trades Union of Australia, New South Wales Branch.

"Upholsterer" means a person appointed as such who is a journeyman engaged in upholstering.

"Welder 1st Class" means a person appointed as such who is a tradesperson using electric arc and/or oxy-acetylene blow pipe and/or coal gas cutting plant who is required to apply general trade experience as a welder.

"Welder Special Class" means a welder who, in addition to satisfying the requirements of a Welder 1st Class, is required to and is competent to apply general trade experience in welding all the following classes of metals: mild steel, stainless steel, cast iron, aluminium, copper, brass, die cast metal and magnesium.

3. Classification Structure and Labour Flexibility

Tradespersons in the NSW public Health system perform, both on a planned and emergency basis, a variety of manual and technical tasks related to preventative and corrective maintenance and the installation, renovation and construction of buildings, plant and equipment. Those tasks include the performance of peripheral and incidental tasks and assisting other staff so as to complete the whole job.

In recognition of the skills and knowledge brought to the performance of tasks by tradespersons, the following classification structure is to be applied from the first full pay period to commence on or after the 1 September 1997.

Trade Classification	% of Weekly Wage	Definition
Level 1	100%	Complete Apprenticeship and/or holds relevant trade certificate or equivalent.
Level 2	105%	120 hours of approved course/s and is regularly required to use the skills/knowledge acquired in such courses.
Level 3	110%	240 hours of approved course/s and is regularly required to use the skills/knowledge acquired in such courses.
Level 4	115%	360 hours of approved course/s and is regularly required to use the skills/knowledge acquired in such courses.

Note: Approved courses in respect of skills/knowledge no longer regularly required shall not be counted for progression purposes.

Approved Courses - are TAFE courses and any others that the Employer approves. NSW Health Department Study Leave provisions apply. Courses approved however must relate to the acquisition of new skills (performing additional functions) and not simply the modernisation or updating of current work practices or methods (performing the same functions better/differently - for example, personal OH&S related courses, updated inventory or programmed maintenance systems, new computer software etc).

Placement - The relevant Chief Executive Officer will determine where each tradesperson should be placed within the classification structure.

This must be done firstly by determining which skills/knowledge, above classification level 1 skills, are regularly required of the tradesperson and secondly, in relation to each of those, determining whether the relevant approved course has been successfully completed or, alternatively, in respect of tradespersons in employment as at 1 September 1997, determining whether the skills/knowledge possessed by the tradesperson is equivalent to skills/knowledge acquired from successfully undertaking the approved course.

Where the tradesperson in question is placed within a classification in the structure greater than level 1, the employee is to be paid the higher rate from the first full pay period to commence on or after that date that the higher skill/knowledge was regularly required of the tradesperson.

Progression - Progression to classification levels 2, 3 and 4 is to be on the basis of the tradesperson in question having successfully undertaken at least 120 hours of additional approved course/s, and, being required to regularly use the skills/knowledge acquired in such courses. Approved courses in respect of skills/knowledge no longer regularly required shall not be counted for progression purposes.

The employer will determine which and how many employees are to be regularly required to use additional skills/knowledge for which a higher classification level is to be paid.

Tradespersons at classification levels 2,3 and 4 are responsible for maintaining the additional skills/knowledge to a standard equivalent to that of having successfully undertaken a current approved course/s in order to continue to be paid the higher classification level.

Equivalent Skills - For the purposes of progression under the foregoing clause, the Chief Executive Officer may determine that the skills/knowledge possessed by and regularly required of a tradesperson who was in employment as at 1 September 1997, should be considered equivalent to skills/knowledge acquired from successfully undertaking an approved course/s. Any such decision requires that the tradesperson in question be credited with hours equivalent to that of the relevant approved course/s.

No Double Counting - There will be no credit toward progression to a higher classification level in relation to the performance of any function for which payment of an allowance is already made, for example, Thermostatic Mixing Valve Allowance and, any functions for which Additional Wage Rates are paid, for example, to Plumbers, Electrical Tradespersons and Welders.

Leading Hand Allowances - Leading hand allowances, where applicable, will be paid in addition to the skills based increment of the tradesperson in question.

Disputes - The Issue Resolution procedures should be utilised if any disputes arise concerning implementation of this clause.

4. Hours and Contract of Employment

- (i) Employment under this Award will be full-time, part-time or casual. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.
- (ii) Full-time employees - Hours:
 - (a) "Day Worker" means a worker who works his/her ordinary hours from Monday to Friday inclusive and who commences work on such days at or after 6:00 am and at or before 10:00 am otherwise than as part of a shift system.

"Shift Worker" means a worker who is not a day worker as defined.
 - (b) Except as provided elsewhere in this Award the ordinary working hours excluding meal times shall be thirty-eight per week and shall be worked in accordance with the following provisions for a four week cycle. The ordinary hours of work for day workers shall be 8 hours per day worked between 6:00 am and 6:00 pm Monday to Friday inclusive and arranged in a four weekly cycle such that an employee shall be credited with 0.4 of one hour for each day worked with such time accruing as an entitlement to take one day off duty, on pay, in each four weekly cycle of twenty working days.
 - (c) Each day of paid sick or recreational leave taken and any public holiday/s occurring during any cycle of four weeks shall be regarded as a day worked for accrual purposes.
 - (d) An employee who has not worked a complete four week cycle shall receive pro rata accrued entitlements for each day worked (or each fraction of a day worked) or regarded as having been worked in such cycle, payable for the allocated day off. Such payment shall also be made to an employee on termination of employment.
 - (e) The accrued allocated day off prescribed in paragraph (b) of this subclause shall be taken as a paid day off unless the employee is required to work that day by the employer to cover unforeseen or emergency circumstances which would impair the productivity of other employees, delay the completion of a project or section thereof or prevent other employees from carrying out maintenance work outside ordinary working hours.
 - (f) Where an employee has been absent on workers' compensation during a 20 day cycle and returns to work prior to his/her next allocated day off duty, in normal sequence, he/she shall be given and shall take such day as though he/she had worked the whole of the 20 day cycle.
 - (g) Where an employee is required to work on his/her accrued allocated day off, other than a call back, he/she shall be paid at the rate of time and one-half for the time worked in ordinary hours and at double time for all time worked outside the ordinary hours on that day and the employer

and employee shall confer with the view of substituting another day off, in lieu thereof, in the current 20 day cycle. Should it be impractical for such a day to be substituted in the current 20 day cycle, it shall be given and taken as soon as practicable after the commencement of the next 20 day cycle in sequence.

- (h) Where an employee requests, and the employer agrees to a temporary change of the allocated day off in the four weekly cycle, no penalty payments shall be payable to an employee in respect of the change of the allocated day off. Similarly no penalty payments shall be payable to the employee where he/she and the employer agree to change the allocated day off, in the four weekly cycle, on a permanent basis.
 - (i) When an employee's allocated day off duty, on pay; as prescribed by paragraph (b) of this subclause, falls on a public holiday as prescribed by clause 22, Public Holidays, and clause 23, Picnic Day, the next working day shall be taken in lieu of the allocated day, unless an alternative day in that four weekly cycle (or the next four weekly cycle) is agreed to between the employer and the employee.
 - (j) The ordinary hours of work of shift workers exclusive of meal times shall be 8 hours per shift with 0.4 of one hour at ordinary rates for each shift worked accruing as an entitlement to take one shift off duty, on pay, in each cycle of four weeks such that 19 shifts of eight hours (152 hours in total) are worked in each cycle.
 - (k) Each shift worker shall be free from duty for not less than two full days in each week or where this is not practicable, four full days in each period of two weeks and where practicable such days shall be consecutive.
 - (l) Except at regular changeover of shifts an employee shall not be required to work more than one shift in each period of twenty-four hours.
 - (m) Shift rosters shall specify the commencing and finishing times of the ordinary working hours of the respective shifts.
 - (n) The method of working shifts may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment or in the absence of agreement by seven days notice of alteration given by the employer to the employee.
 - (o) Before shift work is introduced into any hospital or section thereof, the proposals relating thereto shall be conveyed to the Health Administration Corporation for its approval and to afford it an opportunity to discuss such proposals with representatives of the employer and the union or unions concerned.
 - (p) There shall be allowed, without deduction of pay, a tea break of twenty minutes between 9:00 am and 11:00 am, or at such other time as may be mutually agreed upon, provided however that employees shall not necessarily take it at the same time or in the same location. Where practicable such tea break shall be taken at the nearest facility to the workplace and at the convenience of the employer.
- (iii) Part Time Employment:
- (a) A part-time employee is one who is permanently appointed by the employer to work a specified number of hours in a roster cycle. The specified hours must be less than those prescribed for a full-time employee.
 - (b) Employees engaged under this clause shall be paid an hourly rate calculated on the basis of one thirty-eighth of the appropriate rate relevant to their classification and shall be entitled to all other benefits not otherwise expressly provided for herein in the same proportion as their ordinary hours of work bear to full-time hours.

This includes pro rata of appropriate weekly allowances and pro rata of appropriate daily allowances in the same proportion as actual hours on a day bears to eight. A part-time employee shall not be entitled to an additional day off or part thereof as prescribed by this Award and shall not be entitled to Public Holidays where the employee would not have worked that day pursuant to his/her usual roster.

- (c) The minimum number of hours per shift worked is four hours. The maximum ordinary hours which may be worked within a 7 day period (coincidental with the pay period) is thirty two. Days of work and starting and finishing times may be varied at any time by agreement, or by the employer with notice having regard to the employees circumstances.
- (d) All time worked by part-time employees in excess of eight hours on any shift, or beyond the rostered finishing time of the majority of full-time employees employed on that shift in the section concerned, shall be overtime and paid for at the rate of time and one half for the first two hours and double time thereafter, except that on Sunday such overtime shall be paid for at the rate of double time and on public holidays at the rate of double time and one half.

Extensions to the time worked on any shift, up to and including eight hours, or up to and including the rostered finishing time of the majority of full-time employees employed on that shift in the section concerned, whichever occurs first, shall not be regarded as overtime but an extension of the contract hours for that day and shall be paid at the ordinary rate of pay.

- (e) Part-time employees shall have their pro-rata entitlements calculated by the average of ordinary hours worked per annum. In this respect ordinary hours worked means their contracted hours and any additional hours worked at ordinary rates of pay. In other words, hours which include extensions to shifts referred to in (d) above.
- (iv) Termination of Weekly Employment - One week's notice of termination of employment shall be given by the hospital or the employee, respectively, but when the conduct of an employee justifies instant dismissal such notice of termination of employment shall not apply; provided that should an employee fail to give the prescribed notice such employee shall be liable to the forfeiture of one week's wages. Where the services of an employee are terminated without due notice he/she shall be paid one week's salary in lieu thereof.
 - (v) Casual Employment:
 - (a) A casual employee shall mean a person engaged for a period of less than the hours prescribed for full-time employees in clause 4, Hours and Contract of Employment, but shall not include any person employed under an unemployment relief scheme.
 - (b) A casual employee shall be paid 15 per centum in addition to the rate calculated by adding the weekly wage and tool allowance for the class of work which he/she performs.
 - (c) A casual employee who is requested to report for work shall be paid a minimum of 2 hours pay for each start.
 - (vi) All employees:
 - (a) Except for meal breaks, at the discretion of the employer, the ordinary hours of work shall be worked continuously provided that no employee shall be required to work for more than 5 hours without a meal break.
 - (b) Painters shall be allowed five minutes before lunch and before the cessation of the day's work or shift to clean and put away their brushes, tools, etc.
 - (vii) Locally negotiated hours of work patterns which are in place as at 1 September 1997 are preserved. Such work patterns are known to exist at Northern Sydney Area Health Service (12 hour shifts), Central Sydney Area Health Service (12 hour shifts) and Western Sydney Area Health Service (9 day fortnight). The preservation of those work patterns includes the preservation of other conditions and administrative

arrangements altered/adopted locally to supplement and or accommodate the existence of those work patterns.

4A. On Call

- (i) The employer shall advise all employees and the Union(s) of any proposal to introduce an on call roster, including the proposed details of the roster.
- (ii) An employee required by his or her employer to be on call, otherwise than as provided in (iii) hereof shall be paid the allowance as set out at Table 2 for each period of 24 hours or part thereof, provided that only one allowance shall be payable in any period of 24 hours.
- (iii) An employee required to be on call on rostered days off shall be paid the allowance set out at Table 2 for each period of 24 hours or part thereof, provided that only one allowance shall be payable in any period of 24 hours.
- (iv) On call rostering arrangements shall be determined in consultation with affected employees and having regard to the availability and training of employees placed on the on call roster. Such arrangements should also have regard to particular local geographical concerns and travelling distances involved.
- (v) Wherever possible the employer shall supply a mobile telephone and or pager to an employee rostered on call.
- (vi) Where provided with a mobile telephone or pager a rostered employee must remain near the mobile telephone which must remain switched on unless a pager has been provided. Alternatively an employee not provided with a mobile telephone or pager must remain available via their home telephone. A rostered employee shall be available to answer calls personally and must not utilise an answering machine.
- (vii) An employee rostered on call must contact the employer/hospital immediately it becomes known that the employee shall be unavailable for rostered duty.
- (viii) The employee must be able to respond appropriately within a reasonable time frame as determined by the employer.
- (ix) Where appropriate an employee rostered on call may be provided with a motor vehicle.
- (x) The employer shall ensure that all employees who participate in the after hours service are provided with any training necessary to respond effectively to calls received.
- (xi) When an employee is recalled to work, payment is in accordance with clause 5(v).

4B. Secure Employment

- (a) Objective of this Clause

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

- (b) Casual Conversion

- (i) A casual employee engaged by a particular employer on a regular and systematic basis for a sequence of periods of employment under this Award during a calendar period of six months shall thereafter have the right to elect to have his or her ongoing contract of employment converted to permanent full-time employment or part-time employment if the employment is to continue beyond the conversion process prescribed by this subclause.

- (ii) Every employer of such a casual employee shall give the employee notice in writing of the provisions of this sub-clause within four weeks of the employee having attained such period of six months. However, the employee retains his or her right of election under this subclause if the employer fails to comply with this notice requirement.
- (iii) Any casual employee who has a right to elect under paragraph (b)(i), upon receiving notice under paragraph (b)(ii) or after the expiry of the time for giving such notice, may give four weeks' notice in writing to the employer that he or she seeks to elect to convert his or her ongoing contract of employment to full-time or part-time employment, and within four weeks of receiving such notice from the employee, the employer shall consent to or refuse the election, but shall not unreasonably so refuse. Where an employer refuses an election to convert, the reasons for doing so shall be fully stated and discussed with the employee concerned, and a genuine attempt shall be made to reach agreement. Any dispute about a refusal of an election to convert an ongoing contract of employment shall be dealt with as far as practicable and with expedition through the disputes settlement procedure.
- (iv) Any casual employee who does not, within four weeks of receiving written notice from the employer, elect to convert his or her ongoing contract of employment to full-time employment or part-time employment will be deemed to have elected against any such conversion.
- (v) Once a casual employee has elected to become and been converted to a full-time employee or a part-time employee, the employee may only revert to casual employment by written agreement with the employer.
- (vi) If a casual employee has elected to have his or her contract of employment converted to full-time or part-time employment in accordance with paragraph (b)(iii), the employer and employee shall, in accordance with this paragraph, and subject to paragraph (b)(iii), discuss and agree upon:
 - (1) whether the employee will convert to full-time or part-time employment; and
 - (2) if it is agreed that the employee will become a part-time employee, the number of hours and the pattern of hours that will be worked either consistent with any other part-time employment provisions of this award or pursuant to a part time work agreement made under Chapter 2, Part 5 of the *Industrial Relations Act 1996* (NSW);

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

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

- (2) A "contract business" is a business (whether an organisation, business enterprise, company, partnership, co-operative, sole trader, family trust or unit trust, corporation and/or person) which is contracted by another employer to provide a specified service or services or to produce a specific outcome or result for that other employer which might otherwise have been carried out by that other employer's own employees.
- (ii) Any employer which engages a labour hire business and/or a contract business to perform work wholly or partially on the employer's premises shall do the following (either directly, or through the agency of the labour hire or contract business):
- (1) consult with employees of the labour hire business and/or contract business regarding the workplace occupational health and safety consultative arrangements;
 - (2) provide employees of the labour hire business and/or contract business with appropriate occupational health and safety induction training including the appropriate training required for such employees to perform their jobs safely;
 - (3) provide employees of the labour hire business and/or contract business with appropriate personal protective equipment and/or clothing and all safe work method statements that they would otherwise supply to their own employees; and
 - (4) ensure employees of the labour hire business and/or contract business are made aware of any risks identified in the workplace and the procedures to control those risks.
- (iii) Nothing in this subclause (c) is intended to affect or detract from any obligation or responsibility upon a labour hire business arising under the *Occupational Health and Safety Act 2000* or the *Workplace Injury Management and Workers Compensation Act 1998*.

(d) Disputes Regarding the Application of this Clause

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

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

5. Overtime

- (i) For all work done outside ordinary hours, (inclusive of time worked for accrual purposes as prescribed in clause 4, Hours and Contract of Employment and Clause 21, Shift Work) the rates of pay shall be time and one half for the first two hours and double time thereafter, such double time to continue until the completion of the overtime work.

Except as provided in this subclause or subclause (ii) of this clause, in computing overtime each day's work shall stand alone, except where overtime is continuous from the previous day.

- (ii) Rest period after overtime - when overtime work is necessary it shall wherever reasonably practicable be so arranged that employees have at least ten consecutive hours off duty between the work of successive days.

An employee who works so much overtime between the termination of his/her ordinary work on one day and the commencement of his/her ordinary work on the next day that he/she has not had at least ten consecutive hours off duty between these times shall, subject to this subclause, be released after completion of such overtime until he/she has had ten consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instruction of his/her employer such an employee resumes or continues work without having had such ten consecutive hours off duty he/she shall be paid at double rates until he/she is released from duty for such period and he/she shall then be entitled to be absent until he/she has had ten consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

The provisions of this subclause shall apply in the case of shift workers as if eight hours were substituted for ten hours when overtime is worked:

- (a) For the purpose of changing shift rosters; or
 - (b) Where a shift worker does not report for duty and a day worker or a shift worker is required to replace the absent shift worker; or
 - (c) Where a rostered shift is altered by arrangement between the employees themselves.
- (iii) Overtime worked on a Saturday or Sunday not being a public holiday shall be paid for as follows:
- (a) Saturday - time and one half for the first two hours and double time thereafter with a minimum payment of four hours except where such overtime is continuous with overtime commenced on the previous day.

All overtime work after twelve noon on a Saturday shall be paid for at double time.
 - (b) Sunday - double time for all time worked with a minimum payment for four hours. Payment of double time for overtime worked on a Sunday shall continue until the employee is relieved from duty.
- (iv) Overtime worked on Public Holidays:
- (a) Overtime worked on a public holiday as prescribed by clause 22, Public Holidays, shall be paid at the rate of double time and one half for all time worked with a minimum payment of four hours at such rate.
 - (b) Overtime worked on a public holiday and which continues beyond twelve midnight into the next day not being a public holiday shall be paid for at the same rate for a public holiday until such time as the employee is relieved from duty.
- (v) Call back:
- (a) An employee recalled to work after leaving the premises (including the allocated day off, on pay) shall be paid for a minimum of four hours work at the appropriate rate for each time he/she is so recalled; provided that, except in unforeseen circumstances arising, the employee shall not be required to work the full minimum number of hours prescribed above if the work he/she was recalled to perform is completed within a shorter period.
 - (b) An employee recalled to work overtime as prescribed by paragraph (a) of this subclause shall be paid all fares and expenses reasonable incurred in travelling to and from his/her place of work.

Provided further that where an employee elects to use his/her own mode of transport, the employee shall be paid a Transport Allowance in accordance with those prescribed from time to time by the Public Employment Office.
 - (c) The provisions of this subclause shall apply in the case of employees on call back as if eight hours were substituted for ten hours in subclause (ii) of this clause, unless such call back occurs after an employee has worked continuing overtime from the normal shift immediately preceding the call back.
- (vi) Temporary night work - Wherever it may be necessary for a "day worker" to work temporary night work in the course of alteration or renovations of a building.

- (a) No employee who is employed during ordinary hours shall be employed on temporary night work except at overtime rates or vice versa.
 - (b) A meal break of not less than 20 minutes shall be allowed during such shift.
 - (c) An employee employed for less than five continuous shifts (inclusive of the allocated day off, on pay, as prescribed in clause 4, Hours and Contract of Employment) in any working week shall be paid at the rate of double time and one half for all time worked with a minimum payment of four hours at such rate.
 - (d) The rate of pay for temporary night work shall be time and one half.
 - (e) Start and finishing times for temporary night work shall be agreed upon mutually between the employer and the employees concerned.
- (vii) Meal hours - Work done during meal hours and thereafter until a meal hour break is allowed shall be paid for at double time rates. An employee shall not be compelled to work for more than five hours without a break for a meal.
- (viii) Meal money - An employee required to work overtime in excess of one and one half hours after working ordinary hours shall be paid by his/her employer an amount set out at Table 3 to meet the cost of a meal. During the term of this Award, expense related allowances will be adjusted in accordance with movements in the expense related allowances in the Crown Employees Wages Staff (Rates of Pay) Award.

After the completion of each four hours on continuous overtime shall be paid an amount set out at Table 3 for each subsequent meal in addition to his/her overtime payment, but such payment need not be made to employees living in the same locality as their places of work who can reasonably return home for meals.

- (ix) Transport of employees - When an employee after having worked overtime or a shift for which he/she has not been regularly rostered finishes work at a time when reasonable means of transport are not available the employer shall provide him with a conveyance to his/her home, or pay him his/her current wage for the time reasonably occupied in reaching his/her home (provided that this subclause shall not apply to an employee who uses his/her own vehicle to travel to and from his/her place of work).
- (x) Reasonable overtime:
- (a) Subject to paragraph (b) below, an employer may require an employee to work reasonable overtime at overtime rates or as otherwise provided for in this award.
 - (b) An employee may refuse to work overtime in circumstances where the working of such overtime would result in the employee working hours, which are unreasonable.
 - (c) For the purposes of paragraph (b) what is unreasonable or otherwise will be determined having regard to:
 - (i) any risk to employee health and safety;
 - (ii) the employee's personal circumstances including any family and carer responsibilities;
 - (iii) the needs of the workplace or enterprise;
 - (d) the notice (if any) given by the employer of the overtime and by the employee of his or her intention to refuse it; and
 - (e) any other relevant matter.

- (xi) Cribs:
- (a) An employee who is required to work overtime for one and one half hours or more after the normal creasing time inclusive of time worked for accrual purposes as prescribed in clause 4, Hours and Contract of Employment, and Clause 21, Shift Work, shall be allowed, at the expiration of the said one and one half hours, 30 minutes for a meal or crib and thereafter a similar time allowance after every four hours of overtime worked. Time for meals or crib through overtime periods shall be allowed without loss of pay, provided that overtime work continues after such break.
 - (b) When overtime is worked on a Saturday, if work continues after 12 noon, a break for a meal of 30 minutes shall be allowed between 12 noon and 1 pm which meal break shall be taken without loss of pay.

6. Wages

- (i) The weekly wages of full-time employees shall be as set out in Table 1.
- (ii) The weekly wages referred to in subclause (i) and (iv) of this clause are inclusive of the Industry Allowance, paid in consideration for:
 - (a) working in the open and there being subjected to climatic conditions, i.e., dust blowing in the wind, brick dust, drippings from concrete, etc.;
 - (b) sloppy conditions;
 - (c) lack of usual amenities associated with factory work e.g., meal rooms, change rooms, lockers, etc.
- (iii) The weekly wages referred to in subclause (i) and (iv) of this clause are inclusive of the Hospital Trades Staff Allowance, paid in recognition of the responsibility, specialised skills, flexibility and discretion exercised by such tradespersons and the environment in which they work.
- (iv) The weekly wages and allowances for Apprentices shall be as set out in Table 4, The conditions of employment within this Award which specifically refer to Apprentices will be applied to Apprentices.

6A. Salary Sacrifice to Superannuation

- (i) Notwithstanding the salaries prescribed in Clause 6, Wages, as varied from time to time, an employee may elect, subject to the agreement of the employee's employer, to sacrifice a part or all of the salary payable under Clause 6 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 6B. Salary Packaging, of this award may be made up to one hundred (100) per cent of the salary payable under the salaries clause, or up to one hundred (100) per cent of the currently applicable superannuable salary, whichever is the lesser.

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

- (ii) Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of available salary to be packaged. Such payroll deductions may include but are not limited to superannuation payments, HECS payments, child support payments, judgement debtor/garnishee orders, union fees and private health fund membership fees.
- (iii) Where the employee has elected to sacrifice a part or all of the available payable salary to additional employer superannuation contributions:

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

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

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

6B. Salary Packaging

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

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

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

7. Additional Wage Rates

- (i) Electrician - An electrician who is the holder of a Qualified Supervisors Certificate or Contractors licence shall be paid an amount per week set out at Grade A of Table 2. An electrician who is the holder of a Certificate of Registration shall be paid an amount per week set out at Grade B of Table 2.

- (ii) Lead Burner - The ordinary rates for lead burners shall be calculated by adding to the rate prescribed for journeymen plumbers in this Award the sum per hour set out at Table 2.
- (iii) Plumber - The ordinary rates for plumbers are increased by the weekly amounts (or pro rata hourly for Part-time/Casual) set out in Table 2 for all purposes for acting on various licences or combinations thereof as set out:
 - (a) when required to act on plumber's licence;
 - (b) when required to act on gasfitter's licence;
 - (c) when required to act on drainer's licence;
 - (d) when required to act on plumber's and gasfitter's licence;
 - (e) when required to act on plumber's and drainer's licence;
 - (f) when required to act on gasfitter's and drainer's licence;
 - (g) when required to act on plumber's, gasfitter's and drainer's licence.

A plumber who may be required by his/her employer to act on his/her licence or licences during the course of his/her employment shall be paid at the rate per hour mentioned in this Award for every hour of his/her employment whether he/she had in any hour in fact acted on such licence or not.

Gasfitting licence shall be deemed to include coal gas, natural gas, liquid petroleum gas or any other gas where it is required by any State Act of Parliament or regulation that the holder of a licence be responsible for the installation of any such service or services.

- (iv) A plumber and/or gasfitter and/or drainer who is or will be required to be the holder of a Certificate of Registration shall be paid the amount per hour set out at Table 2 in addition to his/her ordinary rate of pay. This allowance shall be paid for all purposes of the Award with the exception of clause 21, Shift Work, and clause 5, Overtime, in which cases it shall be paid as a flat rate and not be subject to penalty addition.
- (v) Electric Welding - An employee being the holder of a Department of Industrial Relations oxy-acetylene or electric welding certificate who may be required by his/her employer to act on either of his/her certificates during the course of his/her employment shall be entitled to be paid for every hour of his/her employment on work the nature of which is such that it is done by or under the supervision of the holder of a certificate or while not performing but supervising such work the sum per hour set out at Table 2 with a minimum payment of one hour per day for each certificate in addition to the rates of a journeyman plumber in this Award.
- (vi) Computing Quantities - Employees who are regularly required to compute or estimate quantities of materials in respect to the work performed shall be paid an additional amount per day or part thereof set out at Table 2.
- (vii) An employee being the possessor of a boiler attendant's certificate who is required to supervise or operate a boiler shall for each week he/she is so required to be paid in addition to the rates prescribed an amount set out at Table 2.
- (viii) BMC Operators:
 - (a) Tradespersons employed on rotational shiftwork in building maintenance centres attending computerised systems monitoring the status and functions of plant and equipment connected thereto and attending to alarms recorded thereon shall be paid an allowance per week as set out at Table 2 above the Award margin prescribed for their respective trade classifications. Such allowance shall be paid for all purposes of the Award and subject to wage indexation increases.

- (b) In addition to the foregoing such tradesperson/s shall also be paid the tool allowance prescribed for their respective trade classification under this Award.
- (c) Tradespersons attending the computerised system shall hold their work station for a period of one quarter of an hour at shift change over to acquaint the oncoming shift with the status of the plant and equipment or maintenance work in hand. Such time shall be counted as time worked and paid for at overtime rates.
- (ix) Motor mechanics who are required to inspect and issue certificates of inspection in respect of the road worthiness of motor vehicles shall be paid an amount set out at Table 2 for each vehicle inspected plus an amount per day set out at Table 2 whilst actually at work.
- (x) In addition to the ordinary rate paid to an Electrical Tradesperson (Electrical Fitter/Mechanic and Refrigeration and/or Air Conditioning Mechanic or Fitter), the following types of Electrical Tradespersons (see Definitions) shall be paid the weekly amounts (or pro rata hourly for Part-time/Casual) set out at Table 2 for all purposes:
 - Electrical Fitter & Assistant to Chief Engineer - Sydney Hospital;
 - Electrical Fitter & Assistant to Chief Engineer - Other Hospitals;
 - Electrician in Charge of Generating Plant less than 75 Kilowatts;
 - Electrician in Charge of Generating Plant 75 Kilowatts or more;
 - Plant Electrician.
- (xi) In addition to the ordinary rate paid to a Welder 1st Class, a Welder Special Class as defined shall be paid the weekly amount (or pro rata hourly for Part-time/Casual) set out at Table 2 for all purposes.

8. Tool Allowances

Employees shall be paid tool allowances for all purposes as for Table 1, except Electrical Trades classifications (Electrical Tradesperson and Electrical Instrument Fitter), who shall be paid tool allowances for all purposes as for Table 2. During the term of this Award, expense related allowances will be adjusted in accordance with movements in the expense related allowances in the Crown Employees Wages Staff (Rates of Pay) Award.

9. Leading Hands

- (i) Leading Hand Electrician:
 - (a) For the purposes of this subclause, Leading Hand means any electrical worker (not being a Foreman) who is placed in charge of work on which 4 or more employees or 2 or more electrical mechanics or fitters in addition to him/herself are engaged. Any worker who receives orders from an officer, and is placed in charge as herein set out in the absence of such officer, shall be deemed to be a leading hand whilst so placed in charge of the work carrying out such orders.
 - (b) A leading hand electrician as defined herein shall be paid an additional amount per week set out at Table 2.
- (ii) Leading Hand, other than Electrician:
 - (a) An employee appointed to be in charge of up to and including 5 employees shall be paid an amount per week extra as set out at Table 2.
 - (b) An employee appointed to be in charge of more than 5 and up to and including 10 employees shall be paid an amount per week extra as set out at Table 2.

- (c) An employee appointed to be in charge of 11 or more employees shall be paid an amount per week extra as set out at Table 2.

10. Special Rates

In addition to the wages, additional wage rates and allowances of this Award, the following special rates and allowances shall be paid to employees:

- (i) Cold Places - Employees working in places where the temperature is reduced by artificial means below 0 degrees Celsius shall be paid an amount per hour extra as set out at Table 2. Where the work continues for more than two hours, employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.
- (ii) Confined Spaces - Employees working in a place the dimensions or nature of which necessitate working in a stooped or cramped position or without sufficient ventilation shall be paid an amount per hour extra as set out at Table 2.
- (iii) Dirty Work - Work which a supervisor and employee agree is of a dirty or offensive nature by comparison with the work normally encountered in the trade concerned and for which no other special rates are prescribed shall be an amount per hour extra as set out at Table 2.
- (iv) Height Money - Employees working at a height of 7.5 metres from the ground, deck, floor or water shall be paid an amount per hour extra as set out at Table 2 and the same amount again extra for every additional 3 metres. Height shall be calculated from where it is necessary for the employee to place his/her hands or tools in order to carry out the work to such ground, floor, deck or water. For the purpose of this subclause deck or floor means a substantial structure which, even though temporary, is sufficient to protect an employee from falling any further distance. Water level means in tidal waters mean water level. This subclause shall not apply to employees working on a suitable scaffold erected in accordance with the Occupational Health and Safety Act 2000.
- (v) Hot Places - Employees working in the shade in places where the temperature is raised by artificial means to between 46 degrees Celsius and 54 degrees Celsius shall be paid an amount per hour extra as set out at Table 2; in places where the temperature exceeds 54 degrees Celsius, such employees shall be paid an additional amount per hour as set out at Table 2. Where work continues for more than two hours in temperatures exceeding 54 degrees Celsius, employees shall also be entitled to twenty minutes' rest after every two hours work, without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.
- (vi)
- (a) Insulation Material - An employee who is called upon to handle charcoal, pumice, granulated cork, silicate of cotton, insulwool, slagwool, fibreglass or mineral wool or other recognised insulating material of a like nature or an employee in the vicinity of such work shall be paid an amount per hour extra as set out at Table 2 or part thereof whilst so engaged.
- (b) Asbestos - An employee required to work with any materials containing asbestos or to work in close proximity to employees using such materials shall be provided with and shall use all necessary safeguards as required by the appropriate occupational health authority and where such safeguards include the mandatory wearing of protective equipment such employees shall be paid an amount per hour extra as set out at Table 2 whilst so engaged.
- (vii) Smoke-boxes, etc. - Employees working on repairs to smoke-boxes, furnace or flues of boilers shall be paid an amount per hour extra as set out at Table 2; provided that an employee engaged on repairs to oil fired boilers, including the casings, uptakes and funnels, or flues and smoke stacks, shall, while working inside such boiler, be paid an amount per hour extra as set out at Table 2.

(viii) Wet Places:

(a)

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

- (b) An employee called upon to work knee-deep in mud or water, shall be paid an amount per day extra as set out at Table 2 in addition to ordinary rates of pay prescribed for each day or portion thereof so worked; provided that this subclause shall not apply to an employee who is provided with suitable protective clothing and/or footwear.

(ix) Acid Furnaces, Stills, etc:

- (a) A bricklayer required to work on the construction or repairs to acid furnaces, acid stills, acid towers and all other acid resisting brickwork, shall be paid an amount per hour extra as set out at Table 2. This additional rate shall be regarded as part of the wage rate for all purposes of the Award.
- (b) An employee engaged on the construction or alteration or repairs to boilers, flues, furnaces, retorts, kilns, ovens, ladles and similar refractory work shall be paid an amount per hour extra as set out at Table 2. This additional rate shall be regarded as part of the wage rate for all purposes.

- (x) Depth Money - An employee engaged in tunnels, cylinders, caissons, coffer dams and sewer work and in underground shafts exceeding 3 metres in depth shall be paid an amount per hour extra as set out at Table 2.

(xi) Swing Scaffolds:

- (a) An employee other than a plasterer, working in a bosun's chair or on a swing scaffold shall be paid an amount as set out at Table 2 for the first four hours whilst so engaged thence an amount per hour as set out at Table 2.
- (b) Plasterers working in a bosun's chair or on a swing scaffold shall be paid an amount per hour extra as set out at Table 2 more than that rate applicable to other employees, in paragraph (a) above.
- (c) An employee shall not raise or lower a bosun's chair or swing scaffold alone and an employer shall not require an employee to raise or lower a bosun's chair or swing scaffold alone.

- (xii) Spray Application - An employee engaged on all spray applications carried out in other than a properly constructed booth, approved by the Department of Industrial Relations shall be paid an amount per hour extra as set out at Table 2.

- (xiii) Working Secondhand Timber - Where, whilst working secondhand timber, a Carpenter's tools are damaged by nails, dumps or other foreign matter in the timber he/she shall be entitled to an allowance per day extra as set out at Table 2 on each day upon which his/her tools are so damaged; provided that no allowance shall be so payable under this clause unless it is reported immediately to the employer's representative on the job in order that he/she can prove his/her claim.

- (xiv) Roof Work - Employees engaged in the fixing or repairing of a roof or any other work in excess of 12 metres from the nearest floor level shall be paid an amount per hour extra as set out at Table 2 with a minimum payment of one hour.
- (xv) Explosive Powered Tools - Employees required to use explosive powered tools shall be paid an amount per day extra as set out at Table 2.
- (xvi) Morgues - An employee required to work in a morgue shall be paid an amount per hour extra as set out at Table 2 whilst so employed.
- (xvii) Toxic and Obnoxious Substances:
- (a) An employee engaged in either the preparation and/or the application of toxic or epoxy based materials or material of a like nature shall be paid an amount per hour extra as set out at Table 2.
 - (b) In addition, employees applying such material in buildings which are normally air-conditioned shall be paid an amount per hour extra as set out at Table 2 for any time worked when the air conditioning plant is not operating.
 - (c) Where there is an absence of adequate natural ventilation, the employer shall provide ventilation by artificial means and/or supply an approved type of respirator and in addition protective clothing shall be supplied where recommended by the Department of Health, New South Wales.
 - (d) Employees working in close proximity to employees so engaged shall be paid an amount per hour extra as set out at Table 2.
 - (e) For the purpose of this clause, all materials which are toxic or which include, or require the addition of a catalyst hardener and reactive additives or two pack catalyst system shall be deemed to be materials of a like nature.
- (xviii) Employees working in areas accommodating psychiatric patients shall be paid an amount per hour extra as set out at Table 2 whilst so engaged.
- (xix) Animal House - An employee required to work in an animal house shall be paid an amount per hour extra as set out at Table 2 whilst so employed.
- (xx) Rates not subject to Penalty Provisions - The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty conditions.
- (xxi) Asbestos Eradication - Application: This subclause shall apply to employees engaged in the process of asbestos eradication on the performance of work within the scope of this Award.

Definition: Asbestos eradication is defined as work on or about building, involving the removal or any other method of neutralisation of any materials which consist of, or contain asbestos.

Control: All aspects of asbestos eradication work shall be conducted in accordance with the *Occupational Health and Safety Act 2000* and the *Occupational Health and Safety Regulation 2001*.

Rate of Pay: In addition to the rates prescribed in this Award an employee engaged in asbestos eradication (as defined) shall receive an amount per hour extra as set out at Table 2 in lieu of special rates as prescribed in clause 10, Special Rates, with the exception of subclauses (i) Cold Places; (v) Hot Places; (xi) Swing Scaffold; (xii) Spray Application; and (xiii) Working Secondhand Timber.

Other Conditions: The conditions of employment rates and allowances, except so far as they are otherwise specified in this Clause shall be the conditions of employment, rates and allowances of the Award as varied from time to time.

- (xxii) Extra Rate not Cumulative - When more than one of the above rates provide payment for disabilities of substantially the same nature then only the highest of such rates shall be payable.

(xxiii)

- (a) Tradespersons who are employed to work in psychiatric hospitals (i.e., formerly 5th Schedule Hospitals) shall be paid an amount per hour extra as set out at Table 2.

Provided that the allowance prescribed by this paragraph shall not be taken into consideration in the calculation of overtime or other penalty rates. Provided further that the allowance shall not be paid for work carried out in such areas as may be agreed upon between the respondent unions and the Director-General, NSW Ministry of Health.

- (b) Geriatric Hospitals - Employees working or required to work in Allandale and Garrawarra hospitals shall be paid an amount per hour extra as set out at Table 2, Employees working or required to work in Lidcombe Hospital shall be paid an amount per hour extra as set out at Table 2.

Provided that the allowance prescribed by this paragraph shall not be taken into consideration in the calculation of overtime or other penalty rates.

11. Thermostatic Mixing Valve

An allowance per week as set out at Table 2 shall be paid to licensed plumbers who hold a Thermostatic Mixing Valve Certificate from a College of Technical and Further Education and who are required to service thermostatic mixing valves.

12. Chokages

Subject to clause 10, Special Rates, if an employee is employed upon any chokage and is required to open up any soil pipe, waste pipe, drain pipe or pump conveying offensive material or a scupper containing sewage or if he/she is required to work in a septic tank in operation he/she shall be paid an amount as set out at Table 2 per day or part thereof.

13. Fouled Equipment

An employee who in working on any equipment containing body fluids or body waste encounters such matter shall be paid an amount set out at Table 2 per day or part thereof: Provided that this allowance shall not apply in circumstances where the allowance prescribed in clause 12, Chokages, would otherwise be payable.

14. Excess Fares and Travelling Time

- (i) An employee who on any day or from day to day is required to work at a job away from his/her accustomed place of work shall, at the direction of his/her employer present him/herself for work at such job at the usual starting time and shall be paid an amount set out at Table 3 for each such day. During the term of this Award, expense related allowances will be adjusted in accordance with movements in the expense related allowances in the Crown Employees Wages Staff (Rates of Pay) Award. Where the travelling time and fares are in excess of those normally incurred in travelling to his/her accustomed place of work the employee shall also be paid that amount of such excess which exceeds that above amount.
- (ii) An employee who, with the approval of the employer, uses his/her own means of transport for travelling to or from outside jobs, shall be paid a Transport Allowance in accordance with those prescribed from time to time by the Public Employment Office.
- (iii) Where the employer has determined that an employee or employees should report to a new accustomed place of work on a permanent basis, the decision must be discussed with the affected employee(s) and the local branch of the union prior to notice of changed accustomed place of work being given. Such discussions should include consideration of the impact of the change on affected employees.

The employer shall give the employee one calendar month's notice of the requirement to report to a new accustomed place of work.

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

Where a change to the accustomed place of work would impose unreasonable hardship on the employee, the employer may agree to apply the entitlements of PD2005_517, as amended or superseded from time to time, provided that such amendments or successors will not have force under this Award if they have the effect of providing a set of entitlements on this subject which are overall less beneficial than any relevant 'test case' decision as defined.

Do not have the effect of providing a set of entitlements which are overall less beneficial than any relevant 'test case' decision as defined.

If there is disagreement about such decision after such discussion or if a significant number of employees are involved, the matter may be referred to the Department of Health, Workforce Relations Branch, and/or, the Industrial Relations Commission consistent with the Issues Resolution Procedure.

- (iv) Some Provisions of Former Enterprise Agreements Preserved. The provisions of clauses 16 and 17 of the former Central Sydney Area Health Service Skilled Trades Wages Agreement 1994 and clause 20 of the former Southern Sydney Area Health Service Engineering & Maintenance Services Enterprise Agreement 1994 are preserved as if those clauses continue to apply to those Area Health Services (and successors) under this Award.

15. Payment and Particulars of Wages

- (i) Wages shall be paid weekly or fortnightly; provided that, for the purpose of adjustments of wages, from time to time effective, the pay period shall be deemed to be weekly. On each pay day the pay shall be made up to a day not more than three days prior to the day of payment.
- (ii) Wages shall be paid into a nominated bank or other accounts, except in isolated areas where payment will be made by cheque to a given address.
- (iii) Notwithstanding the provision of subclause (ii) of this clause, an employee who has been given one week's notice of termination of employment, in accordance with clause 4, Contract of Employment and Hours, shall be paid all moneys due to him/her prior to ceasing duty on the last day of employment. Where an employee is dismissed or his/her services are terminated without due notice, in accordance with the said clause, any moneys due to him/her shall be paid as soon as possible after such dismissal or termination but in any case not more than 48 hours thereafter.
- (iv) On each pay day an employee, in respect of the payment then due shall be furnished with a statement, in writing, containing the following particulars, namely, name, the amount of ordinary salary, the total number of hours of overtime worked, if any, the amount of any overtime payment, the amount of any other moneys paid, and the purpose of which they are paid and the amount of the deductions made from total earnings and the nature thereof.
- (v) Where retrospective adjustments of wages are paid to employees, such payments where practical shall be paid as a separate payment to ordinary wages with a separate statement containing particulars as set out in subclause (iv) of this clause.

16. Higher Duties Allowance

- (i) Where a Leading Hand is on his/her allocated day/s off, on pay, and another employee relieves in the position for that day only, no higher duty allowance shall be paid.
- (ii) Except as provided for in subclause (i) of this clause an employee engaged for more than two hours on any day or shift on duties carrying a higher rate than his/her ordinary classification or entitling him/her to a leading hand allowance shall be paid the higher rate or allowance as the case may be for such day or shift. Where the period of relief, on any day, is for two hours or less the employee acting in the higher classification shall only be paid the higher duty allowance for the time so worked.

- (iii) Except as provided for in subclause (i) of this clause where an employee is required to act as a leading hand at the commencement of a day or shift he/she shall be paid the appropriate allowance for the whole of such day or shift.

17. Accumulation of Additional Days Off

Full-time employees may accumulate up to five ADO's (as measured at any one point in time), subject to the mutual agreement of the employee and local management. The limit on the accumulation right means that any employee who has already accumulated five ADO's must take the sixth ADO accruing to him/her as and when it falls due in accordance with roster.

Any ADO's accumulated but not taken as at the date of termination, shall be paid out at ordinary rates as part of the usual termination entitlement.

The parties recognise that accrual of ADO's may not be possible in all settings and circumstances.

Records of all time accrued owing to and taken by employees must be maintained by management.

18. Special Conditions

- (i) Employees engaged in installing brine or ammonia pipes or repairs to same or who work on other destructive materials, who have their clothing or boots destroyed or damaged, shall be reimbursed the amount of damage sustained.
- (ii) All rope and gear shall be of sound material, used or stored in such a way that it does not come in contact with sharp edges, acid or acid fumes. At all times, the regulation under the *Occupational Health and Safety Act 2000* shall be complied with.
- (iii) Each employee working in battery rooms or like places where acids or caustic soda are stored or used, shall be provided with gloves, overalls and rubber boots to be periodically disinfected in accordance with the requirements of the Ministry of Health for disinfecting clothing while in use.
- (iv) The employer shall provide to each employee a suitable gas mask at the place of work when the employee is required to work on a live gas service.
- (v) X-ray - An employee working in an infectious area shall be X-rayed at the employer's expense and in the employer's time after each six months or at the termination of his/her employment, whichever is the sooner.
- (vi) Sufficient, suitable and serviceable ear muffs and face masks shall be made available for the use of employees required to work in areas where noise levels are excessive and in proximity to dust or fumes. Suitable protective garb shall also be made available for employees required to work in proximity to dust or fumes. Suitable protective garb shall also be made available for employees required to work in proximity to radioactive material.
- (vii) No employee shall be required to use a paint brush exceeding five inches in width or eight ounces in weight (or their metric equivalents) or a kalsomine brush exceeding eight inches (or its metric equivalent) in width.
- (viii) An employee shall not be required to use a roller in excess of twelve inches in width on the painting of ceilings or walls.

19. First-Aid Equipment

The employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient first-aid outfit including a stretcher.

20. Amenities

The provisions contained in the "Accommodation and Amenities" Clause of the Health Employees Conditions of Employment (State) Award shall apply to employees covered by this Award.

21. Shift Work

- (i) Definitions - for the purpose of this clause:

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

"Night Shift" means any shift finishing subsequent to midnight and at or before 8 am.

"Rostered Shift" means a shift of which the employee concerned has had at least forty-eight hours' notice.

- (ii) Shift workers whilst on afternoon or night shifts shall be paid 15 per centum more than the ordinary rate for such shifts. Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights (including the allocated day off on pay) shall be paid at the rate of time and one-half for the first three hours and double time thereafter.
- (iii) Saturdays - The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a half. Such extra rates shall be in substitution for and not cumulative upon the shift premium prescribed in subclause (ii) of this clause.
- (iv) Sundays and Holidays:
- (a) Shift workers whose ordinary working hours include work on a Sunday shall be paid at the rate of double time.
- (b) Shift workers whose ordinary working hours include work on any of the public holidays referred to in clause 22, Public Holidays, shall be paid at the rate of double time and one-half.
- (c) Where shifts commence between 11 pm and midnight on a Sunday or a holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.
- Where shifts fall partly on a holiday that shift the major portion of which falls on a holiday shall be regarded as the holiday shift.
- (d) The rates prescribed in paragraphs (a) and (b) of this subclause shall be in substitution for and not cumulative upon the shift premium prescribed in subclause (ii) of this clause.

22. Public Holidays

- (i)
- (a) Public holidays shall be allowed to employees on full pay. Where an employee is required to and does work on any of the holidays set out in this subclause, whether for a full shift or not, the employee shall be paid one and one-half day's pay in addition to the weekly rate, such payment to be in lieu of weekend or shift allowances which would otherwise be payable had the day not been a public holiday: Provided that, if the employee so elects, he/she may be paid one half day's pay in addition to the weekly rate and have one day added to his/her period of annual leave for each public holiday worked in lieu of the provisions of the preceding paragraph.

- (b) For the purpose of this clause the following shall be deemed public holidays, viz.: New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, local Labour Day, Christmas Day and Boxing Day.
 - (c) Day workers are to be paid one days pay in addition to the weekly rate for each public holiday, other than Easter Saturday, falling on non-working Saturdays.
 - (d) Shift workers rostered off duty (other than on their allocated day off duty on pay) on a public holiday shall:
 - (1) be paid one day's pay in addition to the weekly rate; or if the employee so elects;
 - (2) have one day added to his/her period of annual leave.
 - (e) The election referred to in paragraphs (a) and (d) of this subclause is to be made in writing by the employee at the commencement of each year of employment and is irrevocable during the currency of that year of employment.
- (ii) Transfer of Additional or Local Public Holiday - In addition to those public holidays specified in paragraph (b) of subclause (i) of this clause, employees shall be entitled to one extra public holiday each year. Such public holiday is to taken in the Christmas/New Year period or other suitable period, on a date determined by the employer, or on another date where agreed by the parties. Such public holiday shall substitute for any day or half day duly proclaimed and observed as a public holiday within the area in which the employer is situated.

23. Picnic Day

- (i) The first Monday in December of each year shall be the Union's Picnic Day.
- (ii) All employees shall as far as practical be given and shall take this day as the Picnic Day and shall be paid therefore as for 7.6 hours work at the rate of pay prescribed in clause 6, Wages, with 0.4 of a hour accruing for the allocated day off, on pay. Any employee required to work on Picnic Day shall be paid at the rate of double time and one-half for all time worked on such day with a minimum payment for four hours work. Provided that an employee who is required to work on Picnic Day and fails to comply with such requirement shall not be entitled to payment for the day.
- (iii) An employer may require from an employee evidence of his/her attendance at the picnic and the production of the butt of a picnic ticket issued for the picnic shall be sufficient evidence of such attendance. Where such evidence is requested by the employer, payment need not be made unless the evidence is produced.

24. Special Tools, Clothing and Sharpening Tools

- (i) The employer shall provide at the place of work a suitable sand grindstone or a carborundum stone for the use of tradespersons.
- (ii) Where such a grindstone or carborundum stone is not driven by mechanical power, the employer shall provide assistance in turning the grindstone or carborundum stone.
- (iii) Saw sharpening and tool grinding may be done by the employee during the progress of the work.
- (iv) Where paragraphs (i) and (ii) of this clause are not observed by the employer, the employer shall pay for or provide for grinding of the tools.
- (v) The employer shall provide the following tools and protective clothing when they are required for the work to be performed by the employees:
 - (a) Bricklayers - Scutch combs; hammers (excepting mash and brick hammers); rubber mallets and T squares.

- (b) Carpenters - Dogs and cramps of all descriptions; bars of all descriptions over 61 cm long; augers of all sizes; star bits and bits not ordinarily used in a brace, including dowelling bits; hammers (except claw hammers and tack hammers); glue pots and glue brushes; dowel plates; trammels, hand thumb screws and soldering irons.
 - (c) Plasterers shall be provided with overalls when required to brush on to walls and ceilings bondcrete, plasterweld, or similar substances. The approved grass brush to perform the work prescribed in this subclause shall be provided by the employer.
 - (d) Plumber - Metal pots; mandrills; long dummies; stock and dies for iron, copper and brass pipes; cutters; tongs; vices; taps and drills; ratchets; files; cramps, caulking tools; hacksaw and blades; welding and brazing outfits, goggles where necessary and liquid petroleum gas equipment where necessary and all shop tools, the usual kit bag of tools only to be supplied by the employee.
 - (e) Electricians - An employer shall provide for the use of tradespersons a hacksaw and blades; all power tools; special purpose tools; precision measuring instruments and electrical measuring and/or testing instruments where the use of such equipment is reasonable and necessary.
 - (f) Painters and Signwriters to be supplied with all brushes.
 - (g) All power tools shall be provided where in the opinion of the employer they are necessary.
- (vi)
- (a) Clause 24 (vi) shall not apply to employees of the Ambulance Service.
 - (b) Sufficient, suitable and serviceable protective attire shall be supplied, free of cost to each employee required to wear it, provided that any employee to whom new attire or a part thereof has been supplied by the hospital who, without good reason fails to return the corresponding article last supplied, shall not be entitled to have such article replaced without payment therefore at a reasonable price in the absence of a satisfactory reason for the loss of such article or failure to produce such attire or part thereof.
 - (c) An employee on leaving the service of the employer shall return any uniform or part thereof supplied by the employer which is still in use by that employee immediately prior to leaving.
- (vii)
- (a) Clause 24 (vii) shall not apply to employees of the Ambulance Service.
 - (b) Sufficient, suitable and serviceable overalls or alternative garments, as may be agreed to between tradespersons and the employer, in lieu of overalls, shall be laundered by the employer.
 - (c) If the overalls or alternative garments of the employee cannot be laundered by or at the expense of the employer, an allowance as set out at Table 3 per week shall be paid to such employee. During the term of this Award, expense related allowances will be adjusted in accordance with movements in the expense related allowances in the Crown Employees Wages Staff (Rates of Pay) Award.
 - (d) Any employee to whom overalls or alternative garments have been supplied by the employer, who, without good reason fails to return the corresponding article last supplied, shall not be entitled to have such article replaced without payment therefore at a reasonable price in the absence of a satisfactory reason for the loss of such article or failure to produce such attire or part thereof.
 - (e) An employee on leaving the service of the employer shall return any uniform or part thereof supplied by the employer which is still in use by that employee immediately prior to leaving.

- (viii) Ambulance Service Uniform and Protective Clothing.
- (a) The Ambulance Service shall provide each new employee with sufficient, suitable and serviceable uniforms as determined by the Ambulance Service.
 - (b) Uniforms shall be issued to all maintenance officers annually on the employee's anniversary date.
 - (c) The issue of uniforms shall be to the value contained in Table 3. During the term of this Award, expense related allowances will be adjusted in accordance with movements in the expense related allowances in the Crown Employees Wages Staff (Rates of Pay) Award.
 - (d) The ambulance service shall provide any other special clothing which the ambulance service requires the employee to wear.
 - (e) Articles of special clothing issued under subclause (d) shall be replaced by the Ambulance Service on the basis of sufficient, suitable and serviceable clothing when required.
 - (f) Articles of special clothing issues under subclause (d) shall remain the property of the Ambulance Service and shall be returned upon the request of the Ambulance Service.
 - (g) Any request for uniform replacement by the Ambulance Service or the employee will not be reasonably refused.
 - (h) In the event of any difficulties with the application of the above provisions, the Award 'Issues Resolution Procedures' may be utilised.
 - (i) Where the Ambulance Service elects not to launder, or not to have laundered at its own expense the overall or alternative garments to overalls of maintenance officers, the employee is to be paid the laundry allowance per week as set out in Table 3.
- (ix) In the event that it is necessary for an employee in the course of his/her duties to use tools other than those of his/her own trade, such tools shall be supplied by the employer.

25. Climatic and Isolation Allowance

- (i) Subject to subclause (ii) of this clause, persons employed in places situated upon or to the west of a line drawn as herein specified shall be paid an allowance as set out at Table 2 per week in addition to the salary to which they are otherwise entitled.

The line shall be drawn as follows, viz., commencing at Tocumwal and thence to the following towns in the order stated, namely, Lockhart, Narrandera, Leeton, Peak Hill, Gilgandra, Dunedoo, Coolah, Boggabri, Inverell and Bonshaw.

- (ii) Persons employed in places situated upon or to the west of a line drawn as herein specified shall be paid an allowance as set out at Table 2 per week in addition to the salary to which they are otherwise entitled. The line shall be drawn as follows: commencing at a point on the right bank of the Murray River opposite Swan Hill (Victoria) and thence to the following towns, in the order stated, namely, Hay, Hillston, Nyngan, Walgett, Collarenebri and Mungindi.
- (iii) Except for the computation of overtime the allowances prescribed by this clause shall be regarded as part of the salary for the purposes of this Award.

26. Damage to Or Loss of Clothing Or Tools

- (i) An employee whose clothing, footwear or tools are spoiled by acids or sulphur, other deleterious substance or fire, due to the circumstances of his/her employment shall be recompensed by his/her employer to the extent of his/her loss.

- (ii) The employer shall insure and keep insured, to the extent of the amount set out at Table 3, clothing and tools of employees against loss, destruction or damage by fire, acid or other deleterious substances or breaking and entering whilst securely stored on the employers' premises. During the term of this Award, expense related allowances will be adjusted in accordance with movements in the expense related allowances in the Crown Employees Wages Staff (Rates of Pay) Award.
- (iii) The employer shall provide at the place of work a suitable and secure weather-proof lock-up solely for the purpose of storing employees tools. Where such lock-up is not provided and tools are stolen by reason of the employers default he/she shall compensate the employee to the extent of his/her loss.
- (iv) The employee shall, if requested to do so, furnish the employer with a list of his/her tools.
- (v) The limit on insurance coverage is described in subclause (ii) and prescribed in Table 3. This limit shall not apply to Motor Mechanics employed in the Ambulance Service provided that an agreed list of tools has been provided by the Motor Mechanic and signed by both the Motor Mechanic and the Fleet Manager for the Ambulance Service.

27. Transport of Employee's Tools

- (i) Where an employee in the course of a normal working day is required to travel from one location to another, or from place to place outside of workplace precincts the employer shall provide transport for the employee and all necessary tools of trade. However, should the employee, with the approval of the employer, use his/her/her own means of transport then they shall be entitled to a Transport Allowance in accordance with those prescribed from time to time by the Public Employment Office.
- (ii) On termination of employment of an employee leaving the employer's premises by public transport, the employer shall provide transport for the employee's tools to the nearest public conveyance except where the employee gives notice or is dismissed for misconduct.

28. Annual Leave

- (i) All employees: See *Annual Holidays Act 1944*.
- (ii) Where an employee's allocated day off duty, on pay, falls due during a period of annual leave such day shall be taken on the next working day immediately following the period of annual leave.
- (iii)
 - (a) Employees who are rostered to work their ordinary hours on Sundays and/or public holiday during a qualifying period of employment for annual leave purposes shall be entitled to receive additional annual leave as follows:
 - (1) if 35 ordinary shifts on such days have been worked - one week (five working days);
 - (2) if less than 35 ordinary shifts on such days have been worked and the employees work 38 hours per week - proportionately calculated on the basis of 38 hours' leave for 35 such shifts worked;
 - (3) if less than 35 ordinary shifts on such days have been worked and the employees work less than 38 hours per week - proportionately calculated on the basis of leave equivalent to the number of hours ordinarily worked per week for 35 such shifts worked. The calculations referred to above shall be made to the nearest one-fifth of the ordinary hours (38 hours) worked, half or more than half of one-fifth being regarded as one-fifth and less than half being disregarded.
 - (b) Provided further that on termination of employment shift workers shall be entitled to payment for any untaken annual leave due under this subclause (on the basis of 7.6 hours per day) together with payment for any untaken annual leave in respect of an uncompleted year of employment.

- (iv) The employer shall give to each employee three months' notice where practicable and not less than one month's notice of the date upon which the employee shall enter upon annual leave.
- (v) A shift worker shall be paid, whilst on annual leave his/her ordinary pay plus shift allowance and weekend penalties relating to ordinary time the shift worker would have worked if he/she had not been on annual leave. Provided that shift allowances and weekend penalties shall not be payable for the allocated day off duty on pay which may fall on the first day off duty in the annual leave period or for public holidays which occur during the period of annual leave or for days which have been added to the annual leave in accordance with the provisions of clause 22, Public Holidays.
- (vi) Employees shall be entitled to an annual leave loading of 17 per cent, or shift penalties as set out in subclause (v) of this clause, whichever is the greater.

The conditions relating to the grant of leave loading are set out in the Department of Health Circulars 74/166 and 75/251.

29. Long Service Leave

- (i)
 - (a) Each employee shall be entitled to two months' long service leave on full pay after ten years' service; thereafter additional long service leave shall accrue on the basis of five months' long service leave for each ten years' service.

From 21 November 2005, if an employee has completed seven years of continuous service with the employer, the employee is entitled to access his/her long service leave on a pro-rata basis per completed year of service.
 - (b) Where the services of an employee with at least five years service and less than seven years service are terminated by the employer for any reason other than the employee's serious and wilful misconduct, or by the employee, on account of illness, incapacity or domestic or other pressing necessity, he/she shall be entitled to be paid a proportionate amount for long service leave on the basis of two months' long service leave for ten years' service.
 - (c) Where the services of an employee with at least seven years' service are terminated by the employer, or by the employee, he/she shall be entitled to be paid a proportionate amount for long service leave on the basis of two months' long service leave for ten years' service.
- (ii) For the purposes of subclause (i) of this clause -
 - (a) service shall mean continuous service in one or more hospitals/Ambulance Service. Service shall be deemed continuous if it meets the provisions as set out in clauses 3 and 4 of Schedule 3A of the Public Sector Employment and Management Act 2002;
 - (b) broken periods of service in one or more hospitals/Ambulance Service shall count as service subject to the following:
 - (1) where an employee, after ceasing employment in a hospital/Ambulance Service, is re-employed in a hospital/Ambulance Service subsequent to 1st January, 1973, any service of that employee before he/she was so re-employed shall not be counted for the purpose of determining any long service leave due to that employee in respect of his/her service after he/she was so re-employed unless he/she has completed at least five years' continuous service from the date of his/her being so re-employed.
 - (2) an employee employed in a hospital/Ambulance Service at the 1st January, 1973, but who was not entitled to count broken service under the provisions of the Award in force prior thereto shall not be entitled to count such broken service until he/she has completed at least five years' continuous service from the date upon which he/she commenced his/her current period of employment.

- (3) an employee employed in a hospital/Ambulance Service at the 1st January, 1973, and who was entitled to count broken service under the provisions of the Award in force prior thereto shall be entitled to count such broken service prior to 1st January, 1973.
- (c) service shall not include any period of leave without pay except in the case of employees who have completed at least ten years' service (any period of absence without pay being excluded there from) in which case service shall include any period of leave without pay not exceeding six months taken after the 1st January, 1973.
- (iii) An employee with an entitlement to long service leave, may elect to access their entitlement:
- (a) on full pay, or
- (b) on half pay, or
- (c) on double pay.
- (iv) When an employee elects to access their long service leave entitlement the following amounts of long service leave are to be deducted from the employee's long service leave entitlement:
- (a) for each period of long service leave taken on full pay - the number of days so taken,
- (b) for each period of long service leave taken on half pay - half the number of days so taken,
- (c) for each period of long service leave taken on double pay - twice the number of days so taken,
- (v) If a public holiday occurs while an employee is taking long service leave, and but for the taking of the long service leave the employee would have worked, the amount of long service leave to be deducted is to be reduced by the public holiday.
- (vi) Long service leave shall be taken at a time mutually arranged between the employer and the employee.
- (vii)
- (a) On the termination of employment of an employee otherwise than by his/her death, an employer shall pay to the employee the monetary value of all long service leave accrued and not taken at the date of such termination and such monetary value shall be determined according to the salary payable to the employee at the date of such termination; provided that where an employee is transferring between hospitals and or Ambulance Service he/she may, if he/she so desires and by agreement with his/her present employer and his/her proposed employer, be allowed to retain his/her credit to long service leave in lieu of payment of the monetary value under this subclause.
- (b) Where an employee who has acquired a right to long service leave, or after having had five years' service and less than ten years' service, dies, the widow or widower, the children of such employee, or if there is not such widow, widower or children such person who, in the opinion of the employer was at the time of the death of such employee, a dependent relative of such employee, shall be entitled to receive the monetary value of the leave not taken or which would have accrued to such employee had his/her services terminated as referred to in paragraph (b) of subclause (i) and such monetary value shall be determined according to the salary payable to the employee at the time of his/her death.

Where there is a guardian of any children entitled under this paragraph the payment, to which such children are entitled, may be made to such guardian for their maintenance, education and advancement.

Where there is no person entitled under this paragraph to receive the monetary value of any leave payable under the foregoing provisions payment in respect thereof shall be made to the legal personal representative of such employee.

- (viii) Except as provided for in subclause (ix) of this clause, rights to long service leave under this clause shall be in replacement of rights to long service leave, if any, which at the date of commencement of this Award may have accrued or may be accruing to an employee and shall apply only to persons in the employ of the employer on or after the date of commencement of this Award. Where an employee has been granted long service leave or has been paid its monetary value prior to the date of commencement of this Award, the employer shall be entitled to debit such leave against any leave to which the employee may be entitled pursuant to this clause.
- (ix) An employee who is employed in a hospital, to which Clause 25 Climatic and Isolation Allowance applies as at the 1st January, 1973, shall be granted long service leave in accordance with the long service leave provisions in force prior to the 1st January, 1973, in lieu of the provisions provided by this Award, where such benefits are more favourable to the employee.
- (x)
- (a) Where an employee has accrued the right to an allocated day off duty, on pay, prior to entering on a period of long service leave, such day shall be taken on the next working day immediately following the period of long service leave.
- (b) In all other circumstances the accrued time in credit (accumulated at 0.4 of one hour for each day worked in the 20 day work cycle immediately preceding the leave) shall count towards payment for the next allocated day off duty, on pay, occurring in sequence after the employee's return to duty.
- (c) Provided further that no accrual of 0.4 of an hour shall be attracted to the paid days off during the period of long service leave and such days shall be paid for at the rate of 7.6 hours per day.

Notwithstanding the foregoing the employee on returning to duty from long service leave shall be given his/her next allocated day off duty, on pay, in sequence irrespective of whether sufficient credits have been accumulated or not."

30. Sick Leave

- (i)
- (a) A full-time employee shall be entitled to sick leave on full pay calculated by allowing eighty ordinary hours off work for each year of continuous service up to 24 May 1982, and 76 ordinary hours thereafter for each further year of continuous service provided that for the purpose of determining an employee's sick leave credits as at 24 May 1982, sick leave in hand shall be proportioned on the basis of 80:76 and henceforth each day's absence shall be deducted at 7.6 hours.
- (b) Employees of the Ambulance Service who (as at 27 March 2000) were accruing sick leave at the rate of 15 days per annum will continue to do so. This accrual is specific to those employees on a personal basis and will not flow to any other employees.
- (c) All periods of sickness shall be certified to by the Medical Superintendent, or by a legally qualified Medical Practitioner, provided however, that the employer may dispense with the requirements of a medical certificate where the absence does not exceed two (2) consecutive days or where in the employer's opinion the circumstances are such as not to warrant such requirements.
- (d) The employer shall not change the rostered hours of work of an employee, fixed by the roster or rosters applicable to the employee, seven days immediately following the commencement of sick leave merely by reason of the fact that the employee is on sick leave.
- (e) An employee shall not be entitled to sick leave until after three months' continuous service.

- (f) Service for the purpose of this clause shall mean service in a public hospital/Ambulance Service and shall be deemed to have commenced on the date of engagement by a public hospital/Ambulance Service in respect of any period of employment with that hospital/Ambulance Service.
 - (g) "Continuous Service" for the purposes of this clause, shall be calculated in the same manner as provided under paragraph (a) of subclause (ii) of clause 29, Long Service Leave, excepting that all periods of service in any hospital/Ambulance Service (providing such service is not less than three months' actual service) shall be counted.
 - (h) Each employee shall take all reasonably practicable steps to inform the employer of his/her inability to attend for duty and as far as possible state the estimated duration of the absence. Where practicable such notice shall be given within twenty-four hours of the commencement of such absence.
- (ii) An employee shall not be entitled to sick leave on full pay for any period in respect of which such employee is entitled to accident pay, or workers' compensation; provided, however, that where an employee is not in receipt of accident pay, an employer shall pay to an employee, who has sick leave entitlements under this clause, the difference between the amount received as workers' compensation and full pay. The employee's sick leave entitlement under this clause shall, for each week during which such difference is paid, be reduced by the proportion of hours which the difference bears to full pay. On the expiration of available sick leave, weekly compensation payments only shall be payable.

31. Miscellaneous Leave Conditions

- (i) Employees shall be granted Repatriation Leave in accordance with Health Department Policy Directive 2006_095, as it is amended or superseded from time to time, provided that such amendments or successors will not have force under this Award if they have the effect of providing a set of entitlements on this subject which are overall less beneficial than any relevant 'test case' decision as defined.
- (ii) Employees shall be granted Study Leave in accordance with Health Department Policy Directive 2006_066, as it is amended or superseded from time to time, provided that such amendments or successors will not have force under this Award if they have the effect of providing a set of entitlements on this subject which are overall less beneficial than any relevant 'test case' decision as defined.
- (iii) Employees shall be granted Defence Leave in accordance with Health Department Policy Directive 2006_013, as it is amended or superseded from time to time, provided that such amendments or successors will not have force under this Award if they have the effect of providing a set of entitlements on this subject which are overall less beneficial than any relevant 'test case' decision as defined.
- (iv) Employees shall be granted severance pay in accordance with the Health Department Policy Directive 2005_517, as it is amended or superseded from time to time, provided that such amendments or successors will not have force under this Award if they have the effect of providing a set of entitlements on this subject which are overall less beneficial than any relevant 'test case' decision as defined.

31A. Family and Community Service Leave and Personal/Carers Leave

- (i) Family and community services (FACS) leave and personal/carer's leave are separate, stand alone entitlements.
- (ii) The provisions outlined in Parts A and B of this clause are available to all employees covered by this Award, other than casual employees.
- (iii) Casual employees are entitled to the provisions outlined in Part C of this clause.

A. FACS Leave

- (i) FACS Leave - General

- (a) For the purpose of this clause relating to FACS leave:
- "relative" means a person related by blood, marriage or affinity;
- "affinity" means a relationship that one spouse because of marriage has to blood relatives of the other; and
- "household" means a family group living in the same domestic dwelling.
- (b) The appropriate Chief Executive or authorised delegate may grant FACS leave to an employee:
- (1) to provide care and/or support for sick members of the employee's relatives or household; or
 - (2) for reasons related to the family responsibilities of the employee (e.g. to arrange and or attend a funeral of a relative; to accompany a relative to a medical appointment where there is an element of emergency; parent/teacher meetings; education week activities; to meet elder-care requirements of a relative); or
 - (3) for reasons related to the performance of community service by the employee (e.g. in matters relating to citizenship; to office holders in local government, other than as a mayor, for attendance at meetings, conferences or other associated duties; representing Australia or the State in major amateur sport other than in Olympic/Commonwealth Games); or
 - (4) in a case of pressing necessity (e.g. where an employee is unable to attend work because of adverse weather conditions which either prevent attendance or threaten life or property; the illness of a relative; where a child carer is unable to look after their charge).
- (ii) FACS leave replaces compassionate leave.
- (iii) An employee is not to be granted FACS leave for attendance at court to answer a criminal charge, unless the Chief Executive or authorised delegate approves the grant of leave in the particular case.
- Applications for FACS leave to attend court, for reasons other than criminal charges, will be assessed on an individual basis.
- (iv) FACS Leave - entitlement
- (a) The maximum amount of FACS leave on full pay that may be granted to an employee is:
- (1) 3 working days during the first year of service, commencing on and from 1 January 1995, and thereafter 6 working days in any period of 2 years; or
 - (2) 1 working day, on a cumulative basis effective from 1 January 1995, for each year of service after 2 years' continuous service, minus any period of FACS leave already taken by the employee since 1 January 1995,
- whichever method provides the greater entitlement.
- (b) For the purposes of calculating entitlements under (vi)(a)(1) and (2) above, a working day for employees working 38 hours per week shall be deemed to consist of 8 hours. The rate at which FACS leave is paid out and utilised shall be on actual hours absent from a rostered shift.

Example A: An employee working 38 hours per week will have an entitlement, in their first year of employment, to 24 hours of FACS leave. If the employee take FACS leave for a full 8 hour shift, the employee would be debited 10 hours of FACS leave.

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

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

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

- (v) Additional FACS leave for bereavement purposes

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

- (vi) Use of other leave entitlements

The appropriate Chief Executive or authorised delegate may grant an employee other leave entitlements for reasons related to family responsibilities or community service, by the employee.

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

B. Personal/Carer's Leave

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

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

- (a) a spouse of the employee; or
- (b) a de facto spouse, who, in relation to a person, is a person of the opposite sex to the first mentioned person who lives with the first mentioned person as the husband or wife of that person on a bona fide domestic basis although not legally married to that person; or
- (c) a child or an adult child (including an adopted child, a step child, a foster child or an ex nuptial child), parent (including a foster parent and legal guardian), grandparent, grandchild or sibling of the employee or spouse or de facto spouse of the employee; or
- (d) a same sex partner who lives with the employee as the de facto partner of that employee on a bona fide domestic basis; or

- (e) a relative of the employee who is a member of the same household, where for the purpose of this clause relating to Personal/Carer's Leave:
- "relative" means a person related by blood, marriage or affinity;
- "affinity" means a relationship that one spouse because of marriage has to blood relatives of the other; and
- "household" means a family group living in the same domestic dwelling.
- (ii) Use of sick leave to care for the person concerned - entitlement
- (a) The entitlement to use sick leave in accordance with this subclause is subject to:
- (1) the employee being responsible for the care and support of the person concerned; and
- (2) the person concerned being as defined in subclause (i) of Part B of this clause.
- (b) Other than a casual or any other employee who receives a loading in lieu of sick leave, an employee with responsibilities in relation to a person who needs their care and support shall be entitled to use the untaken sick leave, from that year's annual sick leave entitlement, to provide care and support for such persons when they are ill.
- (c) Sick leave accumulates from year to year. In addition to the current year's grant of sick leave available under (b) above, sick leave untaken from the previous 3 years may also be accessed by an employee with responsibilities in relation to a person who needs their care and support.
- (d) The Chief Executive or authorised delegate may, in special circumstances, make a grant of additional sick leave. This grant can only be taken from sick leave untaken prior to the period referred to in subclause (c) above.
- (e) The employee shall, if required, establish either by production of a medical certificate or statutory declaration, that the illness of the person concerned is such as to require care by another person.
- (f) The employee has the right to choose the method by which the ground for leave is established, that is, by production of either a medical certificate or statutory declaration.
- (g) The employee is not required to state the exact nature of the relevant illness on either a medical certificate or statutory declaration.
- (h) The employee shall, wherever practicable, give the employer notice prior to the absence of the intention to take leave, the name of the person requiring care and that person's relationship to the employee, the reasons for taking such leave and the estimated length of absence. If it is not practicable for the employee to give prior notice of absence, the employee shall notify the employer by telephone of such absence at the first opportunity on the day of absence.
- (i) In normal circumstances, the employee must not take leave under this part where another person has taken leave to care for the same person.
- (iii) Use of other leave entitlements
- An employee may elect, with the consent of the employer, to take:

- (a) annual leave, including annual leave not exceeding 10 days in single day periods or part thereof, in any calendar year at a time or times agreed by the parties. An employee and employer may agree to defer payment of the annual leave loading in respect of single day absences, until at least 5 consecutive annual leave days are taken. An employee may elect with the employer's agreement to take annual leave at any time within a period of 24 months from the date at which it falls due.
 - (b) long service leave; or
 - (c) leave without pay for the purpose of providing care and support to the person concerned as defined in subclause (i) of Part B of this clause.
- (iv) Time off in lieu of payment of overtime
- (a) An employee may elect, with the consent of the employer, to take time off in lieu of payment of overtime at a time or times agreed with the employer within 12 months of the said election
 - (b) Overtime taken as time off during ordinary time shall be taken at the ordinary time rate, that is, one hour off for each hour of overtime worked.
 - (c) If, having elected to take time as leave in accordance with (iv)(a) above and the leave is not taken for whatever reason, payment for time accrued at overtime rates shall be made at the expiry of the twelve 12 month period from the date the overtime was worked, or earlier by agreement, or on termination.
 - (d) Where no election is made in accordance with paragraph (iv)(a) above, the employee shall be paid overtime rates in accordance with the provisions of clause 5, Overtime.
- (v) Use of make-up time
- (a) An employee may elect, with the consent of the employer, to work "make-up time". "Make-up time" is worked when the employee takes time off during ordinary hours for family or community service responsibilities, and works those hours at another time, during the spread of ordinary hours provided for in clause 4 of this Award, at the ordinary rate of pay.
 - (b) An employee on shift work may elect, with the consent of the employer, to work "make-up time" (under which the employee takes time off during ordinary hours and works those hours at another time) at the applicable shift work rate which would have been applicable to the hours taken off.

C. Entitlements For Casual Employees

- (i) Bereavement entitlements for casual employees
 - (a) Casual employees are entitled to not be available to attend work or to leave work upon the death in Australia of a relative or member of a household as prescribed in subclause (i)(a) of Part A of this clause.
 - (b) The employer and the employee shall agree on the period for which the employee will be entitled to not be available to attend work. In the absence of agreement, the employee is entitled to not be available to attend work for up to 48 hours (ie two days) per occasion. The casual employee is not entitled to any payment for the period of non-attendance.

- (c) An employer must not fail to re-engage a casual employee because the employee accessed the entitlements provided for in this part. The rights of an employer to engage or not engage a casual employee are otherwise not affected.
- (ii) Personal carers entitlement for casual employees
 - (a) Subject to the evidentiary and notice requirements in subclauses (ii)(e) - (h) of Part B of this clause, casual employees are entitled to not be available to attend work, or to leave work if they need to care for a person prescribed in subclause (i) of Part B of this clause who are sick and require care and support, or who require care due to an unexpected emergency, or the birth of a child.
 - (b) The employer and the employee shall agree on the period for which the employee will be entitled to not be available to attend work. In the absence of agreement, the employee is entitled to not be available to attend work for up to 48 hours (ie two days) per occasion. The casual employee is not entitled to any payment for the period of non-attendance.
 - (c) An employer must not fail to re-engage a casual employee because the employee accessed the entitlements provided for in this part. The rights of an employer to engage or not to engage a casual employee are otherwise not affected.

31B. Maternity, Adoption and Parental Leave

A. Maternity Leave

(i) Eligibility for Paid Maternity Leave

To be eligible for paid maternity leave a full time or part-time employee must have completed at least 40 weeks continuous service prior to the expected date of birth.

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

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

(ii) Portability of Service for Paid Maternity Leave

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

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

- (a) service was on a full-time or permanent part-time basis:

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

(iii) Entitlement to Paid Maternity Leave

An eligible employee is entitled to fourteen weeks at the ordinary rate of pay from the date maternity leave commences. This leave may commence up to fourteen weeks prior to the expected date of birth.

It is not compulsory for an employee to take this period off work. However, if an employee decides to work during the nine weeks prior to the date of birth it is subject to the employee being able to satisfactorily perform the full range of normal duties.

Paid maternity leave may be paid:

- on a normal fortnightly basis; or
- in advance in a lump sum; or
- at the rate of half pay over a period of twenty-eight weeks on a regular fortnightly basis.

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

(iv) Unpaid Maternity Leave

- (a) Full time and part time employees who are entitled to paid maternity leave are entitled to a further period of unpaid maternity leave of not more than 12 months after the actual date of birth.
- (b) Full time and part time employees who are not eligible for paid maternity leave are entitled to unpaid maternity leave of not more than 12 months.

(v) Applications

An employee who intends to proceed on maternity leave should formally notify her employer of such intention as early as possible, so that arrangements associated with her absence can be made.

Written notice of not less than eight weeks prior to the commencement of the leave should accordingly be given. This notice should indicate the period of leave desired and must include a medical certificate stating the expected date of birth.

(vi) Variation after Commencement of Leave

After commencing maternity leave, an employee may vary the period of her maternity leave once only without the consent of her employer by giving the employer notice in writing of the extended period at least fourteen days' before the start of the extended period. An employer may accept less notice if convenient.

An employee may extend the period of maternity leave at any time with the agreement of the employer.

The conditions relating to variation of maternity leave are derived from Section 64 of the *Industrial Relations Act 1996*.

(vii) Staffing Provisions

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

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

When the employee has resumed duties, any period of full pay leave is counted in full for the accrual of annual, sick and long service leave and any period of maternity leave on half pay is taken into account to the extent of one half thereof when determining the accrual of annual, sick and long service leave.

Except in the case of employees who have completed ten years' service the period of maternity leave without pay does not count as service for long service leave purposes. Where the employee has completed ten years' service the period of maternity leave without pay shall count as service provided such leave does not exceed six months.

Maternity leave without pay does not count as service for incremental purposes. Periods of maternity leave at full pay and at half pay are to be regarded as service for incremental progression on a pro-rata basis.

Where public holidays occur during the period of paid maternity leave, payment is at the rate of maternity leave received i.e., public holidays occurring in a period of full pay maternity leave are paid at full rate and those occurring during a period of half pay leave are paid at half rate.

(ix) Illness Associated with Pregnancy

If, because of an illness associated with her pregnancy an employee is unable to continue to work then she can elect to use any available paid leave (sick, annual and/or long service leave) or to take sick leave without pay.

Where an employee is entitled to paid maternity leave, but because of illness, is on sick, annual, long service leave, or sick leave without pay prior to the birth, such leave ceases nine weeks prior to the expected date of birth. The employee then commences maternity leave with the normal provisions applying.

(x) Transfer to a More Suitable Position

Where, because of an illness or risk associated with her pregnancy, an employee cannot carry out the duties of her position, an employer is obliged, as far as practicable, to provide employment in some other position that she is able to satisfactorily perform. This obligation arises from Section 70 of the Industrial Relations Act 1996. A position to which an employee is transferred under these circumstances must be as close as possible in status and salary to her substantive position.

(xi) Miscarriages

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

(xii) Stillbirth

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

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

An employee who gives birth prematurely and prior to proceeding on maternity leave shall be treated as being on maternity leave from the date leave is commenced to have the child. Should an employee return to duty during the period of paid maternity leave, such paid leave ceases from the date duties are resumed.

(xiv) Right to Return to Previous Position

In accordance with the obligations set out in Section 66 of the Industrial Relations Act 1996, an employee returning from maternity leave has the right to resume her former position.

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

(xv) Further Pregnancy While on Maternity Leave

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

An employee who commences a subsequent period of maternity leave while on unpaid maternity leave under subclause (iv)(a) of Part A of this clause or subclause (i)(b) of Part D of this clause is entitled to be paid at their normal rate (ie the rate at which they were paid before proceeding on maternity leave).

An employee who commences a subsequent period of maternity leave during the first 12 months of a return to duty on a part time basis as provided under subclause (i)(c) of Part D of this clause is entitled to be paid at their substantive full time rate for the subsequent period of maternity leave.

An employee who commences a subsequent period of maternity leave more than 12 months after returning to duty on a part time basis under subclause (i)(c) of Part D of this clause, will be entitled to paid maternity leave for the subsequent period of maternity leave at their part time rate.

B. Adoption Leave

(i) Eligibility

All full time and part time employees who are adopting a child and are to be the primary care giver of the child are eligible for unpaid adoption leave.

To be eligible for paid adoption leave a full time or part-time employee must also have completed at least 40 weeks continuous service prior to the date of taking custody of the child.

An employee who has once met the conditions of paid adoption leave, will not be required to again work the 40 weeks continuous service in order to qualify for further periods of paid adoption leave, unless

- (a) there has been a break in service where the employee has been re-employed or re-appointed after a resignation, medical retirement, or after their services have been otherwise dispensed with; or
- (b) the employee has completed a period of leave without pay of more than 40 weeks. In this context, leave without pay does not include sick leave without pay, maternity leave without pay, or leave without pay associated with an illness or injury compensable under the Worker's Compensation Act.
- (ii) Portability of Service for Paid Adoption Leave
- As per maternity leave conditions.
- (iii) Entitlement
- (a) Paid Adoption Leave
- Eligible employees are entitled to paid adoption leave of fourteen weeks at the ordinary rate of pay from and including the date of taking custody of the child.
- Paid adoption leave may be paid:
- on a normal fortnightly basis; or
 - in advance in a lump sum; or
 - at the rate of half pay over a period of twenty-eight weeks on a regular fortnightly basis.
- Annual and/or long service leave credits can be combined with periods of adoption leave at half pay to enable an employee to remain on full pay for that period.
- (b) Unpaid Adoption Leave
- Eligible employees are entitled to unpaid adoption leave as follows:
- where the child is under the age of 12 months - a period of not more than 12 months from the date of taking custody;
 - where the child is over the age of 12 months and under 18 years old - a period of up to 12 months, such period to be agreed upon by both the employee and the employer.
- (iv) Applications
- Due to the fact that an employee may be given little notice of the date of taking custody of a child, employees who believe that, in the reasonably near future, they will take custody of a child, should formally notify the employer as early as practicable of the intention to take adoption leave. This will allow arrangements associated with the adoption leave to be made.
- (v) Variation after Commencement of Leave
- After commencing adoption leave, an employee may vary the period of leave, once without the consent of the employer and otherwise with the consent of the employer. A minimum of fourteen days' notice must be given, although an employer may accept less notice if convenient.
- (vi) Staffing Provisions
- As per maternity leave conditions.

- (vii) Effect of Adoption Leave on Accrual of Leave, Increments, etc

As per maternity leave conditions.

- (viii) Right to Return to Previous Position

As per maternity leave conditions.

C. Parental Leave

- (i) Eligibility

To be eligible for parental leave a full time or part-time employee must have completed at least 40 weeks continuous service prior to the expected date of birth or to the date of taking custody of the child.

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

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

- (ii) Portability of Service for Paid Parental Leave

As per maternity leave conditions.

- (iii) Entitlements

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

- (a) an unbroken period of up to one week at the time of the birth of the child, taking custody of the child or other termination of the pregnancy (short parental leave), and
- (b) a further unbroken period in order to be the primary caregiver of the child (extended parental leave).
- (c) The entitlement of one week's paid leave may be taken at anytime within the 52 week period and shall be paid:
- at the employees ordinary rate of pay for a period not exceeding one week on full pay, or
 - two weeks at half pay or the period of parental leave taken, whichever is the lesser period.
- (d) Extended parental leave cannot be taken at the same time as the employee's spouse or partner is on maternity or adoption leave except as provided for in subclause (i)(a) of Part D Right to Request of this clause.

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

(iv) Applications

An employee who intends to proceed on parental leave should formally notify their employer of such intention as early as possible, so that arrangements associated with their absence can be made.

- (a) In the case of extended parental leave, the employee should give written notice of the intention to take the leave.
- (b) The employee must, at least four weeks before proceeding on leave, give written notice of the dates on which they propose to start and end the period of leave, although it is recognised in situations of taking custody of a child, little or no notice may be provided to the employee. In such an instance, the employee should notify the employer as early as practicable.
- (c) The employee must, before the start of leave, provide a certificate from a medical practitioner confirming that their spouse or partner is pregnant and the expected date of birth, or in the case of an adoption, an official form or notification on taking custody of the child.
- (d) In the case of extended parental leave, the employee must, before the start of leave, provide a statutory declaration by the employee stating:
 - (1) if applicable, the period of any maternity leave sought or taken by his spouse, and
 - (2) that they are seeking the period of extended parental leave to become the primary care giver of the child.

(v) Variation after Commencement of Leave -

After commencing parental leave, an employee may vary the period of her/his parental leave, once without the consent of the employer and otherwise with the consent of the employer. A minimum of fourteen days' notice must be given, although an employer may accept less notice if convenient.

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

As per maternity leave conditions.

(vii) Right to Return to Previous Position

As per maternity leave conditions.

D. Right to Request

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

to assist the employee in reconciling work and parental responsibilities.

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

E. Communication During Leave

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

F Casual Employees

- (i) Casual employees are entitled to parental leave in accordance with the provisions of Part 4, Parental Leave, of the *Industrial Relations Act 1996* (NSW). The following provisions shall also apply in addition to those set out in the *Industrial Relations Act 1996* (NSW).
- (ii) An employer must not fail to re-engage a regular casual employee (see section 53(2) of the Act) because:
 - (a) the employee or employee's spouse is pregnant; or
 - (b) the employee is or has been immediately absent on parental leave.

The rights of the employer in relation to engagement and re-engagement of casual employees are not affected, other than in accordance with this clause.

32. Issues Resolution Procedures

The parties agree that every effort will be made to settle any grievance or dispute amicably between the parties as quickly as possible and that they will comply with the following procedures:

- (i) When any dispute develops at a particular work place which cannot be resolved, discussion should firstly take place between the employee/s and the immediate supervisor to try and resolve the matter. If it cannot be resolved at this level then:
- (ii) The matter should be raised with the supervisor by the employee/s or their union representative, if it cannot be resolved then:-
- (iii) Discussions shall include representatives of senior management of the Area Health Service and relevant union/s, if it cannot be resolved, then:-
- (iv) When all the above steps have been exhausted, either party may submit the dispute to the Industrial Relations Commission which may exercise its functions under the *Industrial Relations Act 1996*.
- (v) Nothing in these procedures will preclude the Local Health District and any union concerned from entering into direct negotiations in any matter. Nor will these procedures preclude a Local Health District or relevant union from seeking the assistance of the Industrial Relations Commission on any health or safety issue of concern to the employees in question.
- (vi) The parties agree that during these procedures normal work will continue and there will be no stoppages of work, lockouts, or any other bans or limitations on the performance of work. A Local Health District will consult with relevant unions in relation to any proposal that work done in the Health Service by tradespersons covered by this Award be contracted out.

33. Living Away from Home Allowance

- (i) Where an employee is required to work at a place other than his/her/er normal place of work and the distance or travelling facilities make it reasonably necessary for the employee to temporarily reside at other than his/her/er normal residential accommodation the employer shall provide suitable free accommodation and meals for the employee or pay an allowance as set out at Table 3 per day. Where two or more employees are involved then uniformity of application of this provision shall prevail unless an employee or employees request otherwise. During the term of this Award, expense related allowances will be adjusted in accordance with movements in the expense related allowances in the Crown Employees Wages Staff (Rates of Pay) Award.
- (ii) All fares and travelling expenses involved in conveyance of the employee and his/her/er tools of trade to or from such temporary places of residence shall be paid by the employer: Provided no fares or expenses shall be paid where:
 - (a) An employee travels to or from such place of temporary residence without the approval of the employer or
 - (b) the employee terminates his/her/er own employment or is dismissed by the employer for gross or wilful misconduct.
- (iii) Time spent in travelling (outside normal working hours) to or from temporary places of residence shall be paid for at ordinary rates of pay provided that no employee shall receive payment for more than eight hours travelling time on any one day irrespective of whether work has been performed on that day or not.

34. Exhibition of Award

See section 361 of the *Industrial Relations Act* 1996, which provides for the exhibition of industrial instruments in the workplace.

35. Consultative Committees

Each Local Health District and the Ambulance Service shall establish a Trades Staff Consultative Committee (the Committee) on the following basis:

The Committee will consist of an equal number of representatives nominated by the employer and representatives of the tradespersons covered by this Award as nominated by the Unions.

The Committee is intended by the parties to advise and assist the statewide Productivity Savings Committee on all productivity savings issues and provide a local forum for information exchange and consultation. To these ends, the Committee will meet during normal working hours as often as is reasonably required.

Union officials and other management employees can be invited to attend meetings on an ad hoc basis where it is considered appropriate by either employee or employer representatives on the Committee. However, such attendance will not constitute membership of the Committee.

The parties intend that the operation of the Committee will in no way diminish the rights and obligations of the parties in relation to Award Issues Resolution Procedures. The Committee may participate in the resolution of industrial issues the subject of Award Issues Resolution Procedures where it is of the view that it is reasonable to do so and provided that such participation shall not prejudice the rights of any party.

36. Union Dues

Subject to an employee's written authorisation, the employer will automatically deduct union dues from the pay of union members, subject to current payroll practice and restrictions.

37. Rights of Union Delegates

An employee appointed as union delegate shall, upon notification to the employer, be recognised as an accredited representative of the union and shall be allowed reasonable time during working hours to interview the employer (or representative) on matters affecting those he/she represents.

38. 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 Issues Resolution Procedure prescribed by this Award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this Award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the Award which, by its terms or operation, has a direct or indirect discriminatory effect.
- (iii) Under the *Anti-Discrimination Act* 1977, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- (iv) Nothing in this clause is to be taken to affect:
 - (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
 - (b) offering or providing junior rates of pay to persons under 21 years of age;

- (c) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
 - (d) a party to this Award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.
- (v) This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

39. No Extra Claims

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

40. Area, Incidence and Duration

- a. This Award shall apply to employees (and apprentices where specifically referred to) of the classifications mentioned in clause 2, Definitions who are employed by the Director General, NSW Ministry of Health. Such employment being within the state of New South Wales, excluding the County of Yancowinna, within the jurisdiction of the Public Hospitals Skilled Trades Industrial Committee.
- b. This Award shall take effect on and from 1 January, 2011 and shall remain in force thereafter for a period of one year.
- c. This Award replaces and rescinds the Public Health Service Employees Skilled Trades (State) Award (Incorporating the Ambulance Service of NSW Skilled Trades) published 11 April 2008 (365 IG 569) and all variations thereof.

PART B

MONETARY RATES

Table 1

Weekly Wages

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

(Note: Excepting for Electrical Trades classifications, tool allowances are expense-related allowances).

DESCRIPTION	01/01/2011 p.w
Fitter/Motor Mechanic	
Level 1	\$845.10
Level 2 (Level 1 plus 5%)	\$887.40
Level 3 (Level 1 plus 10%)	\$929.60
Level 4 (Level 1 plus 15%)	\$971.90
Welder 1st Class	
Level 1	\$845.10
Level 2 (Level 1 plus 5%)	\$887.40
Level 3 (Level 1 plus 10%)	\$929.60
Level 4 (Level 1 plus 15%)	\$971.90

Mechanic Tradesperson Special Class is paid as Fitter/Motor Mechanic Level 2 plus Tool Allowance from 1/7/97 and thereafter. Welder Special Class is paid as Welder 1st Class plus Additional Wage Rates plus Tool Allowance.	
Plumber	
Level 1	\$853.20
Level 2 (Level 1 plus 5%)	\$895.90
Level 3 (Level 1 plus 10%)	\$938.50
Level 4 (Level 1 plus 15%)	\$981.20
Plumbers acting alone on Plumbers/Drainers/Gasfitters licences and combinations are paid as Plumber plus Additional Wage Rates plus Tool Allowance.	
Carpenter	
Level 1	\$847.30
Level 2 (Level 1 plus 5%)	\$889.60
Level 3 (Level 1 plus 10%)	\$932.00
Level 4 (Level 1 plus 15%)	\$974.40
Painter/Spray Painter	
Level 1	\$847.30
Level 2 (Level 1 plus 5%)	\$889.60
Level 3 (Level 1 plus 10%)	\$932.00
Level 4 (Level 1 plus 15%)	\$974.40
Signwriter	
Level 1	\$866.00
Level 2 (Level 1 plus 5%)	\$909.30
Level 3 (Level 1 plus 10%)	\$952.60
Level 4 (Level 1 plus 15%)	\$995.90
Plasterer	
Level 1	\$847.30
Level 2 (Level 1 plus 5%)	\$889.60
Level 3 (Level 1 plus 10%)	\$932.00
Level 4 (Level 1 plus 15%)	\$974.40
Bricklayer	
Level 1	\$847.30
Level 2 (Level 1 plus 5%)	\$889.60
Level 3 (Level 1 plus 10%)	\$932.00
Level 4 (Level 1 plus 15%)	\$974.40
Floor/Wall Tiler	
Level 1	\$847.30
Level 2 (Level 1 plus 5%)	\$889.60
Level 3 (Level 1 plus 10%)	\$932.00
Level 4 (Level 1 plus 15%)	\$974.40
Upholsterer	
Level 1	\$875.50
Level 2 (Level 1 plus 5%)	\$919.20
Level 3 (Level 1 plus 10%)	\$963.00
Level 4 (Level 1 plus 15%)	\$1,006.80
Blindmaker	
Level 1	\$840.60
Level 2 (Level 1 plus 5%)	\$882.60
Level 3 (Level 1 plus 10%)	\$924.70
Level 4 (Level 1 plus 15%)	\$966.70
Electrical Tradesperson	
Level 1	\$896.70
Level 2 (Level 1 plus 5%)	\$941.50

Level 3 (Level 1 plus 10%)	\$986.40
Level 4 (Level 1 plus 15%)	\$1,031.20
Electrical Instrument Fitter	
Level 1	\$939.30
Level 2 (Level 1 plus 5%)	\$986.30
Level 3 (Level 1 plus 10%)	\$1,033.20
Level 4 (Level 1 plus 15%)	\$1,080.20
Elec Fitter & Ass to Chief Eng.-Syd Hosp/Elec Fitter & Ass to Chief Eng - Other Hosp/Plant Elec/Elec in Charge of Generating Plant are paid as Electrical Tradesperson plus Additional Wage Rate plus Tool Allowance.	
Scientific Instrument Maker	
Level 1	\$873.20
Level 2 (Level 1 plus 5%)	\$916.90
Level 3 (Level 1 plus 10%)	\$960.50
Level 4 (Level 1 plus 15%)	\$1,004.20
Tool Maker	
Level 1	\$873.20
Level 2 (Level 1 plus 5%)	\$916.90
Level 3 (Level 1 plus 10%)	\$960.50
Level 4 (Level 1 plus 15%)	\$1,004.20

Table 2

Additional and Special Rates/Allowances

(Including Tool Allowance for Electrical Trades)

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

Clause	Allowance Type	01/01/2011 (\$)
4A(ii)	On-call - Rostered on duty (per 24 hours)	19.84
4A(iii)	On-call - Rostered off duty (per 24 hours)	39.19
7(i)	Electricians License	
	Grade A	40.84
	Grade B	22.27
7(ii)	Lead Burner	0.84
7(iii)	Plumbers - combination of licenses	
	Plumbers license	40.54
	Gasfitters license	40.54
	Drainers license	33.03
	Plumbers & gasfitters license	53.52
	Plumbers & drainers license	53.52
	Gasfitters & drainers license	53.52
	Plumbers, gasfitters & drainers license	74.58
7(iv)	Plumbers/Gasfitters/Drainers Reg. Cert	0.81
7(v)	Electric Welding	0.62
7(vi)	Computing Quantities	5.10
7(vii)	Boiler Attendants Certificate	6.29
7(viii)	BMC Operator	32.72
7(ix)	Motor Mechanic	0.64
	Motor Mechanic per day	2.59

7(x)	Elec Fitter & Asst to Chief Eng.-Sydney Hospital	57.65
	Elec Fitter & Asst to Chief Eng.-Other Hosp.	45.99
	Electrician in Charge of Generating Plant less than 75 kilowatts.	16.94
	Electrician in charge of Generating Plant 75 Kilowatts or more	58.82
	Plant Electrician	55.31
7(xi)	Welder Special Class	10.53
8	Tool Allowance - Electrical Trades	16.82
9(i) (b)	Leading Hand Electrician	55.31
9(ii)	Leading Hand - Other than Electricians	
(a)	I/C up to 5 employees	42.16
(b)	I/C 6 up to 10 employees	55.12
(c)	I/C over 10 employees	70.62
10(i)	Cold Place	0.67
10(ii)	Confined Spaces	0.81
10(iii)	Dirty Work	0.67
10(iv)	Height Money	0.67
10(v)	Hot Places - 46C - 54C	0.67
	Hot Places - more than 54C	0.81
10(vi)(a)	Insulation Material	0.81
10(vi)(b)	Asbestos	0.81
10(vii)	Smoke Boxes etc	0.49
	Oil fired Boiler	1.66
10(viii)(a)(1)	Wet Places - other than rain	0.67
10(viii)(a)(2)	Rain	0.67
10(viii)(b)	Mud Allowance	5.17
10(ix)(a)(b)	Acid Furnaces etc.	3.4
10(x)	Depth Money	0.67
10(xi)(a)	Swing Scaffolds other than plasterers	
	First four hours	4.81
	Thereafter	1.00
10(xi)(b)	Swing Scaffolds - plasterers	0.15
10(xii)	Spray Application	0.67
10(xiii)	Working Secondhand timber	2.56
10(xiv)	Roof Work	0.67
10(xv)	Explosive Powered Tools	1.59
10(xvi)	Morgues	0.76
10(xvii)(a)	Toxic, Obnox - Epoxy Materials	0.81
10(xvii)(b)	Toxic, Obnox Sub A/C not operating	0.56
10(xvii)(d)	Close proximity to above	0.67
10(xviii)	Psychiatric Patients (PH Ward)	0.56
10(xix)	Animal House	0.45
10(xxi)	Asbestos Eradication	2.24
10(xxiii)(a)	Psychiatric Hospitals	1.3
10(xxiii)(b)	Geriatric Allowances	
	Allandale/Garrawarra	0.47
	Lidcombe (former)	0.43
11	Thermostatic Mixing Valve	22.22
12	Chokages	7.74
13	Fouled Equipment	7.74
25(i)	Climatic and Isolation Allowance	7.33
	Climatic and Isolation Allowance	14.74
	Apprentice Passing Exams	
	1st Year	1.38
	2nd year	4.28
	3rd Year	5.66

Table 3**Expense Related Allowances****(Including Tool Allowances for all Trades other than Electrical)**

Expense related allowances will be adjusted in accordance with movements in the expense related allowances in the Crown Employees Wages Staff (Rates of Pay) Award.

From the first Full Pay Period to Commence on or after 17 December 2009

Award Clause	Allowance Description	17/12/2009 (\$)
8	Tool Allowance Fitter, Motor Mechanic	26.20
8	Tool Allowance Plumber	26.20
8	Tool Allowance Carpenter	26.20
8	Tool Allowance Painter, Spray Painter, Signwriter	6.30
8	Tool Allowance Welder 1st Class	26.20
8	Tool Allowance Plasterer	21.60
8	Bricklayer	18.60
8	Tool Allowance Floor/Wall Tiler	18.60
8	Tool Allowance Upholsterer/Blindmaker	7.40
8	Tool Allowance Scientific Instrument/Tool Maker	26.20
5 (viii)	Meal Allowance for meal on overtime For each subsequent meal	21.40 9.10
14(i)	Employee required to work at a job away from accustomed place of work	17.80 per day
24 (vii) (c)	Laundry Allowance	0.80 per week
26(ii)	Damage to clothing and tools - insurance to the extent of	1470.10
33	Living away from home allowance	395.10 per week 56.50 daily
24 (viii)	Ambulance Service - Uniform provided up to the value of	349.80 per annum

Table 4**Apprentices Wages and Allowances**

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

DESCRIPTION	01/01/2011 p.w
Apprentice Plumber	
1st Year	\$368.70
2nd Year	\$490.00
3rd Year	\$633.00
4th Year	\$731.90
Apprentice Fitter	
1st Year	\$368.70
2nd Year	\$490.00
3rd Year	\$633.00
4th Year	\$731.90
Apprentice Electrician	
1st Year	\$368.70
2nd Year	\$490.00
3rd Year	\$633.00
4th Year	\$731.90

Apprentice Carpenter	
1st Year	\$368.70
2nd Year	\$490.00
3rd Year	\$633.00
4th Year	\$731.90
Apprentice Painter	
1st Year	\$368.70
2nd Year	\$490.00
3rd Year	\$633.00
4th Year	\$731.90
Apprentice Bricklayer	
1st Year	\$368.70
2nd Year	\$490.00
3rd Year	\$633.00
4th Year	\$731.90
Tool Allowances for Apprentices are the same as those of the corresponding Tradesperson at Table 1, except for Apprentice Electricians, who will be paid the Tool Allowance for Electrical Trades at Table 2.	
Other Allowances at Table 2, which are relevant to Apprentices (disability allowances etc), will also apply. This includes the Allowances for Apprentices passing exams.	

A. MACDONALD, Commissioner

Printed by the authority of the Industrial Registrar.

**SKILLED TRADES STAFF - DEPARTMENT OF FAMILY AND
COMMUNITY SERVICES - AGEING, DISABILITY AND HOME
CARE (STATE) AWARD 2011**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Ageing, Disability and Home Care.

(No. IRC 1714 of 2011)

Before The Honourable Justice Backman

1 December 2011

AWARD

PART A

1. Arrangement

PART A

Clause No.	Subject Matter
1.	Arrangement
2.	Definitions
3.	Interaction with Other Instruments
4.	Hours of Work
5.	Classification Structure
6.	Roll-Up of Allowances
7.	Boiler Attendant Allowance
8.	Thermostatic Mixing Valve Allowance
9.	Dispute Resolution Procedure
10.	Union Subscriptions
11.	Wages and Allowances
12.	School Based Apprentices
13.	Work at Alternative Worksite
14.	Average Disability Allowance
15.	Anti Discrimination
16.	Area, Incidence and Duration
17.	No Extra Claims

PART B

Schedules of Rates of Wages and Allowances

2. Definitions

In this award:

"Department" means Ageing, Disability and Home Care (ADHC) within the Department of Family and Community Services

"Union/s" means:

Construction Forestry Mining Energy Union Construction and General Division; and/or

Electrical Trades Union of Australia, New South Wales Branch; and/or

Plumbing Trades Employees Union of NSW, New South Wales Branch; and/or
AMWU (NSW registration as Automotive, Food, Metal, Engineering, Printing and Kindred Industries
Union) (AFMEPKIU)

3. Interaction With Other Instruments

All employee conditions not specified in this award will be in accordance with the Crown Employees Skilled Trades Award, the *Public Sector Employment and Management Act 2002* and Public Sector Employment and Management Regulation 2009. To the extent of any inconsistency between the provisions of this award and those other instruments named above, the provisions of this award will apply.

4. Hours of Work

- (i) Local Departmental management and trades staff at each work site may negotiate specific ordinary hours of duty. Any such site agreement will be subject to the following conditions:
 - (a) an average of 38 hours per week worked over a four-week period;
 - (b) optimal staffing levels being maintained at all times to perform required duties;
 - (c) no additional expense such as payment of overtime or employment of casuals;
 - (d) where a nine-day fortnight is negotiated, arrangements are to be at the Department's convenience;
 - (e) if sick leave is taken on the working day prior to or following a rostered day off, a doctor's certificate must be provided; and
 - (f) alterations in start and finish times are to be implemented by agreement.
- (ii) The parties agree to commence negotiations on any proposed variation to existing hours of work within six weeks of the proposal being received from nominated representatives.
- (iii) An employee may be directed by Departmental management to work overtime, provided it is reasonable for the employee to be required to do so. In determining what is reasonable, the employee's prior commitments outside the workplace, particularly their family responsibilities, community obligations or study arrangements, shall be taken into account. Consideration shall be given also to the urgency of the work required to be performed during overtime, the impact on the operational commitments of the organisation and the effect on client services.

5. Classification Structure

- (i) Context:

Trades staff perform, both on a planned and emergency basis, a variety of manual and technical tasks related to preventative and corrective maintenance, the installation of plant and equipment and the renovation and construction of buildings.

Trades staff also ordinarily undertake work which is peripheral and incidental to their base trade so as to complete the whole job or so as to assist other staff complete the whole job.

This Classification structure is designed to reward trades staff who possess, and are required by the Region to regularly provide, skills/knowledge beyond their base trade obligations. It does not reward service alone nor additional skill/knowledge performed at less than a trades standard.

- (ii) Structure:

The following classifications apply:

Pay levels as a percentage of base pay rates are:

Classification	Rate of Pay
Level 1 Tradesperson	Base Rate for relevant Trade
Level 2 Tradesperson	105% of Base Rate for relevant Trade
Level 3 Tradesperson	110% of Base Rate for relevant Trade
Level 4 Tradesperson	115% of Base Rate for relevant Trade

(iii) Definitions of the Classification Levels are as follows:

(a) Level 1 Tradesperson (Base Rate for relevant Trade).

Level 1 is applicable to a tradesperson who has completed an apprenticeship, licence or equivalent and is proficient in the contemporary skills required of a tradesperson in the relevant trade.

Tasks to be performed include those peripheral and incidental to completing the whole job and/or assisting other staff so as to complete the whole job. A tradesperson at this level may be required to supervise or train apprentices on the job.

(b) Level 2 Tradesperson (105% of the Base Rate for the relevant Trade).

Level 2 is applicable to a tradesperson who satisfies the requirements of Level 1 and who is required by the employer to regularly utilise skills/knowledge, additional to that skill/knowledge associated with the individual's base trade, which is gained from or deemed equivalent to that gained from completing 120 hours of learning within approved courses.

(c) Level 3 Tradesperson (110% of the Base Rate for the relevant Trade).

Level 3 is applicable to a tradesperson who satisfies the requirements of Level 1 and who is required by the employer to regularly utilise skills/knowledge, additional to that skill/knowledge associated with the individual's base trade, which is gained from or deemed equivalent to that gained from completing 240 hours of learning within approved courses.

(d) Level 4 Tradesperson (115% of the Base Rate for the relevant Trade).

Level 4 is applicable to a tradesperson who satisfies the requirements of Level 1 and who is required by the employer to regularly utilise skills/knowledge, additional to that skill/knowledge associated with the individual's base trade, which is gained from or deemed equivalent to that gained from completing 360 hours of learning within approved courses.

(e) Charge Hand/Supervisor

A Charge Hand/Supervisor is a person appointed to a Charge Hand/Supervisor position by the Department. Charge Hand/Supervisor positions will be created at the discretion of the Department. A Charge Hand/Supervisor will be allocated ongoing responsibility for the activities of one trade and/or the supervision of one or more trades and its associated staff (including contractors) within the Region and/or all the trades activities and trades staff (including contractors) at a nominated location. A Charge Hand/Supervisor can be required to perform the duties of their trade/s at any time. A Charge Hand/Supervisor may also be nominated as Project Leader on any project in addition to their other responsibilities. The Region is to maintain an up-to-date Position Description for each of its Charge Hand/Supervisor positions.

(f) Project Leader

A Project Leader is a person appointed to a Project Leader position by the Department. Project Leader positions will be created at the discretion of the Department. A Project Leader will be allocated responsibility for all aspects of a substantial refurbishment/construction project. The Project Leader will be able to supervise any staff/contractors working in connection with a project as necessary and will ensure compliance with all relevant specifications and requirements. A Project Leader can be required to perform the duties of their trade/s at any time. The duration of any Project Leader role will be limited to the life of the project. The Region is to provide the Project Leader with an up-to-date Position Description.

(iv) Approved Courses:

For the purpose of this Clause, 'Approved Courses' are TAFE courses and any others that the Department approves. However an Approved Course must relate to the acquisition of new skills/knowledge by the individual, additional to the base trade, and not simply the modernisation or updating of current work practices or methods. Approved Courses will not include personal OH&S related courses, updated inventory or programmed maintenance systems courses, new computer software etc.

(v) Deemed Credited with Approved Course or part thereof:

For Tradespersons who have not successfully completed an Approved Course; The Regional Director or nominee may deem the additional skills/knowledge required to be regularly utilised by a tradesperson to be equivalent to that acquired from successfully undertaking an Approved Course/s or from one or more identifiable modules of an Approved Course. Any such decision requires that the tradesperson in question be credited with hours equivalent to that of the relevant Approved Course/s or modules thereof for progression purposes.

(vi) Regular:

'Regular' for the purposes of this Clause refers to duties/tasks occurring periodically, routinely or which are programmed. Project work and other work occurring randomly, sporadically or irregularly would not be 'regular'. Where tasks are required to be performed irregularly but would, if they were regular, attract a higher classification level, then 'Mixed Functions' allowance should be paid to the higher classification level in accordance with the award. That is, when a Tradesperson is required to perform the additional work irregularly and is qualified to do so, he/she should be paid any applicable higher rate for the period of time the additional skills/knowledge is required to be performed or for the whole shift in accordance with the Mixed Functions Clause of the Crown Employees Skilled Trades Award.

(vii) Trades Standard:

'Trades Standard' for the purposes of this Clause means a quality of work/knowledge equivalent to that reasonably required of a qualified tradesperson in the relevant trade.

(viii) No Double Counting:

The performance of any function reasonably within the scope of employment classification, and/or additional skills performed at less than a trades standard and/or for which payment of an allowance or additional remuneration is already provided do not count for translation, appointment or progression purposes.

(ix) The Department to Decide its Requirements:

The Department is to decide which and how many trades staff will be regularly required to use the additional skills/knowledge attracting higher rates of pay. In reaching that decision the Department might consider;

- what number of staff are needed to utilise the additional skill/knowledge.

- whether a trades staff is already paid for numerous additional skills/knowledge, in which there may be limited opportunity to effectively utilise one more additional skill/knowledge.

- whether the work should be contracted out. Before deciding the work should be contracted out, the Region is to consider the skills/knowledge possessed by trades staff in addition to their base trades. To this end, a list of such additional skills/knowledge is to be maintained by the Region in a state of reasonable currency, subject to employee cooperation and assistance in compiling and maintaining that list.

(x) Maintaining Standards:

Tradespersons at classification levels 2, 3 and 4 are responsible for maintaining the additional skills/knowledge to a standard equivalent to that of having successfully undertaken a current approved course/s (or in some cases, the modules thereof they were deemed credited with) in order to continue to be paid the higher classification level.

(xi) Leading Hand Allowance:

Leading Hand Allowance will be paid to Tradespersons in the classifications Levels 1 to 4 inclusive who are required to supervise the work of contractors and/or staff; provided that for this purpose, apprentices will not be counted, each contractor supervised will be counted but any contractor's staff will not.

(xii) Appointment and Progression:

The employment level for all new tradespersons employed will be determined as per the provisions of Clause 5 of this Award.

(a) Appointment: Once appointed to a particular Level in this Classification Structure, a tradesperson may not have his/her Level reduced because the Region no longer requires the additional skills/knowledge warranting the higher Level to be regularly utilised. Accordingly appointments of trades staff should initially be made to the Level 1 position, or at least be carefully considered having regard to the foreseeable medium to longer term requirements of the appointment.

(b) Progression: Consideration of progression to Classification Levels 2, 3 and 4 must always be based on a Departmental requirement to utilise the additional skills/knowledge at that time and into the foreseeable future and may not count skills/knowledge no longer regularly required by the Department to be utilised.

(xiii) Training:

Trades staff are to meet the costs of training associated with the additional skills/knowledge referred to in this Clause and attend that training in their own time. Study Leave provisions apply. Where the Department directs the employee undertake training, any such training outside of paid work time will be paid for at the ordinary hourly base rate.

6. Roll-Up of Allowances

Environmental Allowance (Mental Institutions Allowance) and Annual Leave Loading are already rolled up into the base wage.

Base wage rates were increased by \$30.00 per week to incorporate the equivalent of the Mental Institutions Allowance and were wages increased by 1.35% to reflect the Annual Leave Loading on 1 February 1998.

7. Boiler Attendant Allowance

An officer being the possessor of a Boiler Attendant's Certificate who is required to supervise or operate a boiler shall for each week he/she is so required shall be paid in addition to the rates prescribed an amount per instance as specified in Part B of this Award.

8. Thermostatic. Mixing Valve Allowance

An officer who is a licensed plumber and holds a Thermostatic Mixing Valve Certificate issued by a College of Technical and Further Education and is required to act upon such certificate shall be paid an allowance at a weekly rate as specified in Part B of this award.

9. Dispute Resolution Procedures

- (i) The aim of the procedure is to ensure that industrial grievances or disputes are prevented, or resolved as quickly as possible, at the level they occur in the workplace. For the purposes of this procedure, industrial grievances or disputes are distinguished from grievances dealt with under public service grievance-handling procedure, e.g. complaints of discrimination.
- (ii) When a dispute or grievance arises, or is considered likely to occur, the following steps are to be followed:
 - (a) where a dispute arises at a particular work location, discussions shall be held between the officer/s concerned and the immediate supervising officer;
 - (b) failing resolution of the issues at that level, further discussions shall take place between the employee, the relevant local delegate or employee representative and the supervising officer or manager;
 - (c) if the dispute remains unresolved, the local delegate shall refer the matter to the Union official who will confer with the Area Manager or General Manager; and
 - (d) if the dispute is not resolved at that stage, the matter is to be referred to the Director, Employee Relations or Senior Employee Relations Officer who will assume responsibility for liaising with Senior Executive members of the Department and advise of their final position.
- (iii) If the matter remains unresolved following the above process, it may be referred by either party to the Industrial Registrar.
- (iv) Whilst these procedures are taking place, no ban, limitation or stoppage of work shall take place.
- (v) In cases where a dispute is premised on an issue of safety and is unable to be resolved at the Area/Divisional level, the matter should be referred to the Director, Employee Relations for further consultation with the Union/s.

10. Union Subscriptions

The Department agrees to automatically deduct Union dues on behalf of Unions as defined from the pay of Union members once authorised by the employee.

11. Wages and Allowances

Wages and allowances are shown in Part B of this award.

12. School Based Apprentices

- (a) Definition

A school based apprentice is an employee who is undertaking an apprenticeship under a training contract while also enrolled in the Higher School Certificate.
- (b) Wages
 - (i) The hourly rates for full time apprentices as set out in this Award shall apply to school based apprentices for total hours worked including time deemed to be spent in off-the-job training.

- (ii) For the purposes of subclause (b)(i) of this clause, where a school based apprentice is a full time school student, the time spent in off the job training for which the school based apprentice is paid is deemed to be 25 per cent of the actual hours worked on the job each week.
 - (iii) The wages paid for training time may be averaged over the school term or year.
 - (iv) Where this Award specifies a weekly rate for full time apprentices, the hourly rate shall be calculated by dividing the applicable weekly rate by 38.
- (c) Progression through the Wage Structure
- (i) School based apprentices progress through the wage scale at the rate of 12 months' progression for each two years of employment as an apprentice.
 - (ii) The rates of pay are based on a standard apprenticeship of four years. The rate of progression reflects the average rate of skill acquisition expected from the typical combination of work and training for a school based apprentice undertaking the applicable apprenticeship.
- (d) Conversion from a school based apprentice to a full time apprenticeship
- Where an apprentice converts from a school based to a full-time apprenticeship, all time spent as a full-time apprentice counts for the purpose of progression through the wage scale set out in this Award. This progression applies in addition to the progression achieved as a school based apprentice.
- (e) Conditions of Employment
- Except as provided by this clause, school based apprentices are entitled to pro rata entitlements of all other conditions of employment contained in this Award.

13. Work at Alternative Worksite

- (i) General
- (a) The terms of this clause replace clause 8, Excess Fares and Travelling, of the Crown Employees Skilled Trades Award.
 - (b) This clause does not apply where an employee is recalled to duty after leaving work, in which case the call-back provisions of the Crown Employees Skilled Trades Staff Award apply.
 - (c) For the purposes of this clause, a reference to a "worksite" means each individual sub-site of MetWest Residences and Hunters Residences, including but not limited to Rydalmere, Marsden, Lachlan, Stockton, Kanangra, Morriset and Marsden Rehabilitation Centre (MRC).
- (ii) Mobility Allowance and Excess Travelling Time
- Where an employee is required to travel to an alternative worksite and has not been temporarily transferred to that site pursuant to subclause (v) of this clause:
- (a) An employee is to be paid a Mobility Allowance at the rate indicated in Part B of this award per day where required by the Department to travel to an alternative worksite in circumstances where no notice of the requirement to do so was provided prior to leaving work the previous day. Such Mobility Allowance will be payable regardless of whether the required travel is undertaken within or outside of ordinary working hours and regardless of the transportation arrangements utilised to attend the alternative worksite.
 - (b) Notice of a regular requirement to travel to an alternative worksite can be given to the employee once. Such notice must be written and include advice as to the days of the week/fortnight/month. etc., that the travel will be required. Notice given pursuant to this paragraph also serves as notice "prior to leaving work the previous day" referred to in paragraph (a) of this subclause.

- (c) Where an employee is required to commence his/her ordinary hours at an alternative worksite, he/she is to be paid at ordinary rates for any travelling time in excess of that time usually taken to travel to and from their home and usual worksite. The payment of such ordinary rates is to be rounded to the nearest 15 minutes.

(iii) Mileage Allowances and Fares.

Where an employee is required to travel to an alternative worksite and has not been temporarily transferred to that site pursuant to subclause (v) of this clause:

- (a) And subject to the provisions of paragraph (d) of this subclause, an employee will be paid Mileage Allowance at the following rates where directed by the Department to utilise their own vehicle in order to travel to and from an alternative worksite;

Engine Capacity	
Over 2601cc and over	75.0c per kilometre
1601cc - 2600cc	74.0c per kilometre
Under 1600cc or less	63.0c per kilometre

- (b) And subject to the provisions of paragraph (d) of this subclause, an employee will be paid Mileage Allowance at the following rates where the employee opts to utilise their own vehicle to travel to and from an alternative worksite and the Department agrees to that occurring prior to the employee utilising their own vehicle;

Engine Capacity	
Over 2601cc and over	30.0c per kilometre
1601cc to 2600cc	29.6c per kilometre
Under 1600cc or less	25.2c per kilometre

- (c) And subject to the provisions of paragraph (d) of this subclause, an employee who utilises public transport in order to travel to and from an alternative worksite will be reimbursed any public transport costs.
- (d) Where the use of the employee's vehicle or fare incurred relates to the journey between the employee's home and the alternative worksite to commence work or relates to the journey between the alternative worksite and the employee's home at the cessation of work, the amount of Mileage Allowance or fares which can be claimed under this subclause will be limited to that number of kilometres or fare which is in excess of that reasonably incurred by the employee in relation to the journey to and from the employee's home and usual worksite.

(iv) Rest Periods, Tea Breaks and Unpaid Meal Periods

If still working at an alternative worksite at the relevant time and, unless specifically advised otherwise:

- (a) An employee is to take any paid rest period or tea break at the alternative site.
- (b) Employees may not travel to the usual worksite in Departmental time or in a Departmental vehicle in connection with the unpaid meal period.
- (c) Nothing will be payable to an employee in relation to the use of the employee's vehicle or fare incurred in connection with the unpaid meal period.

(v) Temporary Transfer to Alternative Worksite

An employee may be directed to work from an alternative worksite for one week or more on a temporary transfer basis where that direction is reasonable. For the purposes of subclauses (ii) and (iii) of this clause, where such a direction has been given, the alternative worksite will be deemed to be the

usual worksite upon the expiry of two weeks' notice or immediately upon commencement at the alternative worksite where two weeks' or more notice was given.

14. Average Disability Allowance

- (i) Many of the allowances within PART B - Rates of Wages and Allowances of this Award are disability allowances paid on a per occasion, per hour or daily basis depending upon the work performed. The allowances in question relate to:

177 Welding
178 Bricklaying > 18 kg
179 confined spaces
180 height
181 hot places
182 insulation
183 asbestos eradication/airborne Lead
184 smoke boxes A
185 wet places
186 acid furnaces
187 smoke boxes B
188 clean down bricks
189 spray application
190 roof work
191 explosive power tools
193 dirty work
214 applying obnoxious substances
289 legionella
171 fouled equipment
176 pneumatic tool operation
152 chokages

- (ii) Some or all of these above allowances may be the subject of a mutual agreement between individual trades staff and the Region (in writing) to pay the individual an Average Disability Allowance (ADA) amount. The process of reaching agreement involves:

- the staff member and Department agreeing on how many occasions each type of allowance would be claimed by the staff member on average per fortnight of work, then,

- Calculating the total dollar (\$) value of all those allowances and dividing that amount by 10 to obtain an ADA amount, then,

- Recording the above information on a suitable information sheet and retaining it attached to a signed and dated agreement (and retaining both as for wages records).

- (iii) The agreed ADA amount is to be paid fortnightly with wages for each on-duty day within each pay period. A day of leave is not an on-duty day. For example, if the staff member takes four recreation leave days and works the other days in the fortnight, he/she would be paid the ADA amount x 6 in his/her pay.
- (iv) Where such an agreement is reached, the payment of the ADA in accordance with subclause (iii) to an individual will be in full satisfaction of any claims to the specified allowances that might be brought.
- (v) The ADA amount for each individual trades staff will be derived once per year and, for new employees, after three months of employment and annually thereafter.
- (vi) The ADA amount will be automatically increased under the agreement in the same percentage and with the same effective date as for increases to the corresponding Award disability allowances.

- (vii) Neither party should unreasonably refuse to agree on a fair ADA amount. Either party to the agreement can seek a review of the ADA amount in between annual reviews if there is a substantial change to the pattern of work of the staff member.

15. Anti-Discrimination

- 15.1 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.
- 15.2 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.
- 15.3 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.
- 15.4 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.
- 15.5 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.
- 15.6 Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- 15.7 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."

16. Area, Incidence and Duration

This award shall apply to employees and Apprentices indicated by the trades specified in Part B of this award employed by the Department.

- (i) This award shall take effect on and from 1 July 2011 and remains in force until 30 June 2012, and rescinds and replaces the Skilled Trades Staff - Department of Ageing, Disability and Home Care (State) Award 2009, published 11 December 2009 (369 I.G. 966), and all variations thereof.

17. No Extra Claims

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

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

PART B

RATE OF WAGES AND ALLOWANCES

Salary and Allowance ID Codes	Classification, Wages and Allowances	1st full pay on or after 1/07/11 (2.5%)
	Wages (excluding Apprentices)	Per annum \$
G51	Bricklayer Level 1	51,098
G41	Bricklayer Level 2 (calculate 105% of Level 1)	53,653
	Bricklayer Level 3 (calculate 110% of Level 1)	56,208
	Bricklayer Level 4 (calculate 115% of Level 1)	58,763
G52	Carpenter and/or Joiner Level 1	51,098
G44	Carpenter and/or Joiner Level 2 (calculate 105% of Level 1)	53,653
	Carpenter and/or Joiner Level 3 (calculate 110% of Level 1)	56,208
	Carpenter and/or Joiner Level 4 (calculate 115% of Level 1)	58,763
G53	Painter Level 1	51,098
G47	Painter Level 2 (calculate 105% of Level 1)	53,653
G48	Painter Level 3 (calculate 110% of Level 1)	56,208
	Painter Level 4 (calculate 115% of Level 1)	58,763
G54	Plumber and/or Gasfitter Level 1	51,583
G4A	Plumber and/or Gasfitter Level 2 (calculate 105% of Level 1)	54,161
G43	Plumber and/or Gasfitter Level 3 (calculate 110% of Level 1)	56,742
	Plumber and/or Gasfitter Level 4 (calculate 115% of Level 1)	59,321
G56	Electrical Fitter Level 1	54,312
G4D	Electrical Fitter Level 2 (calculate 105% of Level 1)	57,026
	Electrical Fitter Level 3 (calculate 110% of Level 1)	59,744
	Electrical Fitter Level 4 (calculate 115% of Level 1)	62,459
G57	Plant Electrician Level 1	57,166
G4G	Plant Electrician Level 2 (calculate 105% of Level 1)	60,024
	Plant Electrician Level 3 (calculate 110% of Level 1)	62,884
	Plant Electrician Level 4 (calculate 115% of Level 1)	65,741
G58	Fitter Level 1	51,098
G4J	Fitter Level 2 (calculate 105% of Level 1)	53,653
	Fitter Level 3 (calculate 110% of	

	Level 1)	56,208
	Fitter Level 4 (calculate 115% of Level 1)	58,763
G5D	Motor Mechanic Level 1	51,098
G4P	Motor Mechanic Level 2 (calculate 105% of Level 1)	53,653
	Motor Mechanic Level 3 (calculate 110% of Level 1)	56,208
	Motor Mechanic Level 4 (calculate 115% of Level 1)	58,763
	Charge/Supervisor or Project Leader	68,371
	Leading Hand Allowance	
196	Leading Hand 1 to 5	2,377
197	Leading Hand 6 to 10	3,046
198	Leading Hand > 10	3,981
	Tradesmen's Licence Allowance	Per annum \$
347	Plumber	2,288
347	Gasfitter	2,288
350	Drainer	3,009
350	Plumber and/or Gasfitter	3,009
350	Gasfitter and/or Drainer	3,009
350	Plumber and/or Drainer	3,009
352	Plumber/Gasfitter/Drainer	4,088
354	Drainer (Licensed)	1,898
357	Electrician Tradesmen's Registration Allowance	2,242
205	Plumber -Computing Quantities	1,701
366	Computing Quantities	1,336
	Certificate Allowances	
307	Boiler Attendants Certificate Allowance	Per Instance \$
308	Thermostatic Mixing Valve Certificate Allowance	6.58 Per annum \$
		1,210
	Apprentice Trades	
	1st Year	23,624
	2nd Year	30,224
	3rd Year	38,236
	4th Year	43,380
	Examination Allowance	
	1st Year	80.27
	2nd Year	160.66
370	3rd Year Industry Allowance	240.81 1,418.45
		Per Hour 1/07/11 \$

	Mobility Allowance	7.02
177	Welding Allowance	0.24
178	Bricklaying > 18 kg	1.93
179	Confined Spaces	0.88
180	Height Money	0.71
181	Hot Places	0.88
182	Insulation	0.88
183	Asbestos Eradication/Airborne Lead	2.35
184	Smoke Boxes A	0.47
185	Wet Places	0.71
186	Acid Furnaces, Stills	3.55
187	Smoke Boxes B	1.74
188	Clean down bricks	0.64
189	Spray Application	0.71
190	Roof Work	0.88
191	Explosive Power Tools	1.65
193	Dirty Work	0.71
214	Applying Obnoxious Substances	0.88
289	Legionella	3.25
		Per day \$
171	Fouled Equipment	8.16
176	Pneumatic Tool Operation	3.82
207	Relief Daily Licence Allowances Plumber/Drainer/Gasfitter Licence Gasfitter	15.75
208	Drainer	8.56
209	Gasfitter/Drainer	7.19
210	Computer Quantities	11.39
212	Plumber/Drainer/Gasfitter	5.08
287	Registration Certificate	6.54
152	Chokages	Per Instance \$
		8.21

A. F. BACKMAN *J*

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SERIAL C7702**2011 REVIEW OF AWARDS INITIATING PROCEEDINGS**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Listing by Commission to determine procedure relating to Review of Awards pursuant to section 19 of the Industrial Relations Act 1996 as a consequence of the State Wage Case 2010 and the Industrial Relations Amendment (Non-operative Awards) Act.

(No. IRC 140 of 2011)

The Honourable Justice Walton, Vice-President

18 May 2011

ORDERS

Having regard to the State Wage Case 2010 decision [2010] NSW IRComm 183 (at [61] - [64]), the submissions on behalf of the Minister for Industrial Relations referred to therein (at [62]), the submissions for the Minister for Finance and Services filed on 13 May 2011 and consultation between relevant parties and the Industrial Registrar of NSW pursuant to directions made by the Commission, and for the purposes of proceedings under s 19 of the Industrial Relations Act 1996 from the date of these Orders, the Commission orders:

1. There shall be four categories of awards as set out in Annexure A to these Orders.
2. Subject to Orders 5 to 7 and 11, the awards falling in each category shall be in accordance with Annexure A.
3. The Industrial Registrar shall publish on the NSW Industrial Relations Commission's website the list of awards in Categories 1(a) and (b), 3 and 4 of Annexure A.
4. The awards listed in Categories 1(a) and (b) in Annexure A shall be reviewed in accordance with the well-established practices of the Commission. The Industrial Registrar is directed to commence that process and notify the parties accordingly.
5. The proceedings shall be adjourned with respect to the determination of the list of awards appearing in Categories 1(c) and 2 in accordance with Orders 6, 7 and 11 below.
6. The Minister for Finance and Services shall file and serve any submissions as to the awards listed in Categories 1(c) and 2 on or before 4 pm Friday 10 June 2011. Any submissions in reply to the Minister's submission by any other party to the proceedings shall be filed and served on or before 4 pm Friday 17 June 2011.
7. The lists of awards appearing in Categories 1(c) and 2 of Annexure A shall be the subject of a further consultation between the parties co-ordinated by the Industrial Registrar.
8. The awards listed in Category 3 in Annexure A shall be referred to the President for allocation to a Member of the Commission to be dealt with administratively in Chambers.
9. The awards listed in Category 4 in Annexure A shall be referred to the President for allocation to a Member of the Commission to be dealt with administratively in Chambers.
10. The Commission further orders that, in respect of Orders 8 and 9 above, the Industrial Registrar is directed to take the necessary administrative steps in relation to the preparation of files for the referral to the President and remit those matters within 28 days of the date of these Orders.

11. The matter will be listed for directions at 9.30 am Tuesday 28 June 2011.

M. J. WALTON J, Vice-President.

Annexure A

Category 1	
Awards that apply to public and local government employees	
1(a) Public sector awards	
Award Code	Award Title
1886	Ambulance Service of New South Wales - Sydney Ambulance Centre (Employee Car Parking) Award
1577	Ambulance Service of New South Wales Administrative and Clerical Employees (State) Award
1885	Ambulance Service of NSW Death and Disability (State) Award
1877	Care Worker Employees - Department of Ageing, Disability and Home Care (State) Award 2008
1511	Conservation Field Officers Department of Lands, Department of Water and Energy, Department of Environment and Climate Change and State Water Corporation Award
232	Crown Employees - Legal Officers (Crown Solicitor's Office, Office of the Legal Aid Commission, Office of the Director of Public Prosecutions and Parliamentary Counsel's Office) Award
1555	Crown Employees (Aboriginal Housing Office) Award 2007
187	Crown Employees (Administrative and Clerical Officers - Salaries) Award 2007
1784	Crown Employees (Audit Office) Award 2009
1131	Crown Employees (Australian Music Examinations Board (New South Wales) Examiners, Assessors and Advisers) Award
1344	Crown Employees (Centennial Park And Moore Park Trust Building And Mechanical Services Staff) Award 2007
267	Crown Employees (Chief Education Officers - Department of Education and Training) Salaries and Conditions Award 2009
249	Crown Employees (Correctional Officers, Department of Corrective Services) Award
1765	Crown Employees (Correctional Officers, Department of Corrective Services) Award 2007 for Kempsey, Dillwynia and Wellington Correctional Centres
1897	Crown Employees (Corrective Services NSW - Safe Staffing Levels) Award
207	Crown Employees (Department of Commerce) Award 2008
1120	Crown Employees (Department of Environment and Climate Change - Parks and Wildlife Group) Field Officers and Skilled Trades Salaries and Conditions 2009 Award
1235	Crown Employees (Department of Environment and Climate Change - Parks and Wildlife Group) Conditions of Employment Award
1298	Crown Employees (Department of Environment and Climate Change - Royal Botanic Gardens, Building and Mechanical Trades Staff) Award
1179	Crown Employees (Department of Environment and Climate Change) General Award
1653	Crown Employees (Department of Juvenile Justice - Detention Centres 2005) Award
1279	Crown Employees (Department of Services, Technology and Administration) Wages Staff Award 2009
1296	Crown Employees (Department of the Arts, Sport and Recreation - Catering Officers) Award
1635	Crown Employees (Department of the Arts, Sport and Recreation - Centre Managers) Award 2008
1760	Crown Employees (Department of the Arts, Sport and Recreation - Program Officers) Award
1667	Crown Employees (Department of the Arts, Sport and Recreation - Services Officers) Award
901	Crown Employees (Education Employees Department of Corrective Services) Award 2009
239	Crown Employees (Exhibition Project Managers and Project Officers) Australian Museum Award 2007

736	Crown Employees (General Assistants in Schools - Department of Education and Training) Award
1805	Crown Employees (General Managers, Superintendents, Managers Security and Deputy Superintendents, Department of Corrective Services) Award 2009
1721	Crown Employees (General Staff - Salaries) Award 2007
503	Crown Employees (Greyhound and Harness Racing Regulatory Authority - Greyhound Racing Employees) Award 2007
829	Crown Employees (Greyhound and Harness Racing Regulatory Authority - Harness Racing Staff) Conditions of Employment Award 2007
1813	Crown Employees (Health Care Complaints Commission, Medical Advisers) Award 2009
244	Crown Employees (Home Care Service of New South Wales - Administrative Staff) Award 2007
1220	Crown Employees (Home Care Service of New South Wales - Administrative Staff - Training Wage) Award 2007
045	Crown Employees (Household Staff - Department of Education and Training) Wages and Conditions Award
228	Crown Employees (Independent Pricing and Regulatory Tribunal 2009) Award
1894	Crown Employees (Independent Transport Safety and Reliability Regulator) Award 2009
1343	Crown Employees (Institute Managers in TAFE) Salaries and Conditions Award 2009
222	Crown Employees (Interpreters and Translators, Community Relations Commission) Award
1405	Crown Employees (Jenolan Caves Reserve Trust Division) Salaries Award
1623	Crown Employees (Librarians, Library Assistants, Library Technicians and Archivists) Award 2008
1337	Crown Employees (Lord Howe Island Board Salaries and Conditions 2009) Award
1658	Crown Employees (Major and Community Events Reassignment) Award
997	Crown Employees (Museum of Applied Arts and Sciences - Casual Guide Lecturers) Award 2007
1611	Crown Employees (Museum of Applied Arts and Sciences Electrical Preparators) Award 2007
1128	Crown Employees (National Art School, Academic Staff) Salaries and Conditions Award 2009
1423	Crown Employees (New South Wales Department of Ageing, Disability and Home Care) Residential Centre Support Services Staff
315	Crown Employees (New South Wales Fire Brigades - Maintenance, Construction and Miscellaneous Staff) Award
1773	Crown Employees (NSW Department of Lands - Graphic Service Operators) Award
1684	Crown Employees (NSW Attorney General's Department - Reporting Services Branch) Sound Reporters Award 2007
1007	Crown Employees (NSW Department of Community Services) After Hours Service Award
1798	Crown Employees (NSW Department of Lands - Departmental Officers) Award
342	Crown Employees (NSW Department of Primary Industries - Forests NSW) Forestry Field Officers Award
572	Crown Employees (NSW Department of Primary Industries - Forests NSW) Senior Staff Award
1357	Crown Employees (NSW Department of Primary Industries) Domestic Services Officers Award
1158	Crown Employees (NSW Department of Primary Industries) Fisheries Staff Award
262	Crown Employees (NSW Department of Primary Industries) Geoscientists
774	Crown Employees (NSW Department of Primary Industries) Land Information Officers Award
109	Crown Employees (NSW Department of Primary Industries) Local Coordinator Allowance Award
1309	Crown Employees (NSW Department of Primary Industries) Mine Safety and Environment Officers
1327	Crown Employees (NSW Department of Primary Industries) Operational Staff Award
1257	Crown Employees (NSW Department of Primary Industries) Professional Officers Award
055	Crown Employees (NSW Department of Primary Industries) Regulatory Officers Award
1602	Crown Employees (NSW Department Of Primary Industries) Technical Staff Award
1719	Crown Employees (NSW Department of Services, Technology and Administration, Government Chief Information Office) Award 2009
1710	Crown Employees (NSW Fire Brigades Firefighting Staff Death and Disability) Award 2009
316	Crown Employees (NSW Fire Brigades Permanent Firefighting Staff) Award 2008

700	Crown Employees (NSW Fire Brigades Retained Firefighting Staff) Award 2008
1389	Crown Employees (NSW Police Force (Nurses')) Award
1872	Crown Employees (NSW Police Force Administrative Officers and Temporary Employees) Award 2009
1142	Crown Employees (NSW Police Force Communications Officers) Award
1307	Crown Employees (NSW Police Force Special Constables) (Police Band) Award
1305	Crown Employees (NSW Police Force Special Constables) (Security) Award
1827	Crown Employees (NSW TAFE Commission - Administrative and Support Staff Conditions of Employment) Award 2009
1297	Crown Employees (Office of the Board of Studies - Education Officers) Salaries and Conditions Award
1782	Crown Employees (Office of the Legal Aid Commission - Indemnification of Employed Solicitors) Award
1647	Crown Employees (Office of the NSW Food Authority - Food Safety Officers) Award
868	Crown Employees (Office of the Sydney Harbour Foreshore Authority) Award 2007
498	Crown Employees (Office of the WorkCover Authority - Inspectors 2007) Award
737	Crown Employees (Parks and Gardens - Horticulture and Rangers Staff) Award 2007
092	Crown Employees (Parliament House Conditions of Employment) Award 2010
1263	Crown Employees (Parliamentary Electorate Officers) Award
108	Crown Employees (Physiotherapists, Occupational Therapists, Speech Pathologists and Music Therapists) Award
892	Crown Employees (Planning Officers) Award 2008
499	Crown Employees (Police Medical Officers - Clinical Forensic Medicine) (State) Award
061	Crown Employees (Police Officers - 2009) Award
1851	Crown Employees (Police Officers Death and Disability) Award 2005
1876	Crown Employees (Psychologists) Award
385	Crown Employees (Public Sector - Salaries 2008) Award
1310	Crown Employees (Public Service Conditions of Employment) Award 2009
694	Crown Employees (Public Service Training Wage) Award 2008
193	Crown Employees (Research Scientists) Award 2007
779	Crown Employees (Roads and Traffic Authority of New South Wales - Salaried Staff) Award
811	Crown Employees (Roads and Traffic Authority of New South Wales - Toll Plaza Officers) Award
1559	Crown Employees (Roads and Traffic Authority of New South Wales - Wages Staff) Award 2008
1579	Crown Employees (Roads and Traffic Authority of New South Wales - Traffic Signals Staff) Award 2008
1890	Crown Employees (Roads and Traffic Authority of New South Wales - Salaried Staff Salaries and Conditions of Employment) Award
1822	Crown Employees (Roads and Traffic Authority of NSW - School Crossing Supervisors) Award
1588	Crown Employees (Rural Fire Service 2009) Award
1323	Crown Employees (School Administrative and Support Staff) Award
191	Crown Employees (School Administrative and Support Staff, General Assistants in Schools) Standdown Award
013	Crown Employees (Security and General Services) Award 2007
1219	Crown Employees (Senior Assistant Superintendents and Assistant Superintendents, Department of Corrective Services) Award 2009
1295	Crown Employees (Senior Officers Salaries) Award 2007
1587	Crown Employees (Sheriff's Officers) Award 2007
256	Crown Employees (Skilled Trades) Award
1873	Crown Employees (State Emergency Service) Communication Centre - Continuous Shift Workers Award 2009
1576	Crown Employees (State Emergency Service) Learning and Development Officers Award 2007
094	Crown Employees (State Emergency Service) Region Controllers Award 2008
110	Crown Employees (State Library Security Staff) Award 2007
255	Crown Employees (Storemen, &c.) Award

264	Crown Employees (Teachers in Schools and Related Employees) Salaries and Conditions Award 2009
1856	Crown Employees (Teachers in TAFE and Related Employees, Bradfield College and Teachers in TAFE Children's Centres) Salaries and Conditions Award 2009
1898	Crown Employees (Teachers in TAFE and Related Employees, Bradfield College and TAFE Children's Centres) (Variation No. 1) Award 2009
1428	Crown Employees (Technical Officers - Treasury) Award 2007
269	Crown Employees (Tipstaves to Justices) Award 2007
275	Crown Employees (Trades Assistants) Award
835	Crown Employees (Transferred Employees Compensation) Award 2009
745	Crown Employees (Transport Drivers, &c.) Award
1424	Crown Employees Ageing, Disability and Home Care - Department of Human Services NSW (Community Living Award) 2010
210	Crown Employees Casino Control Authority - Casino Inspectors (Transferred from Department of Gaming and Racing) Award 2007
1625	Crown Employees Historic Houses Trust (Gardens - Horticulture and Trades Staff) Award 2007
240	Crown Employees NSW Adult Migrant English Service (Teachers and Related Employees) Award 2009
706	Crown Employees Nurses' (State) Award
4236	Crown Employees Wages Staff (Rates of Pay) Award 2008
1565	Farm Assistants (Department of Education and Training) Wages and Conditions Award
1282	Forestry Commission Division trading as Forests NSW Crown Employees Fieldwork and Other Staff Award 2008-2009
1622	Health and Community Employees Psychologists (State) Award
380	Health Employees' (State) Award
721	Health Employees' Administrative Staff (State) Award
777	Health Employees' Computer Staff (State) Award
722	Health Employees' Conditions of Employment (State) Award
1422	Health Employees Dental Officers (State) Award
1421	Health Employees Dental Prosthetists and Dental Technicians (State) Award
381	Health Employees' Engineers (State) Award
051	Health Employees' General Administrative Staff (State) Award
096	Health Employees' Interpreters' (State) Award
1283	Health Employees' Medical Radiation Scientists (State) Award
106	Health Employees Oral Health Therapists (State) Award
723	Health Employees' Pharmacists (State) Award
379	Health Employees' Technical (State) Award
1503	Health Industry Status of Employment (State) Award
1289	Health Managers (State) Award
770	Health Professional and Medical Salaries (State) Award
1107	Higher School Certificate and School Certificate Marking and Related Casual Employees Rates of Pay and Conditions Award
590	Hospital Scientists (State) Award
1728	Illawarra Region Sporting Venues Authority Australian Workers Union (State) Award 2009
1420	Independent Commission Against Corruption Award
1893	Landcom Award 2010
4059	Livestock Health and Pest Authorities Salaries and Conditions Award
472	Maritime Authority of New South Wales Award 2007
1326	New South Wales Lotteries Corporation (Salaries, Allowances and Conditions of Employment) 2008 Award
1884	NSW Health Service Health Professionals (State) Award
018	Nurses' (Department of Ageing, Disability & Home Care) (State) Award 2008
009	Operational Ambulance Managers (State) Award
008	Operational Ambulance Officers (State) Award
1129	Parliamentary Reporting Staff (Salaries) Award
1891	Professional Engineers (Roads and Traffic Authority Division of the Government Service of New South Wales - Salaries) Award 2008

782	Public Health Service Employees Skilled Trades (State) Award (Incorporating the Ambulance Service of NSW Skilled Trades)
558	Public Health System Nurses' and Midwives' (State) Award 2008
318	Public Hospital (Career Medical Officers) (State) Award
564	Public Hospital (Medical Officers) Award
1201	Public Hospital (Training Wage) (State) Award
1889	Public Hospital Medical Physicists (State) Award
566	Public Hospital Professional Engineers' (Bio-medical Engineers) (State) Award
1321	Public Hospital Residential Services Assistants (State) Award
563	Public Hospitals (Medical Superintendents) Award
532	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award
595	Public Hospitals Dental Assistants (State) Award
556	Public Hospitals Dental Staff (State) Award
772	Public Hospitals Library Staff (State) Award
557	Public Hospitals Medical Record Librarians (State) Award
1598	Skilled Trades Staff - Department of Ageing, Disability and Home Care (State) Award 2009
470	Staff Specialists (State) Award
1334	State Sports Centre Trust Casual Event Staff (State) Award 2004
1881	State Transit Authority Division of the Government Service Bus Operations Enterprise (State) Award 2009
1895	State Transit Authority Division of the New South Wales Government Service Senior and Salaried Officers' Enterprise (State) Award
1900	State Transit Authority Division of the New South Wales Government Service Bus Engineering and Maintenance Enterprise (State) Award 2009
157	State Transit Authority of New South Wales Ferries (State) Award
1689	Sydney Catchment Authority Consolidated Award 2008
1896	Sydney Cricket and Sports Ground Trust (Event Day Employees) Award 2008
644	Sydney Cricket and Sports Ground Trust (Ground Staff) Enterprise Award 2008
1325	Sydney Cricket and Sports Ground Trust (Maintenance Staff) Enterprise Award 2008
1339	Sydney Cricket and Sports Ground Trust Security Enterprise Award 2009
1148	Sydney Olympic Park Aquatic, Athletics and Archery Centres (State) Award 2008
909	Sydney Olympic Park Paid Parking (State) Award 2007
1639	Sydney Olympic Park Visitors Services (State) Award 2008
199	TAFE NSW Sydney Institute (Graphic Arts Section) Wages and Conditions Award
1869	Taronga Conservation Society Australia Wages Employees' Award 2008 - 2011
773B	Technical and Further Education Commission of New South Wales - Security Employees - Wages and Conditions Award
1887	Western Sydney Buses Bus Operators' Transitway Enterprise (State) Award 2008
748	Zoological Parks Board of New South Wales Salaried Employees Award

Category 1**Awards that apply to public and local government employees****1(b) Local government sector awards**

Award Code	Award Title
1865	Broken Hill City Council Consent Award
919	City of Ryde (Christmas Leave) Award
175	City of Sydney Wages/Salary Award 2010
1505	Goldenfields Water County Council Enterprise Award 2004
494	Local Government (Electricians) (State) Award
308	Local Government (State) Award 2010
497	Riverina Water Council Enterprise Award 2007
731	South Sydney City Council Salaried Officers Award 2010
827	South Sydney City Council Wages Staff Award 2010

Category 1	
Awards that apply to public and local government employees	
1(c) Private sector common rule and occupational awards which also apply to employees in the public and local government sectors	
(Includes awards (in bold) that also appear in category 2.)	
Award Code	Award Title
001	Building and Construction Industry (State) Award
080	Canteen, &c., Workers (State) Award
345	Charitable Institutions (Professional Paramedical Staff) (State) Award 2006
714	Charitable Sector Aged and Disability Care Services (State) Award 2003
726	Charitable, Aged and Disability Care Services (State) Award
135	Clerical and Administrative Employees (State) Award
1361	Entertainment and Broadcasting Industry - Live Theatre and Concert (State) Award
343	Gangers (State) Award
349	General Construction and Maintenance, Civil and Mechanical Engineering, &c. (State) Award
372	Hair and Beauty (State) Award
950	Health, Fitness and Indoor Sports Centres (State) Award
007	Marine Charter Vessels (State) Award
480	Miscellaneous Gardeners, &c. (State) Award
482	Miscellaneous Workers' - Kindergartens and Child Care Centres, &c. (State) Award
861	Miscellaneous Workers Home Care Industry (State) Award
1159	Miscellaneous Workers' Kindergarten and Child Care Centres (State) Training Wage Award
5060	Nurses (Private Sector) Redundancy (State) Award
2150	Nurses (Private Sector) Superannuation (State) Award
4229	Nurses' (Private Sector) Training Wage (State) Award
510	Nurses, Other Than in Hospitals, &c. (State) Award 2006
759	Nursing Homes, &c., Nurses' (State) Award
539	Plumbers and Gasfitters (State) Award
2101	Private Health and Charitable Sector Employees Superannuation (State) Award
1299	Private Hospitals Aged and Disability Care Services Industry Redundancy (State) Award, The
4175	Private Hospitals, Aged Care and Disability Services Industry (Training) (State) Award
577	Restaurants, &c., Employees (State) Award
1320	Royal Rehabilitation Service - Weemala Unit Residential Care Staff (State) Award
218	Security Industry (State) Award
601	Shop Employees (State) Award
912	Storemen and Packers, General (State) Award
647	Surveyors' Field Hands (State) Award
594	Teachers (Non-Government Early Childhood Service Centres Other Than Pre-Schools) (State) Award 2009
1017	Theatrical Employees (Training Wage) (State) Award
845	Theatrical Employees Recreation and Leisure Industry (State) Award

Category 2	
Common rule and occupational awards that apply to deemed employees pursuant to Schedule 1 of the IR Act.	
(Includes awards (in bold) that also appear in category 1(c).)	
Award Code	Award Title
964	Aged Care General Services (State) Award 2006
828	Bread Industry (State) Award
001	Building and Construction Industry (State) Award
058	Building Employees Mixed Industries (State) Award

714	Charitable Sector Aged and Disability Care Services (State) Award 2003
726	Charitable, Aged and Disability Care Services (State) Award
116	Cleaning and Building Services Contractors (State) Award
139	Clothing Trades (State) Award
140	Club Employees (State) Award
819	Furniture and Furnishing Trades (State) Award
950	Health, Fitness and Indoor Sports Centres (State) Award
387	Ice Cream Carters and Van Salespersons (State) Award
046	Joiners (State) Award
476	Milk Treatment, &c., and Distribution (State) Award
705	Miscellaneous Workers' - General Services (State) Award
550	Motels, Accommodation and Resorts, &c. (State) Award
537	Plasterers, Shop Hands and Casters (State) Consolidated Award
539	Plumbers and Gasfitters (State) Award
548	Private Hospital Employees (State) Award 2006
241	Retail Services Employees (State) Award
588	Sawmillers, &c. (State) Award
218	Security Industry (State) Award
683	Transport Industry - Cash-in-Transit (State) Award
665	Transport Industry - Mixed Enterprises (State) Award
682	Transport Industry - Wood and Coal (State) Award
677	Transport Industry (State) Award

Category 3	
Enterprise awards that apply to a specific enterprise and which have no ongoing application	
Award Code	Award Title
1578	ALHMU and Gema Catering Vendors (State) Award
1165	Armidale Women's Shelter (Remuneration For On-call) Award 1996
1043	Australian Jockey Club - Electrical and Plumbing Enterprise Award 2002
1027	Australian Jockey Club - Single Bargaining Unit Enterprise Award 2007
1358	Australian Jockey Club Hospitality Employees Award 2008
1867	Boarding House Staff (St Gregory's College Campbelltown) (State) Award 2008
1781	CFMEU Enterprise Award expiring 1 October 2011
5044	Clerks Redundancy (State) Award
989A	Cold Storage Enterprise Award 1998
1448	Coleambally Irrigation Consent Award 2007
1775	Cooma Challenge Limited Business Services (State) Award, The
1367	Country Energy Enterprise Award 2007
1888	Country Energy Far West Interim Award 2008
913	Educators (Life Education) (State) Award 2006
1783	Electro Group and Australian Workers' Union, New South Wales Gas Training (State) Award
1319	Fresenius Medical Care Australia Pty Ltd (Smithfield) Site Enterprise Award 2005 - 2006
357	Government Railways (Building Trades Construction Staff) Award
358	Government Railways (Building Trades Maintenance Staff) Award
1732	Hunter Valley Training Company (Scaffolding Trainees) Training (State) Award
1676	Hunter Water Australia (State) Award
365	Hunter Water Corporation Employees (State) Award 1999
956	Journalists, etc. (Australian Consumers Association Limited) Award
655B	Montessori Schools and/or Pre-Schools Portability of Long Service Leave Award
1662	Museum of Contemporary Art Conditions of Employment Award 2009
1672	NSW Aboriginal Land Council Staff Award 2009
226	NSW Port Corporations Award 2008
1456	Nurses' (Australian Red Cross Blood Service - NSW) (State) Interim Award
670	Nurses On Wheels Inc. Nurses' (State) Award

5040	Pitt Wood Presbyterian Homes Redundancy (State) Award
791	Police Association Salaried Officers (State) Award 2000
1353	Preterm Medical Officers (State) Award
1769	Private Hospital (Named Respondents) (State) Award
946	Public Service Association of New South Wales Industrial and Associated Officers (Secure Employment) Award 2009
768	Public Transport Construction Award
1166	Richmond Fellowship of New South Wales (State) Award 1999, The
1085	Royal Flying Doctor Service of Australia (South Eastern Section) Nursing Staff (State) Award
362	Spastic Centre of New South Wales (Allied Professional Staff) (State) Award 2004
334	Spastic Centre of New South Wales Enterprise (State) Award, The
1722	State Water Corporation (Storages, Operations and River Infrastructure Staff) Award
2089	Storemen and Packers - Grocery and Variety Warehouse (State) Superannuation Award
543	Superannuation Administration Corporation (Salaries and Conditions) Award 2008
645	Sydney Markets Award - 2009
1155	TAB Clerical and Administrative Agency Casual Staff Award 2006
977	Teachers (Co. As. It.) (State) Award
1001	The Australian Jockey Club Track Maintenance and Ancillary Staff Award 2005
850	The Catholic Press Newspaper Company Pty Limited (State) Award
1748	The National Trust of Australia (NSW) Bush Regenerators Award
1855	Unions NSW Port Kembla Steelworks Construction Award 2006
1671	Waste Recycling and Processing Corporation (Salaries and Conditions of Employment 2008) Award

Category 4	
Non-operative awards	
Award Code	Award Title
820	Actors (Theatrical) (State) Award
749	Advertising Sales Representatives (State) Award
014	Advisers (Archdiocese of Sydney and Dioceses of Broken Bay and Parramatta) (State) Award 2009
005	Aerated Waters, &c. (State) Award
1264	Aged Care Industry (Broken Hill) Award
4200	Agricultural, Pastoral or Horticultural Society's Show (State) Award
010	Animal Food Makers, &c. (State) Award
011	Animal Welfare, General (State) Award
012	Animal Welfare, Institutional (State) Award
017	Asphalt and Bitumen Industry (State) Award
1610	AWU Training Wage (State) Award 2002
022	Bacon Factory Employees (Cumberland) Consolidated Award
036	Biscuit and Cake Makers (State) Award
1091	Boarding House Staff (Independent Schools) (State) Award 2007
040	Boiling Down and By-Products (Cumberland) Consolidated Award
789	Bootmakers and Heel Bar Operatives, &c. (State) Award
043	Bowling and Golf Clubs Employees (State) Award
050	Breeding and Raising of Pigs, &c., Employees (State) Award
059	Breweries (State) Award
086	Breweries, Maintenance Employees (State) Award
057	Brick and Paver Industry (State) Award
1014	Broken Hill Commerce and Industry Consent Award 2008
084	Building Crane Drivers (State) Award
066	Building Industry - Contract Floor Layer Minimum Rate Order Award
512	Business Equipment Maintenance (State) Award, The
071	Butchers, Retail (State) Award

074	Butchers' Wholesale (Newcastle and Northern) Award
072	Butchers' Wholesale (State) Award
075	Butter and Cheese and Other Dairy Products (Newcastle and Northern) Award
076	Butter, Cheese and Other Dairy Products (State) Award
077	Button Makers (State) Award
090	Caterers Employees (State) Award
1774	Catholic Schools Long Service Leave Portability (State) Award
754	Cement Industry (State) Consolidated Award
083	Cement Mixers and Concrete Workers, Central Batch Plants (State) Consolidated Award
099	Cemetery and Crematoria Employees (State) Reviewed Award 2008
253	Charitable Institutions (Professional Staff Social Workers) (State) Award 2006
4006	Charitable Institutions Catholic Personal/Carer's Leave (State) Award
112	Chemical Workers (State) Award
4214	Clerical and Administrative Employees (Catholic Personal Carer's Leave) (State) Award
082	Clerical and Administrative Employees in Permanent Building Societies (State) Award
155	Clerical and Administrative Employees in Temporary Employment Services (State) Award
134	Clerical and Administrative Employees Legal Industry (State) Award
125	Clerical and Administrative Employees, Hire Cars and Taxis (State) Award
131	Clerical Employees in Retail (State) Award
585	Club Industry (Variety Artists) (State) Award 2001
141	Club Managers' (State) Award 2008
142	Coachmakers, &c., Rail (State) Award
143	Coachmakers, &c., Road and Perambulator Manufacturers (State) Award
1828	Coal Mining Industry (Accident Pay) Interim Award 2004
1052	Coal Superintending Samplers (State) Award
149	Cold Storage and Ice Employees (Northumberland) Award
152	Cold Storage and Ice Employees (State) Award
159	Commercial Travellers, &c. (State) Award
718	Community College Principals (New South Wales) Award 2006
1471	Community Colleges Tutors (State) Award
1590	Community Pharmacy (State) Award 2001
162	Concrete Pipe and Concrete Products Factories Consolidated (State) Award
163	Confectioners (State) Award
1162	Confectioners (State) Training Wage Award
173	Cotton Ginning, &c., Employees (State) Award
174	Cotton Growing Employees (State) Award
278	Dairying Industry Employees (State) Award
279	Dental Assistants and Secretaries (State) Award
281	Dental Technicians (State) Award 2006
1467	Divisions of General Practice (State) Award
283	Draughting Employees, Planners, Technical Employees, &c. (State) Award
285	Drug Factories (State) Award
286	Dry Cleaning (State) Award
180	Electrical, Electronic and Communications Contracting Industry (State) Award
293	Electricians, &c. (State) Award
301	Engine Drivers General (State) Award
306	Engine Packing Manufacture (State) Award
571	Entertainment and Broadcasting Industry - Cinema (State) Award
691	Entertainment and Broadcasting Industry - Film and Video Production (State) Award
356	Exhibition Industry (State) Award
309	Farriers (State) Award
329	Fish and Fish Marketing (State) Consolidated Award
747	Food Preservers (State) Award
168	Footwear Manufacturing Industry (State) Award
336	Friction Materials, &c., Manufacture (State) Award

340	Fruit Packing Houses Employees (State) Consolidated Award
363	Funeral Industries (State) Reviewed Award 2008
1723	Gas Meter Readers and Field Officers Redundancy (State) Award
348	Gelatine and Glue Industry (State) Award
353	Glass Makers (State) Award
354	Glass Workers (State) Award
4183	Graduate-at-Law (State) Award
612	Grocery Products Manufacturing (State) Award
378	Horticultural Industry (State) Consolidated Award
384	Hotel Employees (State) Award
388	Ice Cream Cold Storage (State) Award
389	Ice Cream Makers (State) Award
1892	Integral Energy Award 2008
703	Jewellers and Watchmakers, &c. (State) Award
936	Journalists (Specialist Publications) (State) Award 1996
412	Journalists' Suburban Newspapers (State) Award
420	Landscape Gardeners, &c. (State) Award
347	Landscape Gardeners, &c., On Building and General Construction and Maintenance, Civil and Mechanical Engineering (State) Award
421	Laundry Employees (State) Award
1572	Maintenance and Outdoor Staff (Catholic Schools) (State) Award 2008
1550	Maintenance, Outdoor and Other Staff (Independent Schools) (State) Award 2007
259	Malthouses (State) Award
438	Mannequins and Models (State) Award
440	Margarine Makers (State) Award
468	Meat Preservers, &c. (State) Consolidated Award
469	Mechanical Opticians (State) Award
1034	Metal Trades (Training Wage) (State) Award
039	Metal, Engineering and Associated Industries (State) Award
474	Metalliferous Mining Industry (State) Award 1995
1803	Meter Readers and Field Officers (State) Award
477	Mineral Sands Mining and Treatment Industry (State) Consolidated Award
481	Miscellaneous Workers' - Independent Schools and Colleges, &c. (State) Award
4029	Miscellaneous Workers (Catholic Personal/Carer's Leave) (State) Award
4198	Miscellaneous Workers Kindergartens and Child Care Centres Family Leave (Catholic Kindergartens, Child Care Centres and Others and Independent Schools) (State) Award
2056	Miscellaneous Workers' Security Industry (State) Superannuation Award
441	Motor Boats and Small Tugs (State) Award
486	Motor Ferries (State) Award
489	Motor Vehicle Salesperson (State) Award
471	Mushroom Industry Employees (State) Award
501	Musicians' (Live Performance) (State) Consolidated Award
666	Musicians' (Multi Media) (State) Consolidated Award
150	New South Wales Colliers and Small Ships (State) Award
507	Nurseries Employees (State) Award
508	Nurses, Non-Government Schools (State) Award
374	Nursing Homes Professional Employees (State) Award 2006
511	Nut Food Makers (State) Award
517	Occupational Health Nurses' (State) Award 2006
1574	Orthoptists in Private Practice (State) Award
1643	Other Services (Catholic Personal/Carer's Leave) (State) Award
514	Oyster Farms, &c. (State) Award
515	Paint and Varnish Makers, &c. (State) Award
518	Parking Attendants, &c. (State) Consolidated Award
519	Pastoral Employees (State) Award
520	Pastry Cooks, &c. (State) Award

776	Pastrycooks (Specified Wholesalers) Award
341	Pest Control Industry (State) Award
540	Pet Food Manufacturers (State) Award
113	Pharmacy Assistants (State) Award
525	Photographic Industry (State) Award
534	Plant, &c., Operators on Construction (State) Award
538	Plastic Moulding, &c. (State) Award
541	Potato Crisp Makers (State) Award
544	Pottery Industry (State) Award
546	Poultry Farm Employees (State) Award
817	Poultry Industry Livestock (State) Award
545	Poultry Industry Preparation (State) Award
1870	Principal (Independent Schools) (State) Award 2007
493	Principals (Archdiocese of Sydney and Dioceses of Broken Bay and Parramatta) (State) Award 2009
496	Principals (Country and Regional Dioceses) (State) Award 2009
229	Printing Industries (State) Award
2159	Private Hospital and Nursing Home Nurses' Superannuation (State) Award
549	Private Hospital Industry Nurses' (State) Award
287	Private Hospital Professional Employees (State) Award 2006
376	Private Medical Imaging (State) Award 2004
429	Private Pathology Laboratories (State) Award
1144	Professional Engineers and Professional Scientists (Private Industry) (State) Award
1470	Professional Surveyors (Private Industry) (State) Award
565	Pyrotechnics, &c. (State) Award
569	Quarries, &c. (State) Award
570	Race Clubs Employees (State) Award
1609	Real Estate Industry (Clerical and Administrative) (State) Award
573	Real Estate Industry (State) Award 2003, The
924	Real Estate Industry (State) Training Wage Award
500	Recorded Music and Visual Entertainment Reproduction (State) Award
575	Refractory Industry (State) Award
576	Restaurant, &c., Employees' Retail Shops (State) Award
2114	Retail Industry (State) Superannuation Award
4165	Retail Industry (State) Training Wage Award
578	Rock and Ore Milling and Refining (State) Award
580	Rubber Workers (State) Award
449	Rural Traineeships (State) Award
582	Saddlery, Leather, Canvas and Plastic Material Workers' (State) Award
625	School Support Staff (Archdiocese of Sydney, Dioceses of Broken Bay and Parramatta) (State) Award 2008
1316	School Support Staff (Catholic Independent Schools) (State) Award 2009
690	School Support Staff (Catholic Schools) (State) Training Wage Award 2001
624	School Support Staff (Country and Regional Dioceses) (State) Award 2008
1090	School Support Staff (Independent Schools) (State) Award 2007
4204	Shop Employees (Catholic Personal/Carer's Leave) (State) Award
606	Smallgoods Manufacturers (State) Award
607	Soap and Candle Makers (State) Consolidated Award
4000	Social and Community Services Catholic Personal/Carer's Leave (State) Award
783	Social and Community Services Employees (State) Award
709	Starch Manufacturers, &c. (State) Award
619	Storemen and Packers Bond and Free Stores (State) Award
626	Storemen and Packers, Wholesale Drug Stores (State) Award
631	Storemen and Packers, Wholesale Paint, Varnish and Colour Stores (State) Award
630	Strappers and Stable Hands (State) Award
634	Sugar Field Workers (State) Consolidated Award

065	Supervisors, Breweries (State) Award
649	Tanning Industry (State) Award
492	Teachers (Archdiocese of Sydney and Dioceses of Broken Bay and Parramatta) (State) Award 2009
1211	Teachers (Catholic Early Childhood Service Centres and Pre-Schools) (State) Award 2009
661	Teachers (Catholic Independent Schools) (State) Award 2006
495	Teachers (Country and Regional Dioceses) (State) Award 2009
1051	Teachers (Independent Schools Early Childhood Service Centres Other Than Pre-Schools) (State) Award 2008
1055	Teachers (Independent Schools) (State) Award 2007
629	Teachers (Non-Government Pre-Schools) (State) Award 2009
802	Teachers Non-Government (English Colleges) (State) Award 2003
656	Tennis Strings and Sutures Industry (State) Award
212	Textile Industry (State) Award
664	Theatre Managers (State) Award
1553	Theatrical Employees' Redundancy (State) Award
669	Toy Makers' Employees (State) Award
1614	Training Wage (State) Award 2002
2137	Transport Industry - Mixed Enterprises (State) Superannuation Award
674	Transport Industry - Motor Bus Drivers and Conductors (State) Award
1875	Transport Industry - Mutual Responsibility for Road Safety (State) Award
840	Transport Industry - Petroleum, &c., Distribution (State) Award
807	Transport Industry - Quarried Materials (State) Award
5023	Transport Industry - Redundancy (State) Award
675	Transport Industry - Retail (State) Award 1999
679	Transport Industry - Tourist and Service Coach Drivers (State) Award
752	Transport Industry - Trade Waste (State) Award
676	Transport Industry - Waste Collection and Recycling (State) Award
2100	Transport Industry - Waste Collection and Recycling (State) Superannuation Award
608	Transport Industry - Wholesale Butchers (State) Award
2190	Transport Industry (State) Superannuation Award (No. 2)
1685	University Unions (State) Award
707	Van Sales Employees' (State) Award
696	Vegetable Oils (State) Award
697	Vehicle Industry - Repair Services and Retail (State) Award
702	Warehouse Employees' - General (State) Award
701	Warehouse Employees Drug (State) Award
710	Wholesale Fruit and Vegetable Employees' (State) Award
830	Wholesale Fruit and Vegetable Market Employees (Newcastle, &c.) Award
711	Wine Industry Consolidated (State) Award
310	Wire Drawn Ferries (State) Award

SERIAL C7703

DECLARATION OF NON-OPERATIVE AWARDS
DETERMINATION OF AWARDS HAVING EFFECT AS ENTERPRISE
AGREEMENTS

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

References by the Industrial Registrar to the President for determination that the awards have effect as enterprise agreements, under the provisions of clause 44C of Schedule 4, arising from matter IRC 140 of 2011 in the 2011 Review of Awards Initiating proceedings.

(Nos. IRC 829 to 834 of 2011)

References by the Industrial Registrar to the President for determination to declare the awards as non-operative awards under the provisions of section 20A arising from matter IRC 140 of 2011 in the 2011 Review of Awards Initiating proceedings.

(Nos. IRC 835 to 1105 of 2011)

The Honourable Justice Boland, President

21 June 2011

ORDERS

Pursuant to Orders 8 and 9 made by the Industrial Relations Commission on 18 May 2011 in the 2011 Review of Awards Initiating Proceedings (IRC Matter No. 140 of 2011) the Commission further orders:

1. The awards listed in Category 3 having being identified, by the Industrial Registrar, as matters to which clause 44C of Schedule 4 of the *Industrial Relations Act 1996* applies and as listed in Annexure A shall be dealt with in accordance with Orders 3 and 4 of these orders.
2. The remainder of the awards listed in Category 3, and not subject to Order 1, shall be dealt with in accordance with Orders 5, 6 and 7 of these orders.
3. The awards listed in Annexure A to these Orders are determined to be awards that have effect as enterprise agreements to which clause 44C of Schedule 4 of the *Industrial Relations Act 1996* applies.
4. The Industrial Registrar shall add those enterprise agreements listed in Annexure A to the Register of Enterprise Agreements and publish the details of those agreements on the *NSW industrial relations website* within 7 days of the date of these Orders.
5. The awards listed in Annexure B being awards listed in Category 4 and those awards subject to Order 2 of these Orders shall be declared as non-operative awards to which Section 20A of the *Industrial Relations Act 1996* applies.
6. The Industrial Registrar shall create a *Register of Non-operative Awards* to which the awards in Order 5 of these Orders shall be added.
7. The Industrial Registrar shall publish a copy of the Register of Non-operative Awards on the NSW industrial relations website within 7 days of these Orders.

R. P. BOLAND *J, President.*

Annexure A

Award Code	Award Title
1578	ALHMU and Gema Catering Vendors (State) Award
913	Educators (Life Education) (State) Award 2006
1783	Electro Group and Australian Workers' Union, New South Wales Gas Training (State) Award
1319	Fresenius Medical Care Australia Pty Ltd (Smithfield) Site Enterprise Award 2005 - 2006
1732	Hunter Valley Training Company (Scaffolding Trainees) Training (State) Award
956	Journalists, etc. (Australian Consumers Association Limited) Award

Annexure B

Award Code	Award Title
820	Actors (Theatrical) (State) Award
749	Advertising Sales Representatives (State) Award
014	Advisers (Archdiocese of Sydney and Dioceses of Broken Bay and Parramatta) (State) Award 2009
005	Aerated Waters, &c. (State) Award
1264	Aged Care Industry (Broken Hill) Award
4200	Agricultural, Pastoral or Horticultural Society's Show (State) Award
010	Animal Food Makers, &c. (State) Award
011	Animal Welfare, General (State) Award
012	Animal Welfare, Institutional (State) Award
1165	Armidale Women's Shelter (Remuneration For On-call) Award 1996
017	Asphalt and Bitumen Industry (State) Award
1043	Australian Jockey Club - Electrical and Plumbing Enterprise Award 2002
1027	Australian Jockey Club - Single Bargaining Unit Enterprise Award 2007
1358	Australian Jockey Club Hospitality Employees Award 2008
1610	AWU Training Wage (State) Award 2002
022	Bacon Factory Employees (Cumberland) Consolidated Award
036	Biscuit and Cake Makers (State) Award
1091	Boarding House Staff (Independent Schools) (State) Award 2007
1867	Boarding House Staff (St Gregory's College Campbelltown) (State) Award 2008
040	Boiling Down and By-Products (Cumberland) Consolidated Award
789	Bootmakers and Heel Bar Operatives, &c. (State) Award
043	Bowling and Golf Clubs Employees (State) Award
050	Breeding and Raising of Pigs, &c., Employees (State) Award
059	Breweries (State) Award
086	Breweries, Maintenance Employees (State) Award
057	Brick and Paver Industry (State) Award
1014	Broken Hill Commerce and Industry Consent Award 2008
084	Building Crane Drivers (State) Award
066	Building Industry - Contract Floor Layer Minimum Rate Order Award
512	Business Equipment Maintenance (State) Award, The
074	Butchers' Wholesale (Newcastle and Northern) Award
072	Butchers' Wholesale (State) Award
071	Butchers, Retail (State) Award
075	Butter and Cheese and Other Dairy Products (Newcastle and Northern) Award
076	Butter, Cheese and Other Dairy Products (State) Award
077	Button Makers (State) Award
090	Caterers Employees (State) Award
1774	Catholic Schools Long Service Leave Portability (State) Award

754	Cement Industry (State) Consolidated Award
083	Cement Mixers and Concrete Workers, Central Batch Plants (State) Consolidated Award
099	Cemetery and Crematoria Employees (State) Reviewed Award 2008
1781	CFMEU Enterprise Award expiring 1 October 2011
253	Charitable Institutions (Professional Staff Social Workers) (State) Award 2006
4006	Charitable Institutions Catholic Personal/Carer's Leave (State) Award
112	Chemical Workers (State) Award
4214	Clerical and Administrative Employees (Catholic Personal Carer's Leave) (State) Award
082	Clerical and Administrative Employees in Permanent Building Societies (State) Award
155	Clerical and Administrative Employees in Temporary Employment Services (State) Award
134	Clerical and Administrative Employees Legal Industry (State) Award
125	Clerical and Administrative Employees, Hire Cars and Taxis (State) Award
131	Clerical Employees in Retail (State) Award
5044	Clerks Redundancy (State) Award
585	Club Industry (Variety Artists) (State) Award 2001
141	Club Managers' (State) Award 2008
142	Coachmakers, &c., Rail (State) Award
143	Coachmakers, &c., Road and Perambulator Manufacturers (State) Award
1828	Coal Mining Industry (Accident Pay) Interim Award 2004
1052	Coal Superintending Samplers (State) Award
149	Cold Storage and Ice Employees (Northumberland) Award
152	Cold Storage and Ice Employees (State) Award
989A	Cold Storage Enterprise Award 1998
1448	Coleambally Irrigation Consent Award 2007
159	Commercial Travellers, &c. (State) Award
718	Community College Principals (New South Wales) Award 2006
1471	Community Colleges Tutors (State) Award
1590	Community Pharmacy (State) Award 2001
162	Concrete Pipe and Concrete Products Factories Consolidated (State) Award
163	Confectioners (State) Award
1162	Confectioners (State) Training Wage Award
1775	Cooma Challenge Limited Business Services (State) Award, The
173	Cotton Ginning, &c., Employees (State) Award
174	Cotton Growing Employees (State) Award
1367	Country Energy Enterprise Award 2007
1888	Country Energy Far West Interim Award 2008
278	Dairying Industry Employees (State) Award
279	Dental Assistants and Secretaries (State) Award
281	Dental Technicians (State) Award 2006
1467	Divisions of General Practice (State) Award
283	Draughting Employees, Planners, Technical Employees, &c. (State) Award
285	Drug Factories (State) Award
286	Dry Cleaning (State) Award
180	Electrical, Electronic and Communications Contracting Industry (State) Award
293	Electricians, &c. (State) Award
301	Engine Drivers General (State) Award
306	Engine Packing Manufacture (State) Award
571	Entertainment and Broadcasting Industry - Cinema (State) Award
691	Entertainment and Broadcasting Industry - Film and Video Production (State) Award
356	Exhibition Industry (State) Award
309	Farriers (State) Award
329	Fish and Fish Marketing (State) Consolidated Award
747	Food Preservers (State) Award
168	Footwear Manufacturing Industry (State) Award
336	Friction Materials, &c., Manufacture (State) Award
340	Fruit Packing Houses Employees (State) Consolidated Award

363	Funeral Industries (State) Reviewed Award 2008
1723	Gas Meter Readers and Field Officers Redundancy (State) Award
348	Gelatine and Glue Industry (State) Award
353	Glass Makers (State) Award
354	Glass Workers (State) Award
357	Government Railways (Building Trades Construction Staff) Award
358	Government Railways (Building Trades Maintenance Staff) Award
4183	Graduate-at-Law (State) Award
612	Grocery Products Manufacturing (State) Award
378	Horticultural Industry (State) Consolidated Award
384	Hotel Employees (State) Award
1676	Hunter Water Australia (State) Award
365	Hunter Water Corporation Employees (State) Award 1999
388	Ice Cream Cold Storage (State) Award
389	Ice Cream Makers (State) Award
1892	Integral Energy Award 2008
703	Jewellers and Watchmakers, &c. (State) Award
936	Journalists (Specialist Publications) (State) Award 1996
412	Journalists' Suburban Newspapers (State) Award
420	Landscape Gardeners, &c. (State) Award
347	Landscape Gardeners, &c., On Building and General Construction and Maintenance, Civil and Mechanical Engineering (State) Award
421	Laundry Employees (State) Award
1572	Maintenance and Outdoor Staff (Catholic Schools) (State) Award 2008
1550	Maintenance, Outdoor and Other Staff (Independent Schools) (State) Award 2007
259	Malthouses (State) Award
438	Mannequins and Models (State) Award
440	Margarine Makers (State) Award
468	Meat Preservers, &c. (State) Consolidated Award
469	Mechanical Opticians (State) Award
1034	Metal Trades (Training Wage) (State) Award
039	Metal, Engineering and Associated Industries (State) Award
474	Metalliferous Mining Industry (State) Award 1995
1803	Meter Readers and Field Officers (State) Award
477	Mineral Sands Mining and Treatment Industry (State) Consolidated Award
481	Miscellaneous Workers' - Independent Schools and Colleges, &c. (State) Award
4029	Miscellaneous Workers (Catholic Personal/Carer's Leave) (State) Award
4198	Miscellaneous Workers Kindergartens and Child Care Centres Family Leave (Catholic Kindergartens, Child Care Centres and Others and Independent Schools) (State) Award
2056	Miscellaneous Workers' Security Industry (State) Superannuation Award
655B	Montessori Schools and/or Pre-Schools Portability of Long Service Leave Award
441	Motor Boats and Small Tugs (State) Award
486	Motor Ferries (State) Award
489	Motor Vehicle Salesperson (State) Award
1662	Museum of Contemporary Art Conditions of Employment Award 2009
471	Mushroom Industry Employees (State) Award
501	Musicians' (Live Performance) (State) Consolidated Award
666	Musicians' (Multi Media) (State) Consolidated Award
150	New South Wales Colliers and Small Ships (State) Award
1672	NSW Aboriginal Land Council Staff Award 2009
226	NSW Port Corporations Award 2008
507	Nurseries Employees (State) Award
1456	Nurses' (Australian Red Cross Blood Service - NSW) (State) Interim Award
670	Nurses On Wheels Inc. Nurses' (State) Award
508	Nurses, Non-Government Schools (State) Award
374	Nursing Homes Professional Employees (State) Award 2006

511	Nut Food Makers (State) Award
517	Occupational Health Nurses' (State) Award 2006
1574	Orthoptists in Private Practice (State) Award
1643	Other Services (Catholic Personal/Carer's Leave) (State) Award
514	Oyster Farms, &c. (State) Award
515	Paint and Varnish Makers, &c. (State) Award
518	Parking Attendants, &c. (State) Consolidated Award
519	Pastoral Employees (State) Award
520	Pastry Cooks, &c. (State) Award
776	Pastrycooks (Specified Wholesalers) Award
341	Pest Control Industry (State) Award
540	Pet Food Manufacturers (State) Award
113	Pharmacy Assistants (State) Award
525	Photographic Industry (State) Award
5040	Pitt Wood Presbyterian Homes Redundancy (State) Award
534	Plant, &c., Operators on Construction (State) Award
538	Plastic Moulding, &c. (State) Award
791	Police Association Salaried Officers (State) Award 2000
541	Potato Crisp Makers (State) Award
544	Pottery Industry (State) Award
546	Poultry Farm Employees (State) Award
817	Poultry Industry Livestock (State) Award
545	Poultry Industry Preparation (State) Award
1353	Preterm Medical Officers (State) Award
1870	Principal (Independent Schools) (State) Award 2007
493	Principals (Archdiocese of Sydney and Dioceses of Broken Bay and Parramatta) (State) Award 2009
496	Principals (Country and Regional Dioceses) (State) Award 2009
229	Printing Industries (State) Award
1769	Private Hospital (Named Respondents) (State) Award
2159	Private Hospital and Nursing Home Nurses' Superannuation (State) Award
549	Private Hospital Industry Nurses' (State) Award
287	Private Hospital Professional Employees (State) Award 2006
376	Private Medical Imaging (State) Award 2004
429	Private Pathology Laboratories (State) Award
1144	Professional Engineers and Professional Scientists (Private Industry) (State) Award
1470	Professional Surveyors (Private Industry) (State) Award
946	Public Service Association of New South Wales Industrial and Associated Officers (Secure Employment) Award 2009
768	Public Transport Construction Award
565	Pyrotechnics, &c. (State) Award
569	Quarries, &c. (State) Award
570	Race Clubs Employees (State) Award
1609	Real Estate Industry (Clerical and Administrative) (State) Award
573	Real Estate Industry (State) Award 2003, The
924	Real Estate Industry (State) Training Wage Award
500	Recorded Music and Visual Entertainment Reproduction (State) Award
575	Refractory Industry (State) Award
576	Restaurant, &c., Employees' Retail Shops (State) Award
2114	Retail Industry (State) Superannuation Award
4165	Retail Industry (State) Training Wage Award
1166	Richmond Fellowship of New South Wales (State) Award 1999, The
578	Rock and Ore Milling and Refining (State) Award
1085	Royal Flying Doctor Service of Australia (South Eastern Section) Nursing Staff (State) Award
580	Rubber Workers (State) Award
449	Rural Traineeships (State) Award

582	Saddlery, Leather, Canvas and Plastic Material Workers' (State) Award
625	School Support Staff (Archdiocese of Sydney, Dioceses of Broken Bay and Parramatta) (State) Award 2008
1316	School Support Staff (Catholic Independent Schools) (State) Award 2009
690	School Support Staff (Catholic Schools) (State) Training Wage Award 2001
624	School Support Staff (Country and Regional Dioceses) (State) Award 2008
1090	School Support Staff (Independent Schools) (State) Award 2007
4204	Shop Employees (Catholic Personal/Carer's Leave) (State) Award
606	Smallgoods Manufacturers (State) Award
607	Soap and Candle Makers (State) Consolidated Award
4000	Social and Community Services Catholic Personal/Carer's Leave (State) Award
783	Social and Community Services Employees (State) Award
362	Spastic Centre of New South Wales (Allied Professional Staff) (State) Award 2004
334	Spastic Centre of New South Wales Enterprise (State) Award, The
709	Starch Manufacturers, &c. (State) Award
1722	State Water Corporation (Storages, Operations and River Infrastructure Staff) Award
2089	Storemen and Packers - Grocery and Variety Warehouse (State) Superannuation Award
619	Storemen and Packers Bond and Free Stores (State) Award
626	Storemen and Packers, Wholesale Drug Stores (State) Award
631	Storemen and Packers, Wholesale Paint, Varnish and Colour Stores (State) Award
630	Strappers and Stable Hands (State) Award
634	Sugar Field Workers (State) Consolidated Award
543	Superannuation Administration Corporation (Salaries and Conditions) Award 2008
065	Supervisors, Breweries (State) Award
645	Sydney Markets Award - 2009
1155	TAB Clerical and Administrative Agency Casual Staff Award 2006
649	Tanning Industry (State) Award
492	Teachers (Archdiocese of Sydney and Dioceses of Broken Bay and Parramatta) (State) Award 2009
1211	Teachers (Catholic Early Childhood Service Centres and Pre-Schools) (State) Award 2009
661	Teachers (Catholic Independent Schools) (State) Award 2006
977	Teachers (Co. As. It.) (State) Award
495	Teachers (Country and Regional Dioceses) (State) Award 2009
1051	Teachers (Independent Schools Early Childhood Service Centres Other Than Pre-Schools) (State) Award 2008
1055	Teachers (Independent Schools) (State) Award 2007
629	Teachers (Non-Government Pre-Schools) (State) Award 2009
802	Teachers Non-Government (English Colleges) (State) Award 2003
656	Tennis Strings and Sutures Industry (State) Award
212	Textile Industry (State) Award
1001	The Australian Jockey Club Track Maintenance and Ancillary Staff Award 2005
850	The Catholic Press Newspaper Company Pty Limited (State) Award
1748	The National Trust of Australia (NSW) Bush Regenerators Award
664	Theatre Managers (State) Award
1553	Theatrical Employees' Redundancy (State) Award
669	Toy Makers' Employees (State) Award
1614	Training Wage (State) Award 2002
2137	Transport Industry - Mixed Enterprises (State) Superannuation Award
674	Transport Industry - Motor Bus Drivers and Conductors (State) Award
1875	Transport Industry - Mutual Responsibility for Road Safety (State) Award
840	Transport Industry - Petroleum, &c., Distribution (State) Award
807	Transport Industry - Quarried Materials (State) Award
5023	Transport Industry - Redundancy (State) Award
675	Transport Industry - Retail (State) Award 1999
679	Transport Industry - Tourist and Service Coach Drivers (State) Award
752	Transport Industry - Trade Waste (State) Award
676	Transport Industry - Waste Collection and Recycling (State) Award

2100	Transport Industry - Waste Collection and Recycling (State) Superannuation Award
608	Transport Industry - Wholesale Butchers (State) Award
2190	Transport Industry (State) Superannuation Award (No. 2)
1855	Unions NSW Port Kembla Steelworks Construction Award 2006
1685	University Unions (State) Award
707	Van Sales Employees' (State) Award
696	Vegetable Oils (State) Award
697	Vehicle Industry - Repair Services and Retail (State) Award
702	Warehouse Employees' - General (State) Award
701	Warehouse Employees Drug (State) Award
1671	Waste Recycling and Processing Corporation (Salaries and Conditions of Employment 2008) Award
710	Wholesale Fruit and Vegetable Employees' (State) Award
830	Wholesale Fruit and Vegetable Market Employees (Newcastle, &c.) Award
711	Wine Industry Consolidated (State) Award
310	Wire Drawn Ferries (State) Award

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SERIAL C7704

2011 REVIEW OF AWARDS INITIATING PROCEEDINGS

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Listing by Commission to determine procedure relating to Review of Awards pursuant to section 19 of the *Industrial Relations Act* 1996 as a consequence of the State Wage Case 2010 and the Industrial Relations Amendment (Non-operative Awards) Act.

(No. IRC 140 of 2011)

The Honourable Justice Walton, Vice-President

21 July 2011

ORDERS

Having regard to the State Wage Case 2010 decision [2010] NSWIRComm 183 (at [61] - [64]), the Orders of the Commission made on 18 May 2011, the further submissions filed by the parties in accordance with those Orders and consultation between relevant parties and the Industrial Registrar of NSW pursuant to directions made by the Commission, and for the purposes of proceedings under s 19 of the *Industrial Relations Act* 1996 from the date of these Orders, the Commission orders:

Category 1(c) Awards

1. There shall be three sub-categories of **1(c) awards** as set out in **Annexure A** to these Orders.
2. The Industrial Registrar shall publish on the NSW Industrial Relations Commission's website the list of awards in Categories 1(c) in terms of those sub-categories as identified in Annexure A.
3. The awards falling in each sub-category shall be reviewed in accordance with the well-established practices of the Commission.
4. The Commission notes that where there is an Award that applies to only one particular sector of employees within the sub-categories that it is open to the parties to consider rationalisation of the coverage of that Award by means of varying the coverage of existing Awards or, alternatively, the making of a new Award, if such course of action is appropriate and in the public interest.
5. The Commission further orders that the following awards previously listed in category 1(c):
 - *Gangers (State) Award*; and
 - *General Construction and Maintenance, Civil and Mechanical Engineering, &c. (State) Award*; and
 - *Miscellaneous Gardeners, &c. (State) Award*; and
 - *Royal Rehabilitation Service - Weemala Unit Residential Care Staff (State) Award*; and
 - *Storemen and Packers, General (State) Award*; and
 - *Surveyors' Field Hands (State) Award*; and
 - *Theatrical Employees (Training Wage) (State) Award*; and
 - *Theatrical Employees Recreation and Leisure Industry (State) Award*

are transferred to Category 4 and shall be referred to the President for allocation to a Member of the Commission to be dealt with administratively in Chambers as non-operative awards. (**Annexure B**)

Category 2 Awards.

6. The Commission notes that the majority of Category 2 Awards with the exception of Awards noted hereunder will cease to have any application with effect from 1 September 2011 and agrees with the parties contention that it would not be in the public interest for these matters to fall for review.

7. The Commission further notes the:

- *Transport Industry (State) Award*; and
- *Transport Industry - Redundancy (State) Award*; and
- *Motels, Accommodation and Resorts, & (State) Award*

have been transferred to Category 1(c) and the current list of Category 2 awards is **Annexure C** and the Industrial Registrar shall publish that updated list on the NSW Industrial Relations Commission's website.

8. The Commission directs that the Clothing Trades (State) Award, an award having continuing application within the State, is to be reviewed in accordance with the well-established practices of the Commission.
9. The Commission further directs that the Industrial Registrar, on or after 1 September 2011, is to give notice to the parties of an intention to refer the balance of Awards within this category to the President for allocation to a member for the purpose of being dealt with administratively in chambers and declared non-operative.
10. The Commission pursuant to Rule 6.9 of the Industrial Relations Commission Rules 2009 directs that the Minister for Finance and Services and Director of Public Employment be added to the party cards in respect of the awards the subject of Orders 1 & 8 these Orders.

M. J. WALTON J, Vice-President.

Annexure A

Category 1(c) Private sector common rule and occupational awards which also apply to employees in the public and local government sectors

Sub-category 1(c)(i) Awards which apply to local government employees only (Includes awards (in bold) that also appear in category 2.)	
Award Code	Award Title
345	Charitable Institutions (Professional Paramedical Staff) (State) Award 2006
714	Charitable Sector Aged and Disability Care Services (State) Award 2003
726	Charitable, Aged and Disability Care Services (State) Award
1361	Entertainment and Broadcasting Industry - Live Theatre and Concert (State) Award
AP780276CAV	Entertainment and Broadcasting Industry - Live Theatre and Concert - Award 1998
007	Marine Charter Vessels (State) Award
861	Miscellaneous Workers Home Care Industry (State) Award
5060	Nurses (Private Sector) Redundancy (State) Award
2150	Nurses (Private Sector) Superannuation (State) Award
4229	Nurses' (Private Sector) Training Wage (State) Award
759	Nursing Homes, &c., Nurses' (State) Award
2101	Private Health and Charitable Sector Employees Superannuation (State) Award
1299	Private Hospitals Aged and Disability Care Services Industry Redundancy (State) Award, The
4175	Private Hospitals, Aged Care and Disability Services Industry (Training) (State) Award
594	Teachers (Non-Government Early Childhood Service Centres Other Than Pre-Schools) (State) Award 2009

Sub-category 1(c)(ii) Awards which apply to both local government and public sector employees (Includes awards (in bold) that also appear in category 2.)	
Award Code	Award Title
510	Nurses, Other Than in Hospitals, &c. (State) Award 2006
950	Health, Fitness and Indoor Sports Centres (State) Award

Sub-category 1(c)(iii) Awards which apply to public sector employees only (Includes awards (in bold) that also appear in category 2.)	
Award Code	Award Title
080	Canteen, &c., Workers (State) Award
135	Clerical and Administrative Employees (State) Award
372	Hair and Beauty (State) Award
482	Miscellaneous Workers' - Kindergartens and Child Care Centres, &c. (State) Award
1159	Miscellaneous Workers' Kindergarten and Child Care Centres (State) Training Wage Award
550	Motels, Accommodation and Resorts, &c. (State) Award
577	Restaurants, &c., Employees (State) Award
218	Security Industry (State) Award
601	Shop Employees (State) Award
5023	Transport Industry - Redundancy (State) Award
677	Transport Industry (State) Award

Annexure B

Category 1(c) awards to be transferred to Category 4 as non-operative awards	
Award Code	Award Title
343	Gangers (State) Award
349	General Construction and Maintenance, Civil and Mechanical Engineering, &c. (State) Award
480	Miscellaneous Gardeners, &c. (State) Award
1320	Royal Rehabilitation Service - Weemala Unit Residential Care Staff (State) Award
912	Storemen and Packers, General (State) Award
647	Surveyors' Field Hands (State) Award
1017	Theatrical Employees (Training Wage) (State) Award
845	Theatrical Employees Recreation and Leisure Industry (State) Award

Annexure C

Category 2 - Common rule and occupational awards that apply to deemed employees pursuant to Schedule 1 of the IR Act. (Includes awards (in bold) that also appear in category 1(c).)	
Award Code	Award Title
964	Aged Care General Services (State) Award 2006
828	Bread Industry (State) Award
001	Building and Construction Industry (State) Award
058	Building Employees Mixed Industries (State) Award
714	Charitable Sector Aged and Disability Care Services (State) Award 2003
726	Charitable, Aged and Disability Care Services (State) Award
116	Cleaning and Building Services Contractors (State) Award
139	Clothing Trades (State) Award
140	Club Employees (State) Award
819	Furniture and Furnishing Trades (State) Award
950	Health, Fitness and Indoor Sports Centres (State) Award
387	Ice Cream Carters and Van Salespersons (State) Award
046	Joiners (State) Award
476	Milk Treatment, &c., and Distribution (State) Award
705	Miscellaneous Workers' - General Services (State) Award
550	Motels, Accommodation and Resorts, &c. (State) Award
537	Plasterers, Shop Hands and Casters (State) Consolidated Award

539	Plumbers and Gasfitters (State) Award
548	Private Hospital Employees (State) Award 2006
241	Retail Services Employees (State) Award
588	Sawmillers, &c. (State) Award
218	Security Industry (State) Award
677	Transport Industry (State) Award
683	Transport Industry - Cash-in-Transit (State) Award
665	Transport Industry - Mixed Enterprises (State) Award
682	Transport Industry - Wood and Coal (State) Award

Printed by the authority of the Industrial Registrar.

SERIAL C7705

DECLARATION OF NON-OPERATIVE AWARDS

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

References by the Industrial Registrar to the President for determination to declare the awards as non-operative awards under the provisions of section 20A arising from matter IRC 140 of 2011 in the 2011 Review of Awards Initiating proceedings.

(Nos. IRC 1431 to 1457 of 2011)

Transport Industry - Redundancy (State) Award

Reference by the Industrial Registrar to the President for a determination to declare that the award is no longer a non-operative award under the provisions of section 20A arising from matter IRC 140 of 2011 in the 2011 Review of Awards Initiating proceedings.

(No. IRC 1458 of 2011)

The Honourable Justice Boland, President

21 September 2011

ORDERS

Pursuant to Orders 5, 7, 8 and 9 made by the Industrial Relations Commission on 21 July 2011 in the 2011 Review of Awards Initiating Proceedings (IRC Matter No. 140 of 2011) the Commission further orders:

1. The awards listed in Annexure A, being awards previously listed in Category 1(c) and subsequently transferred to Category 4, shall be declared as non-operative awards to which Section 20A of the *Industrial Relations Act 1996* applies.
2. The Transport Industry - Redundancy (State) Award, being an award previously listed in Category 4 and transferred to Category 1(c)(iii), be declared an award that is no longer a non-operative award pursuant to subsection (1)(b) of Section 20A of the *Industrial Relations Act 1996*.
3. The awards listed in Annexure B being awards previously listed in Category 2, with the exception of the Clothing Trades (State) Award and the further exception of those awards dually listed in Category 1(c), shall be declared as non-operative awards to which Section 20A of the *Industrial Relations Act 1996* applies.
4. The Industrial Registrar shall update the *Register of Non-operative Awards* to reflect the orders made in Order 1, 2 and 3.
5. The Industrial Registrar shall publish the updated copy of the *Register of Non-operative Awards* on the *NSW industrial relations website* within 7 days of these Orders.

R. P. BOLAND *J, President.*

Annexure A

Award Code	Award Title
343	Gangers (State) Award
349	General Construction and Maintenance, Civil and Mechanical Engineering, &c. (State) Award
480	Miscellaneous Gardeners, &c. (State) Award
1320	Royal Rehabilitation Service - Weemala Unit Residential Care Staff (State) Award
912	Storemen and Packers, General (State) Award
647	Surveyors' Field Hands (State) Award
1017	Theatrical Employees (Training Wage) (State) Award
845	Theatrical Employees Recreation and Leisure Industry (State) Award

Annexure B

Award Code	Award Title
964	Aged Care General Services (State) Award 2006
828	Bread Industry (State) Award
001	Building and Construction Industry (State) Award
058	Building Employees Mixed Industries (State) Award
116	Cleaning and Building Services Contractors (State) Award
140	Club Employees (State) Award
819	Furniture and Furnishing Trades (State) Award
387	Ice Cream Carters and Van Salespersons (State) Award
046	Joiners (State) Award
476	Milk Treatment, &c., and Distribution (State) Award
705	Miscellaneous Workers' - General Services (State) Award
537	Plasterers, Shop Hands and Casters (State) Consolidated Award
539	Plumbers and Gasfitters (State) Award
548	Private Hospital Employees (State) Award 2006
241	Retail Services Employees (State) Award
588	Sawmillers, &c. (State) Award
683	Transport Industry - Cash-in-Transit (State) Award
665	Transport Industry - Mixed Enterprises (State) Award
682	Transport Industry - Wood and Coal (State) Award

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SERIAL C7709

CERTAIN AWARDS TAKEN TO HAVE BEEN RESCINDEDPROVISIONS CONSEQUENT ON ENACTMENT OF
INDUSTRIAL RELATIONS AMENDMENT (NON-OPERATIVE AWARDS) ACT 2011

Pursuant to Clause 55 of Schedule 4, Savings, transitional and other provisions, all awards that were declared to be non-operative awards under the Industrial Relations Act 1996, before the commencement of the Industrial Relations Amendment (Non-operative Awards) Act 2011, are taken to have been rescinded on 28 November 2011 by the Commission in accordance with section 20 (2).

28 November 2011

RESCISSION ORDER

- 1 The awards listed in Annexure A, being awards that were declared to be non-operative awards, are taken to have been rescinded on 28 November 2011.

Annexure A

Award Code	Award Title
820	Actors (Theatrical) (State) Award
749	Advertising Sales Representatives (State) Award
014	Advisers (Archdiocese of Sydney and Dioceses of Broken Bay and Parramatta) (State) Award 2009
005	Aerated Waters, &c. (State) Award
964	Aged Care General Services (State) Award 2006
1264	Aged Care Industry (Broken Hill) Award
4200	Agricultural, Pastoral or Horticultural Society's Show (State) Award
010	Animal Food Makers, &c. (State) Award
011	Animal Welfare, General (State) Award
012	Animal Welfare, Institutional (State) Award
1165	Armidale Women's Shelter (Remuneration For On-call) Award 1996
017	Asphalt and Bitumen Industry (State) Award
1043	Australian Jockey Club - Electrical and Plumbing Enterprise Award 2002
1358	Australian Jockey Club Hospitality Employees Award 2008
1027	Australian Jockey Club - Single Bargaining Unit Enterprise Award 2007
1610	AWU Training Wage (State) Award 2002
022	Bacon Factory Employees (Cumberland) Consolidated Award
036	Biscuit and Cake Makers (State) Award
1091	Boarding House Staff (Independent Schools) (State) Award 2007
1867	Boarding House Staff (St Gregory's College Campbelltown) (State) Award 2008
040	Boiling Down and By-Products (Cumberland) Consolidated Award
789	Bootmakers and Heel Bar Operatives, &c. (State) Award
043	Bowling and Golf Clubs Employees (State) Award
828	Bread Industry (State) Award
050	Breeding and Raising of Pigs, &c., Employees (State) Award
086	Breweries, Maintenance Employees (State) Award
059	Breweries (State) Award
057	Brick and Paver Industry (State) Award
1014	Broken Hill Commerce and Industry Consent Award 2008
001	Building and Construction Industry (State) Award

084	Building Crane Drivers (State) Award
058	Building Employees Mixed Industries (State) Award
066	Building Industry - Contract Floor Layer Minimum Rate Order Award
512	Business Equipment Maintenance (State) Award, The
071	Butchers, Retail (State) Award
074	Butchers' Wholesale (Newcastle and Northern) Award
072	Butchers' Wholesale (State) Award
075	Butter and Cheese and Other Dairy Products (Newcastle and Northern) Award
076	Butter, Cheese and Other Dairy Products (State) Award
077	Button Makers (State) Award
090	Caterers Employees (State) Award
1774	Catholic Schools Long Service Leave Portability (State) Award
754	Cement Industry (State) Consolidated Award
083	Cement Mixers and Concrete Workers, Central Batch Plants (State) Consolidated Award
099	Cemetery and Crematoria Employees (State) Reviewed Award 2008
1781	CFMEU Enterprise Award expiring 1 October 2011
4006	Charitable Institutions Catholic Personal/Carer's Leave (State) Award
253	Charitable Institutions (Professional Staff Social Workers) (State) Award 2006
112	Chemical Workers (State) Award
116	Cleaning and Building Services Contractors (State) Award
4214	Clerical and Administrative Employees (Catholic Personal Carer's Leave) (State) Award
125	Clerical and Administrative Employees, Hire Cars and Taxis (State) Award
082	Clerical and Administrative Employees in Permanent Building Societies (State) Award
155	Clerical and Administrative Employees in Temporary Employment Services (State) Award
134	Clerical and Administrative Employees Legal Industry (State) Award
131	Clerical Employees in Retail (State) Award
5044	Clerks Redundancy (State) Award
140	Club Employees (State) Award
585	Club Industry (Variety Artists) (State) Award 2001
141	Club Managers' (State) Award 2008
142	Coachmakers, &c., Rail (State) Award
143	Coachmakers, &c., Road and Perambulator Manufacturers (State) Award
1828	Coal Mining Industry (Accident Pay) Interim Award 2004
1052	Coal Superintending Samplers (State) Award
149	Cold Storage and Ice Employees (Northumberland) Award
152	Cold Storage and Ice Employees (State) Award
989A	Cold Storage Enterprise Award 1998
1448	Coleambally Irrigation Consent Award 2007
159	Commercial Travellers, &c. (State) Award
718	Community College Principals (New South Wales) Award 2006
1471	Community Colleges Tutors (State) Award
1590	Community Pharmacy (State) Award 2001
162	Concrete Pipe and Concrete Products Factories Consolidated (State) Award
163	Confectioners (State) Award
1162	Confectioners (State) Training Wage Award
1775	Cooma Challenge Limited Business Services (State) Award, The
173	Cotton Ginning, &c., Employees (State) Award
174	Cotton Growing Employees (State) Award
1367	Country Energy Enterprise Award 2007
1888	Country Energy Far West Interim Award 2008
278	Dairying Industry Employees (State) Award
279	Dental Assistants and Secretaries (State) Award
281	Dental Technicians (State) Award 2006
1467	Divisions of General Practice (State) Award
283	Draughting Employees, Planners, Technical Employees, &c. (State) Award
285	Drug Factories (State) Award

286	Dry Cleaning (State) Award
180	Electrical, Electronic and Communications Contracting Industry (State) Award
293	Electricians, &c. (State) Award
301	Engine Drivers General (State) Award
306	Engine Packing Manufacture (State) Award
571	Entertainment and Broadcasting Industry - Cinema (State) Award
691	Entertainment and Broadcasting Industry - Film and Video Production (State) Award
356	Exhibition Industry (State) Award
309	Farriers (State) Award
329	Fish and Fish Marketing (State) Consolidated Award
747	Food Preservers (State) Award
168	Footwear Manufacturing Industry (State) Award
336	Friction Materials, &c., Manufacture (State) Award
340	Fruit Packing Houses Employees (State) Consolidated Award
363	Funeral Industries (State) Reviewed Award 2008
819	Furniture and Furnishing Trades (State) Award
343	Gangers (State) Award
1723	Gas Meter Readers and Field Officers Redundancy (State) Award
348	Gelatine and Glue Industry (State) Award
349	General Construction and Maintenance, Civil and Mechanical Engineering, &c. (State) Award
353	Glass Makers (State) Award
354	Glass Workers (State) Award
357	Government Railways (Building Trades Construction Staff) Award
358	Government Railways (Building Trades Maintenance Staff) Award
4183	Graduate-at-Law (State) Award
612	Grocery Products Manufacturing (State) Award
378	Horticultural Industry (State) Consolidated Award
384	Hotel Employees (State) Award
1676	Hunter Water Australia (State) Award
365	Hunter Water Corporation Employees (State) Award 1999
387	Ice Cream Carters and Van Salespersons (State) Award
388	Ice Cream Cold Storage (State) Award
389	Ice Cream Makers (State) Award
1892	Integral Energy Award 2008
703	Jewellers and Watchmakers, &c. (State) Award
046	Joiners (State) Award
936	Journalists (Specialist Publications) (State) Award 1996
412	Journalists' Suburban Newspapers (State) Award
347	Landscape Gardeners, &c., On Building and General Construction and Maintenance, Civil and Mechanical Engineering (State) Award
420	Landscape Gardeners, &c. (State) Award
421	Laundry Employees (State) Award
1572	Maintenance and Outdoor Staff (Catholic Schools) (State) Award 2008
1550	Maintenance, Outdoor and Other Staff (Independent Schools) (State) Award 2007
259	Malthouses (State) Award
438	Mannequins and Models (State) Award
440	Margarine Makers (State) Award
468	Meat Preservers, &c. (State) Consolidated Award
469	Mechanical Opticians (State) Award
039	Metal, Engineering and Associated Industries (State) Award
474	Metalliferous Mining Industry (State) Award 1995
1034	Metal Trades (Training Wage) (State) Award
1803	Meter Readers and Field Officers (State) Award
476	Milk Treatment, &c., and Distribution (State) Award
477	Mineral Sands Mining and Treatment Industry (State) Consolidated Award
480	Miscellaneous Gardeners, &c. (State) Award

4029	Miscellaneous Workers (Catholic Personal/Carer's Leave) (State) Award
705	Miscellaneous Workers' - General Services (State) Award
481	Miscellaneous Workers' - Independent Schools and Colleges, &c. (State) Award
4198	Miscellaneous Workers Kindergartens and Child Care Centres Family Leave (Catholic Kindergartens, Child Care Centres and Others and Independent Schools) (State) Award
2056	Miscellaneous Workers' Security Industry (State) Superannuation Award
655B	Montessori Schools and/or Pre-Schools Portability of Long Service Leave Award
441	Motor Boats and Small Tugs (State) Award
486	Motor Ferries (State) Award
489	Motor Vehicle Salesperson (State) Award
1662	Museum of Contemporary Art Conditions of Employment Award 2009
471	Mushroom Industry Employees (State) Award
501	Musicians' (Live Performance) (State) Consolidated Award
666	Musicians' (Multi Media) (State) Consolidated Award
150	New South Wales Colliers and Small Ships (State) Award
1672	NSW Aboriginal Land Council Staff Award 2009
226	NSW Port Corporations Award 2008
507	Nurseries Employees (State) Award
1456	Nurses' (Australian Red Cross Blood Service - NSW) (State) Interim Award
508	Nurses, Non-Government Schools (State) Award
670	Nurses On Wheels Inc. Nurses' (State) Award
374	Nursing Homes Professional Employees (State) Award 2006
511	Nut Food Makers (State) Award
517	Occupational Health Nurses' (State) Award 2006
1574	Orthoptists in Private Practice (State) Award
1643	Other Services (Catholic Personal/Carer's Leave) (State) Award
514	Oyster Farms, &c. (State) Award
515	Paint and Varnish Makers, &c. (State) Award
518	Parking Attendants, &c. (State) Consolidated Award
519	Pastoral Employees (State) Award
520	Pastry Cooks, &c. (State) Award
776	Pastrycooks (Specified Wholesalers) Award
341	Pest Control Industry (State) Award
540	Pet Food Manufacturers (State) Award
113	Pharmacy Assistants (State) Award
525	Photographic Industry (State) Award
5040	Pitt Wood Presbyterian Homes Redundancy (State) Award
534	Plant, &c., Operators on Construction (State) Award
537	Plasterers, Shop Hands and Casters (State) Consolidated Award
538	Plastic Moulding, &c. (State) Award
539	Plumbers and Gasfitters (State) Award
791	Police Association Salaried Officers (State) Award 2000
541	Potato Crisp Makers (State) Award
544	Pottery Industry (State) Award
546	Poultry Farm Employees (State) Award
817	Poultry Industry Livestock (State) Award
545	Poultry Industry Preparation (State) Award
1353	Preterm Medical Officers (State) Award
1870	Principal (Independent Schools) (State) Award 2007
493	Principals (Archdiocese of Sydney and Dioceses of Broken Bay and Parramatta) (State) Award 2009
496	Principals (Country and Regional Dioceses) (State) Award 2009
229	Printing Industries (State) Award
2159	Private Hospital and Nursing Home Nurses' Superannuation (State) Award
548	Private Hospital Employees (State) Award 2006
549	Private Hospital Industry Nurses' (State) Award

1769	Private Hospital (Named Respondents) (State) Award
287	Private Hospital Professional Employees (State) Award 2006
376	Private Medical Imaging (State) Award 2004
429	Private Pathology Laboratories (State) Award
1144	Professional Engineers and Professional Scientists (Private Industry) (State) Award
1470	Professional Surveyors (Private Industry) (State) Award
946	Public Service Association of New South Wales Industrial and Associated Officers (Secure Employment) Award 2009
768	Public Transport Construction Award
565	Pyrotechnics, &c. (State) Award
569	Quarries, &c. (State) Award
570	Race Clubs Employees (State) Award
1609	Real Estate Industry (Clerical and Administrative) (State) Award
573	Real Estate Industry (State) Award 2003, The
924	Real Estate Industry (State) Training Wage Award
500	Recorded Music and Visual Entertainment Reproduction (State) Award
575	Refractory Industry (State) Award
576	Restaurant, &c., Employees' Retail Shops (State) Award
2114	Retail Industry (State) Superannuation Award
4165	Retail Industry (State) Training Wage Award
241	Retail Services Employees (State) Award
1166	Richmond Fellowship of New South Wales (State) Award 1999, The
578	Rock and Ore Milling and Refining (State) Award
1085	Royal Flying Doctor Service of Australia (South Eastern Section) Nursing Staff (State) Award
1320	Royal Rehabilitation Service - Weemala Unit Residential Care Staff (State) Award
580	Rubber Workers (State) Award
449	Rural Traineeships (State) Award
582	Saddlery, Leather, Canvas and Plastic Material Workers' (State) Award
588	Sawmillers, &c. (State) Award
625	School Support Staff (Archdiocese of Sydney, Dioceses of Broken Bay and Parramatta) (State) Award 2008
1316	School Support Staff (Catholic Independent Schools) (State) Award 2009
690	School Support Staff (Catholic Schools) (State) Training Wage Award 2001
624	School Support Staff (Country and Regional Dioceses) (State) Award 2008
1090	School Support Staff (Independent Schools) (State) Award 2007
4204	Shop Employees (Catholic Personal/Carer's Leave) (State) Award
606	Smallgoods Manufacturers (State) Award
607	Soap and Candle Makers (State) Consolidated Award
4000	Social and Community Services Catholic Personal/Carer's Leave (State) Award
783	Social and Community Services Employees (State) Award
362	Spastic Centre of New South Wales (Allied Professional Staff) (State) Award 2004
334	Spastic Centre of New South Wales Enterprise (State) Award, The
709	Starch Manufacturers, &c. (State) Award
1722	State Water Corporation (Storages, Operations and River Infrastructure Staff) Award
619	Storemen and Packers Bond and Free Stores (State) Award
912	Storemen and Packers, General (State) Award
2089	Storemen and Packers - Grocery and Variety Warehouse (State) Superannuation Award
626	Storemen and Packers, Wholesale Drug Stores (State) Award
631	Storemen and Packers, Wholesale Paint, Varnish and Colour Stores (State) Award
630	Strappers and Stable Hands (State) Award
634	Sugar Field Workers (State) Consolidated Award
543	Superannuation Administration Corporation (Salaries and Conditions) Award 2008
065	Supervisors, Breweries (State) Award
647	Surveyors' Field Hands (State) Award
645	Sydney Markets Award - 2009
1155	TAB Clerical and Administrative Agency Casual Staff Award 2006

649	Tanning Industry (State) Award
492	Teachers (Archdiocese of Sydney and Dioceses of Broken Bay and Parramatta) (State) Award 2009
1211	Teachers (Catholic Early Childhood Service Centres and Pre-Schools) (State) Award 2009
661	Teachers (Catholic Independent Schools) (State) Award 2006
977	Teachers (Co. As. It.) (State) Award
495	Teachers (Country and Regional Dioceses) (State) Award 2009
1051	Teachers (Independent Schools Early Childhood Service Centres Other Than Pre-Schools) (State) Award 2008
1055	Teachers (Independent Schools) (State) Award 2007
802	Teachers Non-Government (English Colleges) (State) Award 2003
629	Teachers (Non-Government Pre-Schools) (State) Award 2009
656	Tennis Strings and Sutures Industry (State) Award
212	Textile Industry (State) Award
664	Theatre Managers (State) Award
845	Theatrical Employees Recreation and Leisure Industry (State) Award
1553	Theatrical Employees' Redundancy (State) Award
1017	Theatrical Employees (Training Wage) (State) Award
1001	The Australian Jockey Club Track Maintenance and Ancillary Staff Award 2005
850	The Catholic Press Newspaper Company Pty Limited (State) Award
1748	The National Trust of Australia (NSW) Bush Regenerators Award
669	Toy Makers' Employees (State) Award
1614	Training Wage (State) Award 2002
683	Transport Industry - Cash-in-Transit (State) Award
665	Transport Industry - Mixed Enterprises (State) Award
2137	Transport Industry - Mixed Enterprises (State) Superannuation Award
674	Transport Industry - Motor Bus Drivers and Conductors (State) Award
1875	Transport Industry - Mutual Responsibility for Road Safety (State) Award
840	Transport Industry - Petroleum, &c., Distribution (State) Award
807	Transport Industry - Quarried Materials (State) Award
675	Transport Industry - Retail (State) Award 1999
2190	Transport Industry (State) Superannuation Award (No. 2)
679	Transport Industry - Tourist and Service Coach Drivers (State) Award
752	Transport Industry - Trade Waste (State) Award
676	Transport Industry - Waste Collection and Recycling (State) Award
2100	Transport Industry - Waste Collection and Recycling (State) Superannuation Award
608	Transport Industry - Wholesale Butchers (State) Award
682	Transport Industry - Wood and Coal (State) Award
1855	Unions NSW Port Kembla Steelworks Construction Award 2006
1685	University Unions (State) Award
707	Van Sales Employees' (State) Award
696	Vegetable Oils (State) Award
697	Vehicle Industry - Repair Services and Retail (State) Award
701	Warehouse Employees Drug (State) Award
702	Warehouse Employees' - General (State) Award
1671	Waste Recycling and Processing Corporation (Salaries and Conditions of Employment 2008) Award
710	Wholesale Fruit and Vegetable Employees' (State) Award
830	Wholesale Fruit and Vegetable Market Employees (Newcastle, &c.) Award
711	Wine Industry Consolidated (State) Award
310	Wire Drawn Ferries (State) Award

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Key to Abbreviations Used:

<i>(ACC)</i>	—	Award of Commissioner/Committee.
<i>(AIC)</i>	—	Award of Industrial Commission.
<i>(AIRC)</i>	—	Award of Industrial Relations Commission.
<i>(AR)</i>	—	Award Reprint (Consolidation).
<i>(ART)</i>	—	Award of Retail Trade Industrial Tribunal.
<i>(CD)</i>	—	Contract Determination.
<i>(CORR)</i>	—	Correction.
<i>(ERR)</i>	—	Erratum.
<i>(OIC)</i>	—	Order of Industrial Commission.
<i>(OIRC)</i>	—	Order of Industrial Relations Commission.
<i>(RIRC)</i>	—	Award Review by Industrial Relations Commission
<i>(ROIRC)</i>	—	Order following Review by the Industrial Relations Commission
<i>(RVIRC)</i>	—	Variation following Review by Industrial Relations Commission
<i>(VCC)</i>	—	Variation by Commissioner/Committee.
<i>(VCD)</i>	—	Variation of Contract Determination.
<i>(VIC)</i>	—	Variation by Industrial Commission.
<i>(VIR)</i>	—	Variation by the Industrial Registrar
<i>(VIRC)</i>	—	Variation by Industrial Relations Commission.
<i>(VSW)</i>	—	Variation following State Wage Case.

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Crown Employees (Independent Transport Safety and Reliability Regulator) Award 2009	VIRC	527
Crown Employees (Institute Managers in TAFE) Salaries and Conditions Award 2009	VIRC	529
Crown Employees (NSW Department of Services, Technology and Administration, Government Chief Information Office) Award 2009	VIRC	12
Crown Employees (NSW Police Force (Nurses')) Award	VIRC	727
Crown Employees (NSW Police Force Administrative Officers and Temporary Employees) Award 2009	VIRC	1493
Crown Employees (NSW Police Force Special Constables) (Police Band) Award	VIRC	1495
Crown Employees (NSW Police Force Special Constables) (Security) Award	VIRC	1497
Crown Employees (NSW TAFE Commission - Administrative and Support Staff Conditions of Employment) Award 2009	VIRC	531
Crown Employees (NSW TAFE Commission - Administrative and Support Staff Conditions of Employment) Award 2009	VIRC	533

Crown Employees (Office of Environment and Heritage - Parks and Wildlife Group) Field Officers and Skilled Trades Salaries and Conditions 2011 Award	AIRC	974
Crown Employees (Parliament House Conditions of Employment) Award 2010	AIRC	14
Crown Employees (Parliament House Conditions of Employment) Award 2010	VIRC	534
Crown Employees (Parliament House Conditions of Employment) Award 2010	VIRC	729
Crown Employees (Parliamentary Electorate Officers) Award	VIRC	536
Crown Employees (Parliamentary Electorate Officers) Award	VIRC	538
Crown Employees (Police Medical Officers - Clinical Forensic Medicine) (State) Award	AIRC	1008
Crown Employees (Police Officers - 2009) Award	VIRC	1015
Crown Employees (Police Officers - 2011) Interim Award	AIRC	730
Crown Employees (Police Officers - 2011) Interim Award	CORR	1499
Crown Employees (Public Sector - Salaries 2008) Award	VIRC	1500
Crown Employees (Public Service Conditions of Employment) Award 2009	VIRC	314
Crown Employees (Public Service Conditions of Employment) Award 2009	VIRC	1628
Crown Employees (Public Service Training Wage) Award 2008	VSW	609
Crown Employees (Roads and Traffic Authority of New South Wales - Salaried Staff) Award	VIRC	539
Crown Employees (Roads and Traffic Authority of New South Wales - Traffic Signals Staff) Award 2011	AIRC	1018
Crown Employees (Roads and Traffic Authority of New South Wales - Wages Staff) Award 2011	AIRC	1070
Crown Employees (Roads and Traffic Authority of New South Wales - Salaried Staff Salaries and Conditions of Employment) Award 2008	VIRC	1633
Crown Employees (Roads and Traffic Authority of New South Wales - Salaried Staff) Award	VIRC	1636
Crown Employees (SAS Trustee Corporation) Award 2010	AIRC	316
Crown Employees (School Administrative and Support Staff) Award	VIRC	540
Crown Employees (Storemen, &c.) Award	VSW	613
Crown Employees (Teachers in Schools and Related Employees) Salaries and Conditions Award 2009	CORR	80
Crown Employees (Tipstaves to Justices) Award 2007	VIRC	543
Crown Employees (Trades Assistants) Award	VIRC	544
Crown Employees Ageing, Disability and Home Care - Department of Human Services NSW (Community Living Award) 2010	CORR	81
Crown Employees Casino Control Authority - Casino Inspectors (Transferred from Department of Gaming and Racing) Award 2007	VIRC	545
Crown Employees Nurses' (State) Award 2011	AIRC	377
Forestry Commission Division trading as Forests NSW Crown Employees Fieldwork and Other Staff Award 2010-2012	AIRC	735
Gangers (State) Award	VSW	615
General Construction and Maintenance, Civil and Mechanical Engineering, &c. (State) Award	VSW	618
Hair and Beauty (State) Award	VSW	627
Health and Community Employees Psychologists (State) Award	VIRC	1133
Health Employees' (State) Award	VIRC	1135
Health Employees' Administrative Staff (State) Award	VIRC	1144
Health Employees' Computer Staff (State) Award	VIRC	1146
Health Employees' Conditions of Employment (State) Award	VIRC	1149
Health Employees' Engineers (State) Award	VIRC	1152
Health Employees' General Administrative Staff (State) Award	VIRC	1154
Health Employees' Interpreters' (State) Award	VIRC	1155
Health Employees' Medical Radiation Scientists (State) Award	VIRC	1157

Health Employees' Pharmacists (State) Award	VIRC	1159
Health Employees' Technical (State) Award	VIRC	1161
Health Managers (State) Award	VIRC	1164
Health Professional and Medical Salaries (State) Award	VIRC	1165
Health, Fitness and Indoor Sports Centres (State) Award	VSW	629
Hospital Scientists (State) Award	VIRC	1184
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Local Government (State) Award 2010	VIRC	1185
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Private Hospitals, Aged Care and Disability Services Industry (Training) (State) Award	VSW	679
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Public Health Service Employees Skilled Trades (State) Award (Incorporating the Ambulance Service of NSW Skilled Trades)	AIRC	1643
Public Health System Nurses' and Midwives' (State) Award 2011	AIRC	388
Public Health System Nurses' and Midwives' (State) Award 2011	VIRC	811
Public Health System Nurses' and Midwives' (State) Award 2011	VIRC	812
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