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NEW SOUTH WALES
INDUSTRIAL GAZETTE

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(1279)

SERIAL C8342

CROWN EMPLOYEES (DEPARTMENT OF FINANCE AND SERVICES) WAGES STAFF AWARD 2013

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch) , Industrial Organisation of Employees.

(No. IRC 301 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1, Table 2 and Table 3 of Part B, Rates & Allowances of the award published 27 November 2009 (369 I.G. 702) and insert in lieu thereof the following:

Table 1 - Wages Classification and Salary Schedule

(1)

Classification		Rate per fortnight FFPOOA 1.7.2014 \$
L1	(92%)	1,819.40
L2	(95%)	1,880.16
L3	(97.5%)	1,931.47
L4	(100%)	1,977.53
L5	(105%)	2,089.05
L6	(110%)	2,175.43
L7	(115%)	2,274.44
L8	(120%)	2,372.89
L9	(126%)	2,492.01
L10	(133%)	2,622.33
	(135%)	2,678.59
L11	(139%)	2,757.06
		2,815.62
	(147%)	2,918.15
L12	(152%)	3,008.80
	(156%)	3,096.83

Progression from Level 6 to Level 7 and from Level 10 to Level 11 shall be on the basis of satisfactory performance and the demonstration of appropriate competency. Such progression shall be on the determination of the Department.

- (2) Employees required to hold trade certificates, or the equivalent, for the below named trades shall be paid a Special Allowance for all purposes of this Award as follows:

Classification	Rate per fortnight FFPOOA 1.7.2014 \$
Stonemason-carvers	132.31
Electricians	132.31

Plumbers	20.91
Welder (Special)	20.91

- (3) The Definition, Scope of Work, Level of Skill and Quality, Safety and General Responsibilities for each level is detailed in the 12 Level classification structure, set out at Appendix 1.

Table 2 - Survey and Spatial Classification and Salary Schedules

Classification		FFPOOA 1.7.2014 \$
L1	(92%)	1,819.40
L2	(95%)	1,880.16
L3	(97.5%)	1,931.47
L4	(100%)	1,977.51

Table 3 - Apprentice Classification and Safety Schedules

Classification		FFPOOA 1.7.2014 \$
1st year		961.53
2nd year		1,231.91
3rd year		1,548.17
4th year		1,768.90

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

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CROWN EMPLOYEES (INDEPENDENT PRICING AND REGULATORY TRIBUNAL 2012) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 187 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

1. Insert after paragraph 13.3.3 of clause 13, Salaries, of the award published 27 July 2012 (373 I.G. 44) the following new paragraph:

13.3.4 2.27% from the first full pay period on or after 1 July 2014

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

PART B

MONETARY RATES

Table 1- Salaries

Salary rates apply from the first full pay period to commence on or after the dates in the column headings:

		1 July 2011 Per annum \$	1 July 2012 Per annum \$	1 July 2013 Per annum \$	1 July 2014 Per annum \$
IPART Officer A	Year 1	46,691	47,858.28	48,945	50,056
	Year 2	49,933	51,181.33	52,343	53,531
	Year 3	53,175	54,504.38	55,742	57,007
IPART Officer B	Year 1	57,066	58,492.65	59,820	61,178
	Year 2	60,308	61,815.70	63,219	64,654
	Year 3	63,551	65,139.78	66,618	68,130
IPART Officer C	Year 1	68,090	69,792.25	71,377	72,997
	Year 2	71,334	73,117.35	74,777	76,474
	Year 3	74,575	76,439.38	78,175	79,950
IPART Officer D	Year 1	79,762	81,756.05	83,612	85,510
	Year 2	83,006	85,081.15	87,012	88,987
	Year 3	86,247	88,403.18	90,410	92,462
IPART Officer E	Year 1	92,083	94,385.08	96,528	98,719
	Year 2	95,326	97,709.15	99,927	102,195
	Year 3	98,569	101,033.23	103,327	105,673

IPART Officer F	Year 1	105,053	107,679.33	110,124	112,624
	Year 2	108,295	111,002.38	113,522	116,099
	Year 3	111,537	114,325.43	116,921	119,575
IPART Officer G	Year 1	118,671	121,637.78	124,399	127,223
	Year 2	121,914	124,961.85	127,798	130,699
	Year 3	127,798	130,992.95	133,966	137,007
IPART Officer H	Year 1	132,937	136,260.43	139,354	142,517
	Year 2	136,179	139,583.48	142,752	145,992
	Year 3	139,423	142,908.58	146,153	149,471
IPART Officer I	Year 1	147,852	151,548.30	154,988	158,506
	Year 2	151,096	154,873.40	158,389	161,984
	Year 3	154,337	158,195.43	161,786	165,459

3. This variation shall take effect from the first full pay period commencing on or after 1 July 2014.

M. J. WALTON *J, President.*
 I. TABBAA, Commissioner.
 P. J. NEWALL, Commissioner.

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(1894)

SERIAL C8314

CROWN EMPLOYEES (INDEPENDENT TRANSPORT SAFETY REGULATOR) AWARD 2011

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 185 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

1. Delete subclause (ii) of clause 5, Salaries and Grades, of the award published 29 June 2012 (372 I.G. 959) and insert in lieu thereof the following:
 - (ii) The salaries prescribed in Part B incorporate an increase of 2.5% to salaries payable with effect from the 1 full pay period to commence on or after 1 July 2011, a further increase of 2.5% to salaries payable with effect from the first full pay period to commence on or after 1 July 2012, a further increase of 2.27% to salaries payable with effect from the first full pay period to commence on or after 1 July 2013 and a further increase of 2.27% to salaries payable with effect from the first full pay period to commence on or after 1 July 2014 for existing staff who were employed as at that date and for staff employed after that date from the date they commenced employment.
2. Delete Part B Monetary Rates, and insert in lieu thereof the following:

PART B

MONETARY RATES

Schedule 1 - ITSr Salaried Officers

GRADE		Rate 01.07.12 \$	Rate 01.07.13 \$	Rate 01.07.14 \$
1	1st Year	41619	42564	43530
1	2nd Year	43072	44050	45050
1	3rd Year	44578	45590	46625
1	4th Year	46138	47185	48256
2	1st Year	47756	48840	49949
2	2nd Year	49428	50550	51697
2	3rd Year	51155	52316	53504
2	4th Year	52954	54156	55385
3	1st Year	54801	56045	57317
3	2nd Year	56719	58007	59324
3	3rd Year	58703	60036	61399
3	4th Year	60760	62139	63550
4	1st Year	62889	64317	65777
4	2nd Year	65086	66563	68074
4	3rd Year	67367	68896	70460
4	4th Year	69725	71308	72927
5	1st Year	72255	73895	75572

5	2nd Year	74689	76384	78118
5	3rd Year	77458	79216	81014
5	4th Year	80012	81828	83685
6	1st Year	82812	84692	86615
6	2nd Year	85713	87659	89649
6	3rd Year	88707	90721	92780
6	4th Year	91812	93896	96027
7	1st Year	95026	97183	99389
7	2nd Year	98352	100585	102868
7	3rd Year	101795	104106	106469
7	4th Year	105354	107746	110192
8	1st Year	109046	111521	114053
8	2nd Year	112862	115424	118044
8	3rd Year	119920	122642	125426
8	4th Year	125200	128042	130949
9*	1st Year	129585	132527	135535
9*	2nd Year	136544	139644	142814
9*	3rd Year	143600	146860	150194
9*	4th Year	148884	152264	155720

* Grade 9 is only applied to staff members classified in that grade as at 1 July 2008.

Schedule 2 - ITSR Senior Officers

GRADE		Rate 01.07.12 \$	Rate 01.07.13 \$	Rate 01.07.14 \$
1	1st Year	140067	143247	146499
1	2nd Year	150924	154350	157854
2	1st Year	153477	156961	160524
2	2nd Year	164301	168031	171845
3	1st Year	169798	173652	177594
3	2nd Year	186388	190619	194946

3. This variation shall take effect from the first full pay period commencing on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

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(1120)

SERIAL C8344

**CROWN EMPLOYEES (OFFICE OF ENVIRONMENT AND
HERITAGE - PARKS AND WILDLIFE GROUP) FIELD OFFICERS
AND SKILLED TRADES SALARIES AND CONDITIONS 2012 AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by The Australian Workers' Union, New South Wales, Industrial Organisation of Employees.

(No. IRC 317 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

1. Delete subclause 5.2 of clause 5, Salaries of the award published 10 August 2012 (373 I.G. 1534), and insert in lieu thereof the following:
- 5.2 The salaries prescribed in Part B Monetary Rates, Table 1 reflect increases to the salaries of Skilled Trades Officers and Apprentices and Table 2 reflect increases to the salaries of Field Officer Classifications and provide for:

2.27% increase from the first full pay period on or after 1 July 2014.

The increase referred to above, insofar as they apply from the first full pay period on or after 1 July 2014, shall be paid to employees as at the date of the making of this Award

Any wage related allowances will be adjusted in line with the increases to the rates of pay.

2. Delete Table 4 appearing in paragraph 27.5.1, Incident Responsibility Rates and insert in lieu thereof the following:

Table 4

	1/7/12	1/7/13	1/7/2014
Crew Member	\$55,599	\$56,861	\$58,152
Crew Leader	\$62,468	\$63,886	\$65,336
Sector Commander	\$69,346	\$70,920	\$72,530
Divisional Commander	\$78,536	\$80,319	\$82,142
Operations Officer	\$84,324	\$86,238	\$88,196
Planning Officer	\$84,324	\$86,238	\$88,196
Logistics Officer	\$104,429	\$106,800	\$109,224
Incident Controller	\$115,737	\$118,364	\$121,051
Deputy Incident Controller			
Safety Officer			
Situation Officer			
Situation Unit Leader			
Resource Officer			
Resource Unit Leader			
Air Attack Supervisor			
Air Operations Manager			
Air Observer			
Airbase Manager			

3. Delete Table 1 - Salary Schedule for Skilled Trades Classification of Part B, Monetary Rates and Classifications, and insert in lieu thereof the following:

Table 1 - Salary Schedule for Skilled Trades Classification

Rates Effective First Pay Period Following Annual Salary \$ Rounded		
Classification/Grade/Year	1 July 2013	1 July 2014
TRADESPERSON		
Tradesperson Level 1	\$57,497	\$58,802
Tradesperson Level 2	\$59,299	\$60,645
Tradesperson Level 3	\$61,378	\$62,771
Tradesperson Level 4	\$64,585	\$66,051
Tradesperson Level 5 yr 1	\$65,411	\$66,896
Tradesperson Level 5 yr 2	\$68,981	\$70,547
Electronics Tradesperson	\$72,430	\$74,074
TRADES APPRENTICE YEAR (PERCENTAGE)		
1st Year (50%)	\$28,750	\$29,403
2nd Year (60%)	\$34,499	\$35,282
3rd Year (75%)	\$43,123	\$44,102
4th Year (85%)	\$48,873	\$49,982

4. Delete Table 2 - Salary Schedule for Field Officer Classification, of the said Part B and insert in lieu thereof the following:

Table 2 - Salary Schedule for Field Officer Classification

Rates Effective First Pay Period Following Annual Salary \$ Rounded		
Classification/Grade/Year	1 July 2013	1 July 2014
AWU classification - Officers employed from 4/8/05		
Field Officer Base Grade 1/2 - AWU		
Field Officer Base Grade 1 yr1- AWU	\$43,098	\$44,076
Field Officer Base Grade 1 yr2- AWU	\$44,186	\$45,189
Field Officer Base Grade 2 yr1- AWU	\$45,205	\$46,231
Field Officer Base Grade 2 yr2- AWU	\$47,313	\$48,387
Field Officer Grade 1/4		
Field Officer Grade 1 yr1	\$43,098	\$44,076
Field Officer Grade 1 yr2	\$44,186	\$45,189
Field Officer Grade 2 yr1	\$45,205	\$46,231
Field Officer Grade 2 yr2	\$47,313	\$48,387
Field Officer Grade 3A yr1	\$53,988	\$55,214
Field Officer Grade 3A yr2	\$54,939	\$56,186
Field Officer Grade 4A yr1	\$56,478	\$57,760
Field Officer Grade 4A yr2	\$57,497	\$58,802
AWU classification - Existing officers employed prior to 4/8/05		
Field Officer Grade 1/4		
Field Officer Grade 1 yr1	\$49,828	\$50,959
Field Officer Grade 1 yr2	\$50,760	\$51,912
Field Officer Grade 2 yr1	\$51,522	\$52,692
Field Officer Grade 2 yr2	\$52,508	\$53,700
Field Officer Grade 3A yr1	\$53,988	\$55,214
Field Officer Grade 3A yr2	\$54,939	\$56,186

Field Officer Grade 4A yr1	\$56,478	\$57,760
Field Officer Grade 4A yr2	\$57,497	\$58,802
Field Officer Grade B3/B4		
Field Officer Grade 3B yr1	\$53,988	\$60,109
Field Officer Grade 3B yr2	\$54,939	\$61,131
Field Officer Grade 4B yr1	\$56,478	\$62,367
Field Officer Grade 4B yr2	\$57,497	\$63,672
Senior Field Officer/Senior Field Officer Plant Grade 1/2		
Snr Field Off/SFO Plant Gr1 yr1	\$58,775	\$65,856
Snr Field Off/SFO Plant Gr1 yr2	\$59,774	\$67,366
Snr Field Off/SFO Plant Gr2 yr1	\$60,983	\$68,875
Snr Field Off/SFO Plant Gr2 yr2	\$62,259	\$70,385
Field Supervisor Grade 1/2		
Field Supervisor Gr 1 yr1	\$64,394	\$76,362
Field Supervisor Gr 1 yr2	\$65,871	\$78,238
Field Supervisor Gr 2 yr1	\$67,346	\$80,116
Field Supervisor Gr 2 yr2	\$68,823	\$81,991
Senior Field Supervisor Grade ½		
Snr Field Supervisor Gr 1 yr1	\$74,667	\$76,362
Snr Field Supervisor Gr 1 yr 2	\$76,501	\$78,238
Snr Field Supervisor Gr 2 yr 1	\$78,338	\$80,116
Snr Field Supervisor Gr 2 yr 2	\$80,171	\$81,991

5. This variation shall take effect from the first full paid period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

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(1298)

SERIAL C8340

**CROWN EMPLOYEES (OFFICE OF ENVIRONMENT AND
HERITAGE - ROYAL BOTANIC GARDENS AND DOMAIN TRUST,
BUILDING AND MECHANICAL TRADES STAFF) AWARD 2012**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch) , Industrial Organisation of Employees.

(No. IRC 299 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

1. Re-number subclause 14.4 of clause 14, Area, Incidence and Duration as subclause 14.5 of the award published 3 August 2012 (373 I.G. 799) and insert a new subclause 14.4 as follows:
- 14.4 The variation to the rates of wages and allowances made to the award by the Industrial Relations Commission on 24 June 2014 take effect on and from the beginning of the first pay period to commence on or after 1 July 2014.
2. Delete Part B, Rates and Allowances and insert in lieu thereof the following:

PART B

RATES AND ALLOWANCES

Table 1 - Rates of Pay

Classification	As at 1.7.10 \$	As at 1.7.11 \$	As at 1.7.12 2.5% \$	As at 1.7.13 2.27% \$	As at 1.7.14 2.27% \$
Apprentice Year 1 38 hpw	23,267.50	23,849.20	24,445.43	25,000.34	25,567.85
Apprentice Year 2 38 hpw	31,023.30	31,798.90	32,593.87	33,333.75	34,090.43
Apprentice Year 3 38 hpw	38,779.10	39,748.60	40,742.32	41,667.17	42,613.01
Apprentice Year 4 38 hpw	43,949.80	45,048.50	46,174.71	47,222.88	48,294.84
Trades Level 5/6 Yr 1 38 hpw	51,705.50	52,998.10	54,323.05	55,556.19	56,817.31
Trades Level 5/6 Yr 2 38 hpw	53,090.20	54,417.50	55,777.94	57,044.10	58,339.00
Trades Level 5/6 Yr 3 38 hpw	54,577.30	55,941.70	57,340.24	58,641.87	59,973.04
Trades Level 5/6 Yr 4 38 hpw	56,089.10	57,491.30	58,928.58	60,266.26	61,634.31
Trades Level 7 Yr 1 38 hpw	57,680.80	59,122.80	60,600.87	61,976.51	63,383.38
Trades Level 7 Yr 2 38 hpw	59,404.10	60,889.20	62,411.43	63,828.17	65,277.07
Trades Level 7/8 Yr 1 38 hpw	57,680.80	59,122.80	60,600.87	61,976.51	63,383.38
Trades Level 7/8 Yr 2 38 hpw	59,404.10	60,889.20	62,411.43	63,828.17	65,277.07
Trades Level 7/8 Yr 3 38 hpw	61,282.60	62,814.70	64,385.07	65,846.61	67,341.33
Trades Level 7/8 Yr 4 38 hpw	63,780.90	65,375.40	67,009.79	68,530.91	70,086.56

Table 2 - Allowances

Clause No. and Brief Description	Allowance effective first pay period on or after:				
	From 1.7.10 \$	From 1.7.11 \$	From 1.7.12 \$	From 1.7.13 \$	From 1.7.14 \$
7.3.1 Chokage (per hour)	1.04	1.07	1.10	1.12	1.15
7.3.2 Asbestos (per hour)	0.85	0.87	0.89	0.91	0.93
7.3.3 Plumbers Licence (per hour)	1.45	1.49	1.53	1.56	1.60
7.3.4 Plumbers Registration (per hour)	0.84	0.86	0.88	0.90	0.92

3. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
 I. TABBAA, Commissioner.
 P. J. NEWALL, Commissioner.

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CROWN EMPLOYEES (POLICE MEDICAL OFFICERS - CLINICAL FORENSIC MEDICINE) (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 243 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

- Delete Table 1 - Salaries of Part B Monetary Rates of the award published 14 September 2012 (374 I.G. 954) and insert in lieu the following:

Table 1 - Salaries

Classification	From the First Full Pay Period on or after 01/07/2012 \$ 2.5%	From the First Full Pay Period on or after 01/07/2013 \$ 2.27%	From the First Full Pay Period on or after 01/07/2014 \$ 2.27%
Police (Forensic) Medical Officer, Grade 1 - 4 years, less than 5 years post- graduate experience	109,903	112,398	114,949
5 years, less than 6 years post- graduate experience	115,584	118,208	120,891
Police (Forensic) Medical Officer, Grade 2 - 1st year	126,959	129,841	132,788
2nd year	132,638	135,649	138,728
3rd year and thereafter	138,326	141,466	144,677
Police (Forensic) Medical Officer, Grade 3 - 1st year	149,696	153,094	156,569
2nd year	157,271	160,841	164,492
3rd year and thereafter	164,854	168,596	172,423
Head, Clinical (Forensic) Medicine Section - 1st year	176,220	180,220	184,311
2nd year	180,012	184,098	188,277

2. This variation shall take effect from the first full pay period commencing on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

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(061)

SERIAL C8349

CROWN EMPLOYEES (POLICE OFFICERS - 2014) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Police Association of New South Wales, Industrial Organisation of Employees.

(No. IRC 180 of 2015)

Before The Honourable Acting Justice Kite

2 April 2015

VARIATION

1. Delete Table 1 of Part B, Monetary Rates of the award published 22 August 2014, (376 I.G. 671), and insert in lieu thereof the following:

Table 1 - Non-Commissioned Officers' (Other than Detectives and Police Prosecutors) Salaries

From the beginning of the first full pay period to commence on or after 1 July 2014 - 2.27%		
Rank/Incremental Level	Base Salary	Loaded Salary (+ 11.5%)
	Per Annum \$	Per Annum \$
Probationary Constable (Level 1)	58,349	65,059
Constable Level 2	60,552	67,515
Constable Level 3	62,751	69,967
Constable Level 4	64,951	72,420
Constable Level 5	66,055	73,651
Senior Constable Level 1	72,665	81,021
Senior Constable Level 2 Step 1	73,761	82,244
Senior Constable Level 2 Step 2	73,761	82,244
Senior Constable Level 3 Step 1	77,065	85,927
Senior Constable Level 3 Step 2	77,065	85,927
Senior Constable Level 3 Step 3	77,065	85,927
Senior Constable Level 4 Step 1	81,470	90,839
Senior Constable Level 4 Step 2	81,470	90,839
Senior Constable Level 5 Step 1	83,669	93,291
Senior Constable Level 5 Step 2	83,669	93,291
Senior Constable Level 6	84,769	94,517
Leading Senior Constable Level 1 Step 1	87,467	97,526
Leading Senior Constable Level 1 Step 2	87,467	97,526
Leading Senior Constable Level 2	89,745	100,066
Sergeant 1st Year	85,873	95,748
Sergeant 2nd Year	85,873	95,748
Sergeant 3rd Year	90,276	100,658
Sergeant 4th Year	90,276	100,658
Sergeant 5th Year	93,577	104,338
Sergeant 6th Year	93,577	104,338
Sergeant 7th Year	97,983	109,251
Sergeant 8th Year	97,983	109,251
Sergeant 9th Year	99,082	110,476
Senior Sergeant 1st Year	97,983	109,251
Senior Sergeant 2nd Year	97,983	109,251

Senior Sergeant 3rd Year	99,082	110,476
Senior Sergeant 4th Year	101,281	112,928
Senior Sergeant 5th Year	104,503	116,521

From the beginning of the first full pay period to commence on or after 1 July 2015 - 2.5%		
Rank/Incremental Level	Base Salary	Loaded Salary (+ 11.5%)
	Per Annum \$	Per Annum \$
Probationary Constable (Level 1)	59,808	66,686
Constable Level 2	62,066	69,204
Constable Level 3	64,320	71,717
Constable Level 4	66,575	74,231
Constable Level 5	67,706	75,492
Senior Constable Level 1	74,482	83,047
Senior Constable Level 2 Step 1	75,605	84,300
Senior Constable Level 2 Step 2	75,605	84,300
Senior Constable Level 3 Step 1	78,992	88,076
Senior Constable Level 3 Step 2	78,992	88,076
Senior Constable Level 3 Step 3	78,992	88,076
Senior Constable Level 4 Step 1	83,507	93,110
Senior Constable Level 4 Step 2	83,507	93,110
Senior Constable Level 5 Step 1	85,761	95,624
Senior Constable Level 5 Step 2	85,761	95,624
Senior Constable Level 6	86,888	96,880
Leading Senior Constable Level 1 Step 1	89,654	99,964
Leading Senior Constable Level 1 Step 2	89,654	99,964
Leading Senior Constable Level 2	91,989	102,568
Sergeant 1st Year	88,020	98,142
Sergeant 2nd Year	88,020	98,142
Sergeant 3rd Year	92,533	103,174
Sergeant 4th Year	92,533	103,174
Sergeant 5th Year	95,916	106,946
Sergeant 6th Year	95,916	106,946
Sergeant 7th Year	100,433	111,983
Sergeant 8th Year	100,433	111,983
Sergeant 9th Year	101,559	113,238
Senior Sergeant 1st Year	100,433	111,983
Senior Sergeant 2nd Year	100,433	111,983
Senior Sergeant 3rd Year	101,559	113,238
Senior Sergeant 4th Year	103,813	115,751
Senior Sergeant 5th Year	107,116	119,434

From the beginning of the first full pay period to commence on or after 1 July 2016 - 2.5%		
Rank/Incremental Level	Base Salary	Loaded Salary (+ 11.5%)
	Per Annum \$	Per Annum \$
Probationary Constable (Level 1)	61,303	68,353
Constable Level 2	63,618	70,934
Constable Level 3	65,928	73,510
Constable Level 4	68,239	76,086
Constable Level 5	69,399	77,380

Senior Constable Level 1	76,344	85,124
Senior Constable Level 2 Step 1	77,495	86,407
Senior Constable Level 2 Step 2	77,495	86,407
Senior Constable Level 3 Step 1	80,967	90,278
Senior Constable Level 3 Step 2	80,967	90,278
Senior Constable Level 3 Step 3	80,967	90,278
Senior Constable Level 4 Step 1	85,595	95,438
Senior Constable Level 4 Step 2	85,595	95,438
Senior Constable Level 5 Step 1	87,905	98,014
Senior Constable Level 5 Step 2	87,905	98,014
Senior Constable Level 6	89,060	99,302
Leading Senior Constable Level 1 Step 1	91,895	102,463
Leading Senior Constable Level 1 Step 2	91,895	102,463
Leading Senior Constable Level 2	94,289	105,132
Sergeant 1st Year	90,221	100,596
Sergeant 2nd Year	90,221	100,596
Sergeant 3rd Year	94,846	105,753
Sergeant 4th Year	94,846	105,753
Sergeant 5th Year	98,314	109,620
Sergeant 6th Year	98,314	109,620
Sergeant 7th Year	102,944	114,783
Sergeant 8th Year	102,944	114,783
Sergeant 9th Year	104,098	116,069
Senior Sergeant 1st Year	102,944	114,783
Senior Sergeant 2nd Year	102,944	114,783
Senior Sergeant 3rd Year	104,098	116,069
Senior Sergeant 4th Year	106,408	118,645
Senior Sergeant 5th Year	109,794	122,420

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

Table 2 - Detectives' Salaries

From the beginning of the first full pay period to commence on or after 1 July 2014 - 2.27%			
Rank/Incremental Level	Base Salary	Base Salary for Overtime Purposes	Loaded Salary
		(+ Allowance Equivalent to Grade 3 Special Duties Allowance)	(+ 11.5%, Allowance Equivalent to Grade 3 Special Duties Allowance and Detectives' Special Allowance)
	Per Annum \$	Per Annum \$	Per Annum \$
Detective 1st Year	64,951	68,898	78,093
Detective 2nd Year	66,055	70,002	79,324
Detective 3rd Year	72,665	76,612	86,694
Detective 4th Year	73,761	77,708	87,917
Detective 5th Year	77,065	81,012	91,600
Detective 6th Year	81,470	85,417	96,512
Detective 7th Year	83,669	87,616	98,964
Detective 8th Year	84,769	88,716	100,190
Detective 9th Year	87,467	91,414	103,199
Detective 10th Year	89,745	93,692	105,739

Detective Sergeant 1st Year	85,873	89,820	101,421
Detective Sergeant 2nd Year	85,873	89,820	101,421
Detective Sergeant 3rd Year	90,276	94,223	106,331
Detective Sergeant 4th Year	93,577	97,524	110,011
Detective Sergeant 5th Year	97,983	101,930	114,924
Detective Sergeant 6th Year	99,082	103,029	116,149
Detective Senior Sergeant 1st Year	97,983	101,930	114,924
Detective Senior Sergeant 2nd Year	99,082	103,029	116,149
Detective Senior Sergeant 3rd Year	101,281	105,228	118,601
Detective Senior Sergeant 4th Year	104,503	108,450	122,194

From the beginning of the first full pay period to commence on or after 1 July 2015 - 2.5%			
Rank/Incremental Level	Base Salary	Base Salary for Overtime Purposes (+ Allowance Equivalent to Grade 3 Special Duties Allowance)	Loaded Salary (+ 11.5%, Allowance Equivalent to Grade 3 Special Duties Allowance and Detectives' Special Allowance)
	Per Annum \$	Per Annum \$	Per Annum \$
Detective 1st Year	66,575	70,621	80,046
Detective 2nd Year	67,706	71,752	81,307
Detective 3rd Year	74,482	78,528	88,862
Detective 4th Year	75,605	79,651	90,115
Detective 5th Year	78,992	83,038	93,891
Detective 6th Year	83,507	87,553	98,925
Detective 7th Year	85,761	89,807	101,439
Detective 8th Year	86,888	90,934	102,695
Detective 9th Year	89,654	93,700	105,779
Detective 10th Year	91,989	96,035	108,383
Detective Sergeant 1st Year	88,020	92,066	103,957
Detective Sergeant 2nd Year	88,020	92,066	103,957
Detective Sergeant 3rd Year	92,533	96,579	108,989
Detective Sergeant 4th Year	95,916	99,962	112,761
Detective Sergeant 5th Year	100,433	104,479	117,798
Detective Sergeant 6th Year	101,559	105,605	119,053
Detective Senior Sergeant 1st Year	100,433	104,479	117,798
Detective Senior Sergeant 2nd Year	101,559	105,605	119,053
Detective Senior Sergeant 3rd Year	103,813	107,859	121,566
Detective Senior Sergeant 4th Year	107,116	111,162	125,249

From the beginning of the first full pay period to commence on or after 1 July 2016 - 2.5%			
Rank/Incremental Level	Base Salary	Base Salary for Overtime Purposes	Loaded Salary
		(+ Allowance Equivalent to Grade 3 Special Duties Allowance)	(+ 11.5%, Allowance Equivalent to Grade 3 Special Duties Allowance and Detectives' Special Allowance)
	Per Annum \$	Per Annum \$	Per Annum \$
Detective 1st Year	68,239	72,386	82,046
Detective 2nd Year	69,399	73,546	83,340
Detective 3rd Year	76,344	80,491	91,084
Detective 4th Year	77,495	81,642	92,367
Detective 5th Year	80,967	85,114	96,238
Detective 6th Year	85,595	89,742	101,398
Detective 7th Year	87,905	92,052	103,974
Detective 8th Year	89,060	93,207	105,262
Detective 9th Year	91,895	96,042	108,423
Detective 10th Year	94,289	98,436	111,092
Detective Sergeant 1st Year	90,221	94,368	106,556
Detective Sergeant 2nd Year	90,221	94,368	106,556
Detective Sergeant 3rd Year	94,846	98,993	111,713
Detective Sergeant 4th Year	98,314	102,461	115,580
Detective Sergeant 5th Year	102,944	107,091	120,743
Detective Sergeant 6th Year	104,098	108,245	122,029
Detective Senior Sergeant 1st Year	102,944	107,091	120,743
Detective Senior Sergeant 2nd Year	104,098	108,245	122,029
Detective Senior Sergeant 3rd Year	106,408	110,555	124,605
Detective Senior Sergeant 4th Year	109,794	113,941	128,380

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

Table 3 - Police Prosecutors Salaries

From the beginning of the first full pay period to commence on or after 1 July 2014 - 2.27%			
Rank/Incremental Level	Base Salary	Base Salary for Overtime Purposes	Loaded Salary
		(+ Allowance Equivalent to Grade 4 Special Duties Allowance)	(+ 11.5%, Allowance Equivalent to Grade 4 Special Duties Allowance and Prosecutors' Special Allowance)
	Per Annum \$	Per Annum \$	Per Annum \$
Prosecutor 1st Year	64,951	72,259	81,148
Prosecutor 2nd Year	66,055	73,363	82,379
Prosecutor 3rd Year	72,665	79,973	89,749
Prosecutor 4th Year	73,761	81,069	90,972
Prosecutor 5th Year	77,065	84,373	94,655
Prosecutor 6th Year	81,470	88,778	99,567
Prosecutor 7th Year	83,669	90,977	102,019
Prosecutor 8th Year	84,769	92,077	103,245

Prosecutor 9th Year	87,467	94,775	106,254
Prosecutor 10th Year	89,745	97,053	108,794
Prosecutor Sergeant 1st Year	85,873	93,181	104,476
Prosecutor Sergeant 2nd Year	85,873	93,181	104,476
Prosecutor Sergeant 3rd Year	90,276	97,584	109,386
Prosecutor Sergeant 4th Year	93,577	100,885	113,066
Prosecutor Sergeant 5th Year	97,983	105,291	117,979
Prosecutor Sergeant 6th Year	99,082	106,390	119,204
Prosecutor Senior Sergeant 1st Year	97,983	105,291	117,979
Prosecutor Senior Sergeant 2nd Year	99,082	106,390	119,204
Prosecutor Senior Sergeant 3rd Year	101,281	108,589	121,656
Prosecutor Senior Sergeant 4th Year	104,503	111,811	125,249

From the beginning of the first full pay period to commence on or after 1 July 2015 - 2.5%			
Rank/Incremental Level	Base Salary	Base Salary for Overtime Purposes	Loaded Salary
		(+ Allowance Equivalent to Grade 4 Special Duties Allowance)	(+ 11.5%, Allowance Equivalent to Grade 4 Special Duties Allowance and Prosecutors' Special Allowance)
	Per Annum \$	Per Annum \$	Per Annum \$
Prosecutor 1st Year	66,575	74,066	83,178
Prosecutor 2nd Year	67,706	75,197	84,439
Prosecutor 3rd Year	74,482	81,973	91,994
Prosecutor 4th Year	75,605	83,096	93,247
Prosecutor 5th Year	78,992	86,483	97,023
Prosecutor 6th Year	83,507	90,998	102,057
Prosecutor 7th Year	85,761	93,252	104,571
Prosecutor 8th Year	86,888	94,379	105,827
Prosecutor 9th Year	89,654	97,145	108,911
Prosecutor 10th Year	91,989	99,480	111,515
Prosecutor Sergeant 1st Year	88,020	95,511	107,089
Prosecutor Sergeant 2nd Year	88,020	95,511	107,089
Prosecutor Sergeant 3rd Year	92,533	100,024	112,121
Prosecutor Sergeant 4th Year	95,916	103,407	115,893
Prosecutor Sergeant 5th Year	100,433	107,924	120,930
Prosecutor Sergeant 6th Year	101,559	109,050	122,185
Prosecutor Senior Sergeant 1st Year	100,433	107,924	120,930
Prosecutor Senior Sergeant 2nd Year	101,559	109,050	122,185
Prosecutor Senior Sergeant 3rd Year	103,813	111,304	124,698
Prosecutor Senior Sergeant 4th Year	107,116	114,607	128,381

From the beginning of the first full pay period to commence on or after 1 July 2016 - 2.5%			
Rank/Incremental Level	Base Salary	Base Salary for Overtime Purposes (+ Allowance Equivalent to Grade 4Special Duties Allowance)	Loaded Salary (+ 11.5%, Allowance Equivalent to Grade 4Special Duties Allowance and Prosecutors' Special Allowance)
	Per Annum \$	Per Annum \$	Per Annum \$
Prosecutor 1st Year	68,239	75,917	85,256
Prosecutor 2nd Year	69,399	77,077	86,550
Prosecutor 3rd Year	76,344	84,022	94,294
Prosecutor 4th Year	77,495	85,173	95,577
Prosecutor 5th Year	80,967	88,645	99,448
Prosecutor 6th Year	85,595	93,273	104,608
Prosecutor 7th Year	87,905	95,583	107,184
Prosecutor 8th Year	89,060	96,738	108,472
Prosecutor 9th Year	91,895	99,573	111,633
Prosecutor 10th Year	94,289	101,967	114,302
Prosecutor Sergeant 1st Year	90,221	97,899	109,766
Prosecutor Sergeant 2nd Year	90,221	97,899	109,766
Prosecutor Sergeant 3rd Year	94,846	102,524	114,923
Prosecutor Sergeant 4th Year	98,314	105,992	118,790
Prosecutor Sergeant 5th Year	102,944	110,622	123,953
Prosecutor Sergeant 6th Year	104,098	111,776	125,239
Prosecutor Senior Sergeant 1st Year	102,944	110,622	123,953
Prosecutor Senior Sergeant 2nd Year	104,098	111,776	125,239
Prosecutor Senior Sergeant 3rd Year	106,408	114,086	127,815
Prosecutor Senior Sergeant 4th Year	109,794	117,472	131,590

4. Delete Table 4, of Part B, and insert in lieu thereof the following:

Table 4 - Commissioned Officers' Salaries

From the beginning of the first full pay period to commence on or after 1 July 2014 - 2.27%	
Rank/Incremental Level	Per Annum \$
Inspector 1st Year	122,427
Inspector 2nd Year	128,655
Inspector 3rd Year	137,214
Inspector 4th Year	141,679
Inspector 5th Year	143,826
Inspector 6th Year	147,173
Inspector 7th Year	152,745
Inspector 8th Year	154,982
Superintendent 1st Year	166,776
Superintendent 2nd Year	172,911
Superintendent 3rd Year	175,142
Superintendent 4th Year	177,373
Superintendent 5th Year	179,977
Superintendent 6th Year	182,952

Superintendent 7th Year	185,184
Superintendent 8th Year	190,302

From the beginning of the first full pay period to commence on or after 1 July 2015 - 2.5%	
Rank/Incremental Level	Per Annum \$
Inspector 1st Year	125,488
Inspector 2nd Year	131,871
Inspector 3rd Year	140,644
Inspector 4th Year	145,221
Inspector 5th Year	147,422
Inspector 6th Year	150,852
Inspector 7th Year	156,564
Inspector 8th Year	158,857
Superintendent 1st Year	170,945
Superintendent 2nd Year	177,234
Superintendent 3rd Year	179,521
Superintendent 4th Year	181,807
Superintendent 5th Year	184,476
Superintendent 6th Year	187,526
Superintendent 7th Year	189,814
Superintendent 8th Year	195,060

From the beginning of the first full pay period to commence on or after 1 July 2016 - 2.5%	
Rank/Incremental Level	Per Annum \$
Inspector 1st Year	128,625
Inspector 2nd Year	135,168
Inspector 3rd Year	144,160
Inspector 4th Year	148,852
Inspector 5th Year	151,108
Inspector 6th Year	154,623
Inspector 7th Year	160,478
Inspector 8th Year	162,828
	-
Superintendent 1st Year	175,219
Superintendent 2nd Year	181,665
Superintendent 3rd Year	184,009
Superintendent 4th Year	186,352
Superintendent 5th Year	189,088
Superintendent 6th Year	192,214
Superintendent 7th Year	194,559
Superintendent 8th Year	199,937

5. Delete Table 5, of Part B and insert in lieu thereof the following:

Table 5 - Travelling Allowance and Motor Vehicle Allowance

Item 1

Capital cities	Per day
Adelaide	\$278.25
Brisbane	\$322.25
Canberra	\$289.25
Darwin	\$337.25
Hobart	\$253.25
Melbourne	\$294.25

Perth	\$354.25
Sydney	\$306.25
High cost country centres	
Albany (WA)	\$300.25
Alice Springs (NT)	\$271.25
Bordertown (SA)	\$256.25
Bourke (NSW)	\$286.25
Bright (VIC)	\$273.25
Broome (WA)	\$354.25
Bunbury (WA)	\$276.25
Burnie (TAS)	\$270.25
Cairns (QLD)	\$261.25
Carnarvon (WA)	\$272.25
Castlemaine (VIC)	\$254.25
Chinchilla (QLD)	\$264.25
Christmas Island (WA)	\$271.25
Cocos (Keeling) Islands (WA)	\$406.25
Colac (VIC)	\$259.25
Dalby (QLD)	\$265.25
Dampier (WA)	\$296.25
Derby (WA)	\$311.25
Devonport (TAS)	\$256.25
Emerald (QLD)	\$277.25
Exmouth (WA)	\$376.25
Geraldton (WA)	\$296.25
Gladstone (QLD)	\$308.25
Gold Coast (QLD)	\$270.25
Gosford (NSW)	\$261.25
Halls Creek (WA)	\$320.25
Hervey Bay (QLD)	\$278.25
Horn Island (QLD)	\$301.25
Jabiru (NT)	\$313.25
Kalgoorlie (WA)	\$280.25
Karratha (WA)	\$468.25
Katherine (NT)	\$255.25
Kingaroy (QLD)	\$255.25
Kununurra (WA)	\$323.25
Mackay (QLD)	\$282.25
Maitland (NSW)	\$273.25
Mount Isa (QLD)	\$281.25
Mudgee (NSW)	\$256.25
Newcastle (NSW)	\$273.25
Newman (WA)	\$316.25
Norfolk Island	\$450.25
Northam (WA)	\$284.25
Orange (NSW)	\$270.25
Port Hedland (WA)	\$416.25
Port Pirie (SA)	\$261.25
Queanbeyan (NSW)	\$254.25
Roma (QLD)	\$260.25
Thursday Island (QLD)	\$321.25
Wagga Wagga (NSW)	\$262.25
Weipa (QLD)	\$259.25
Whyalla (SA)	\$266.25
Wilpena-Pound (SA)	\$288.25

Wollongong (NSW)	\$257.25
Wonthaggi (VIC)	\$259.25
Yulara (NT)	\$365.25
Tier 2 country centres	
	Per day
Albury (NSW)	\$244.10
Ararat (VIC)	\$244.10
Armidale (NSW)	\$244.10
Ayr (QLD)	\$244.10
Bairnsdale (VIC)	\$244.10
Ballarat (VIC)	\$244.10
Bathurst (NSW)	\$244.10
Benalla (VIC)	\$244.10
Bendigo (VIC)	\$244.10
Broken Hill (NSW)	\$244.10
Bundaberg (QLD)	\$244.10
Ceduna (SA)	\$244.10
Charters Towers (QLD)	\$244.10
Coffs Harbour (NSW)	\$244.10
Cooma (NSW)	\$244.10
Dubbo (NSW)	\$244.10
Echuca (VIC)	\$244.10
Esperance (WA)	\$244.10
Geelong (VIC)	\$244.10
Goulburn (NSW)	\$244.10
Gunnedah (NSW)	\$244.10
Hamilton (VIC)	\$244.10
Horsham (VIC)	\$244.10
Innisfail (QLD)	\$244.10
Kadina (SA)	\$244.10
Launceston (TAS)	\$244.10
Mildura (VIC)	\$244.10
Mount Gambier (SA)	\$244.10
Muswellbrook (NSW)	\$244.10
Naracoorte (SA)	\$244.10
Nowra (NSW)	\$244.10
Port Augusta (SA)	\$244.10
Portland (VIC)	\$244.10
Port Lincoln (SA)	\$244.10
Port Macquarie (NSW)	\$244.10
Queenstown (TAS)	\$244.10
Renmark (SA)	\$244.10
Rockhampton (QLD)	\$244.10
Sale (VIC)	\$244.10
Seymour (VIC)	\$244.10
Shepparton (VIC)	\$244.10
Swan Hill (VIC)	\$244.10
Tamworth (NSW)	\$244.10
Tennant Creek (NT)	\$244.10
Toowoomba (QLD)	\$244.10
Townsville (QLD)	\$244.10
Tumut (NSW)	\$244.10
Warrnambool (VIC)	\$244.10
Other country centres	\$222.10

Item 2

Incidental expenses allowance - when claiming actual expenses - all locations \$18.70

Item 3

Meal allowances - when claiming actual expenses on overnight stays

Capital cities and high cost country centres

	\$
Breakfast	25.35
Lunch	28.55
Dinner	48.65

Tier 2 and other country centres

	\$
Breakfast	22.70
Lunch	25.95
Dinner	44.75

Item 4

Use of private motor vehicle

Official business - Engine capacity Cents per kilometre

2601cc and over	77.0
1601cc-2600cc	76.0
1600cc or less	65.0

Casual rate (40% of official business rate)

Engine capacity -	
2601cc and over	30.8
1601cc-2600cc	30.4
1600cc or less	26.0

Motor cycle allowance

(50% of the 1600cc or less official business rate)	32.5
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6. Delete Table 7, of Part B, and insert in lieu thereof the following:

Table 7 - Detectives' Special Allowance

	Per Annum \$
From the beginning of the first full pay period to commence on or after 1 July 2014 - 2.27%	1,726
From the beginning of the first full pay period to commence on or after 1 July 2015 - 2.5%	1,769
From the beginning of the first full pay period to commence on or after 1 July 2016 - 2.5%	1,813

7. Delete Table 8, of Part B, and insert in lieu thereof the following:

Table 8 - Prosecutors' Special Allowance

	Per Annum \$
From the beginning of the first full pay period to commence on or after 1 July 2014 - 2.27%	1,420
From the beginning of the first full pay period to commence on or after 1 July 2015 - 2.5%	1,456
From the beginning of the first full pay period to commence on or after 1 July 2016 - 2.5%	1,492

8. Delete Table 9, Part B, and insert in lieu thereof the following:

Table 9 - Special Duties Allowances (Non-Commissioned Officers)

From the beginning of the first full pay period to commence on or after 1 July 2014 - 2.27%	
	\$ Per Annum
Grade 1 Six months following permanent appointment	1,126
Grade 2 Six months following permanent appointment 3 years after permanent appointment 5 years after permanent appointment	1,687 1,968 2,246
Grade 3 Six months following permanent appointment 3 years after permanent appointment 5 years after permanent appointment	2,814 3,375 3,947
Grade 4 Six months following permanent appointment 3 years after permanent appointment 5 years after permanent appointment	4,778 5,903 7,308

From the beginning of the first full pay period to commence on or after 1 July 2015 - 2.5%	
	\$ Per Annum
Grade 1 Six months following permanent appointment	1,154
Grade 2 Six months following permanent appointment 3 years after permanent appointment 5 years after permanent appointment	1,729 2,017 2,302
Grade 3 Six months following permanent appointment 3 years after permanent appointment 5 years after permanent appointment	2,884 3,459 4,046
Grade 4 Six months following permanent appointment 3 years after permanent appointment 5 years after permanent appointment	4,897 6,051 7,491

From the beginning of the first full pay period to commence on or after 1 July 2016 - 2.5%	
	\$ Per Annum
Grade 1 Six months following permanent appointment	1,183
Grade 2 Six months following permanent appointment 3 years after permanent appointment 5 years after permanent appointment	1,772 2,067 2,360

Grade 3	
Six months following permanent appointment	2,956
3 years after permanent appointment	3,545
5 years after permanent appointment	4,147
Grade 4	
Six months following permanent appointment	5,019
3 years after permanent appointment	6,202
5 years after permanent appointment	7,678

9. Delete Table 10, of Part B and insert in lieu thereof the following:

Table 10 - Forensic Services Group Expert Allowance

	Per Annum \$
From the beginning of the first full pay period to commence on or after 1 July 2014 - 2.27%	16,338
From the beginning of the first full pay period to commence on or after 1 July 2015 - 2.5%	16,746
From the beginning of the first full pay period to commence on or after 1 July 2016 - 2.5%	17,165

- 10 Delete Table 12, of Part B, and insert in lieu thereof the following:

Table 12 - On-Call Allowances (Non-Commissioned Officers)

From the beginning of the first full pay period to commence on or after 1 July 2014 - 2.27%

Where the period advised to be on call is between 2 ordinary shifts or less than 24 hours, for each such period the rate is;	18.62
Where the period advised to be on call is 24 hours, for each such period the rate is;	27.91
Vehicle Care as defined in 47.2	9.28

From the beginning of the first full pay period to commence on or after 1 July 2015 - 2.5%

Where the period advised to be on call is between 2 ordinary shifts or less than 24 hours, for each such period the rate is;	19.09
Where the period advised to be on call is 24 hours, for each such period the rate is;	28.61
Vehicle Care as defined in 47.2	9.51

From the beginning of the first full pay period to commence on or after 1 July 2016 - 2.5%

Where the period advised to be on call is between 2 ordinary shifts or less than 24 hours, for each such period the rate is;	19.57
Where the period advised to be on call is 24 hours, for each such period the rate is;	29.33
Vehicle Care as defined in 47.2	9.75

Where a period on call exceeds 24 hours or multiples thereof, the appropriate allowance shall be paid for each period of 24 hours together with the appropriate allowance for a period less than 24 hours.

11. Delete Table 6, of Part B, and insert in lieu thereof the following:

Table 6 - Remote Areas - Living Allowance

Item 1

With Dependents Per Annum

	\$
Grade A	1,939
Grade B	2,572
Grade C	3,435

Item 2

Without Dependents Per Annum

	\$
Grade A	1,353
Grade B	1,803
Grade C	2,406

12. Delete Table 13, of Part B and insert in lieu thereof the following:

Table 13 - Meal Allowances (Non-Commissioned Officers)

Where a Non-Commissioned Officers incur an expense in purchasing a meal;

when they have worked more than one half hour beyond the completion of a rostered shift or

where they have performed duty at a place where no reasonable meal facilities were available for partaking of a meal or

where they are performing escort duty and cannot carry a meal;

shall be paid the appropriate meal allowance in accordance with the following table;

Breakfast	\$28.20
Lunch	\$28.20
Dinner	\$28.20
Supper	\$10.55

13. Delete Table 16, of Part B, and insert in lieu thereof the following:

Table 16 - Special Operations Allowance

Senior Constable Level 3 (loaded hourly rate)	\$43.35
Incidental Allowance	\$18.70
Operations Allowance	\$10.00
Total	\$72.05

14. Delete subclause 51.1 of clause 51, Overtime, and insert in lieu thereof the following:
 - 51.1 All overtime worked by a Non-Commissioned Officer outside of the ordinary hours of work prescribed by clause 48 Hours of Duty, shall be at the rate of time and one half for the first two hours and double time thereafter, such double time to continue until completion of the overtime work. Provided that a Non-Commissioned Officer who works overtime on a public holiday prescribed in clause 62, Public Holidays, shall be paid for such time at the rate of double time for the first two hours and double time and one half thereafter. Except as provided for in this subclause or subclause 51.8 in computing overtime, each day's work shall stand alone.
15. This variation shall take effect from the 1 July 2014, with the exception of variation 11 which shall take effect from the first full pay period on or after 2 April 2015.

P. M. KITE , *Acting Justice*

Printed by the authority of the Industrial Registrar.

CROWN EMPLOYEES (PUBLIC SECTOR - SALARIES 2008) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 189 of 2014)

Before the The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

1. Insert after paragraph (c) of subclause (iii) of clause 3, Salaries of the award published 5 April 2013 (375 I.G. 289) the following new paragraph:
 - (d) a further 2.27% to salaries paid under paragraph (b) of this subclause, payable with effect from the first full pay period to commence on or after 1 July 2014.
2. 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 Ageing, Disability and Home Care - Department of Family and Community Services NSW (Community Living Award) 2010

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

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

Crown Employees (Departmental Officers) Award

Crown Employees (Department of Attorney General and Justice - Attorney General's Division) (Reporting Services Branch) Sound Reporters Award 2007

Crown Employees (Department of Attorney General and Justice (Juvenile Justice) - 38 Hour week Operational Staff 2012) Reviewed Award

Crown Employees (Department of Education and Communities - Catering Officers) Award

Crown Employees (Department of Education and Communities - Centre Managers) Award

Crown Employees (Department of Education and Communities - Program Officers) Award

Crown Employees (Department of Education and Communities - Services Officers) Award

Crown Employees Department of Family and Community Services NSW (Aboriginal Housing Office) Award 2012

Crown Employees (Department of Finance and Services) Award 2012

Crown Employees (Department of Finance and Services - Waste Assets Management Corporation) Salaried Staff Award 2012

Crown Employees Food Safety Officers Award

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

Crown Employees (General Managers, Superintendents, Managers Security and Deputy Superintendents, Department of Attorney General and Justice - Corrective Services NSW) 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 2012

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) Reviewed Award 2012

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

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

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

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

Crown Employees (NSW Department of Finance and Services, Government Chief Information Office) Award 2012

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

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Casino Inspectors Transferred from Department of Gaming and Racing Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Domestic Services Officers Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Exhibition Project Managers and Project Officers) Australian Museum Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Fisheries Staff Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Forests NSW - Forestry Field Officers Award
Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Forests NSW Senior Staff Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Geoscientists Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Land Information Officers Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Local Coordinator Allowance Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Mine Safety and Environment Officers Award

Crown Employees NSW Department of Trade and Investment, Regional Infrastructure and Services) Museum of Applied Arts and Sciences - Casual Guide Lecturers Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Operational Staff Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Professional Officers Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Regulatory Officers Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) State Library Security Staff Award 2007

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Technical Staff Award

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

Crown Employees (Office of Environment and Heritage - Parks and Wildlife) Conditions of Employment 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) Reviewed Award 2009

Crown Employees (Public Service Training Wage) Reviewed Award 2008

Crown Employees (Research Scientists) Award 2007

Crown Employees (Rural Fire Service) Award

Crown Employees (School Administrative and Support Staff) Award

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

Crown Employees (Senior Officers Salaries) Award 2012

Crown Employees (Sheriff's Officers) Award 2007

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

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

Crown Employees (State Emergency Service) Region Controllers Award 2012

Crown Employees (Technical Officers - Treasury) Award

Crown Employees (Tipstaves to Justices) Award 2007

Crown Employees (Trades Assistants) Award

Taronga Conservation Society 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. 960 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. 958 of 2008

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

Scientific Officers Various Departments Agreement No. 2433 of 1982

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

Social Workers, Various Departments Agreement No. 2374 of 1982

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

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

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

SCHEDULE B

COMMON SALARY POINTS

- (i) History of the Crown Employees (Common Salary Points) Award:

This Schedule contains a summary of the Crown Employees (Common Salary Points) Award made 30 July 1990 published 1 October 1993 (276 I.G. 941) and Erratum published 3 December 1993 (277 I.G. 576).

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

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

Summary of the Crown Employees (Common Salary Points) Award

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

It took effect from the beginning of the first full pay period to commence on or after 1 July 1991. The annual salary rates applicable to the various classifications of employees were to be drawn from the common salary points prescribed by Table 4. The actual common salary points applicable to a particular classification of employees were to be prescribed by an award, agreement or determination. Annual salary rates prescribed by an award, agreement or determination that exceeded the rate prescribed by the highest common salary point were not affected by the award.

Table 1: Organisations

Table 2: Awards

Table 3: Classifications (by organisation) excluded

Table 4: Common salary points

(ii) Current Common Salary Points

These Common Salary Points apply only to the classifications contained in this Award, as appropriate. Prior relationships between salaries and Common Salary Points continue, but there is no extension of their use by the making of this Award. Where Common Salary Points have been identified in this Award the CSP Numbers have been noted next to the salary rates to assist calculation and checking.

COMMON SALARY POINTS				
		1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.2014 Per annum 2.27% \$
Common Salary Point:	1	22,256	22,761	23,278
	2	23,748	24,287	24,838
	3	25,000	25,568	26,148
	4	26,507	27,109	27,724
	5	28,189	28,829	29,483
	6	30,080	30,763	31,461
	7	31,973	32,699	33,441
	8	34,164	34,940	35,733
	9	36,229	37,051	37,892
	10	38,320	39,190	40,080
	11	38,672	39,550	40,448
	12	39,016	39,902	40,808
	13	39,407	40,302	41,217
	14	39,817	40,721	41,645
	15	40,192	41,104	42,037
	16	40,655	41,578	42,522
	17	41,679	42,625	43,593
	18	42,090	43,045	44,022
	19	42,456	43,420	44,406
	20	42,815	43,787	44,781
	21	43,225	44,206	45,209
	22	43,627	44,617	45,630
	23	44,627	45,640	46,676
	24	45,066	46,089	47,135
	25	45,437	46,468	47,523
	26	45,805	46,845	47,908
	27	46,174	47,222	48,294
	28	46,564	47,621	48,702
	29	47,043	48,111	49,203
	30	47,445	48,522	49,623
	31	47,823	48,909	50,019
	32	48,286	49,382	50,503
	33	48,677	49,782	50,912
	34	49,134	50,249	51,390
	35	49,532	50,656	51,806
	36	50,036	51,172	52,334
	37	50,514	51,661	52,834
	38	50,935	52,091	53,273
	39	51,460	52,628	53,823
	40	51,884	53,062	54,267
	41	52,469	53,660	54,878

	42	52,880	54,080	55,308
	43	53,405	54,617	55,857
	44	53,801	55,022	56,271
	45	54,325	55,558	56,819
	46	54,742	55,985	57,256
	47	55,316	56,572	57,856
	48	55,776	57,042	58,337
	49	56,351	57,630	58,938
	50	56,897	58,189	59,510
	51	57,339	58,641	59,972
	52	57,922	59,237	60,582
	53	58,418	59,744	61,100
	54	58,928	60,266	61,634
	55	59,512	60,863	62,245
	56	60,069	61,433	62,828
	57	60,599	61,975	63,382
	58	61,198	62,587	64,008
	59	61,837	63,241	64,677
	60	62,411	63,828	65,277
	61	63,043	64,474	65,938
	62	63,637	65,082	66,559
	63	64,384	65,846	67,341
	64	65,011	66,487	67,996
	65	65,558	67,046	68,568
	66	66,332	67,838	69,378
	67	67,010	68,531	70,087
	68	67,501	69,033	70,600
	69	68,275	69,825	71,410
	70	68,949	70,514	72,115
	71	69,637	71,218	72,835
	72	70,232	71,826	73,456
	73	70,958	72,569	74,216
	74	71,521	73,145	74,805
	75	72,242	73,882	75,559
	76	73,037	74,695	76,391
	77	73,663	75,335	77,045
	78	74,520	76,212	77,942
	79	75,116	76,821	78,565
	80	75,932	77,656	79,419
	81	76,614	78,353	80,132
	82	77,441	79,199	80,997
	83	78,197	79,972	81,787
	84	78,885	80,676	82,507
	85	79,711	81,520	83,371
	86	80,424	82,250	84,117
	87	81,289	83,134	85,021
	88	82,098	83,962	85,868
	89	82,925	84,807	86,732
	90	83,746	85,647	87,591
	91	84,553	86,472	88,435
	92	85,336	87,273	89,254
	93	86,232	88,189	90,191
	94	87,159	89,138	91,161

	95	88,076	90,075	92,120
	96	89,000	91,020	93,086
	97	89,894	91,935	94,022
	98	90,877	92,940	95,050
	99	91,749	93,832	95,962
	100	92,687	94,791	96,943
	101	93,586	95,710	97,883
	102	94,482	96,627	98,820
	103	95,352	97,516	99,730
	104	96,217	98,401	100,635
	105	97,197	99,403	101,659
	106	98,181	100,410	102,689
	107	99,161	101,412	103,714
	108	100,145	102,418	104,743
	109	101,140	103,436	105,784
	110	102,131	104,449	106,820
	111	103,128	105,469	107,863
	112	104,134	106,498	108,916
	113	105,136	107,523	109,964
	114	106,139	108,548	111,012
	115	107,189	109,622	112,110
	116	108,242	110,699	113,212
	117	109,317	111,798	114,336
	118	110,403	112,909	115,472
	119	111,614	114,148	116,739
	120	112,831	115,392	118,011
	121	113,801	116,384	119,026
	122	114,764	117,369	120,033
	123	116,042	118,676	121,370
	124	117,318	119,981	122,705
	125	118,611	121,303	124,057
	126	119,898	122,620	125,403
	127	121,155	123,905	126,718
	128	122,425	125,204	128,046
	129	123,800	126,610	129,484
	130	125,181	128,023	130,929

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

PART B

MONETARY RATES

AWARDS

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

Administrative and Clerical Officer				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.2014 Per annum 2.27% \$
Clerks General Scale				
Clerks General Scale step 1	4	26,507	27,109	27,724
Clerks General Scale step 2	6	30,080	30,763	31,461
Clerks General Scale step 3 - 1st year of service or 18 years	7	31,973	32,699	33,441
Clerks General Scale step 4 - Minimum for - employee with Business Administration Certificate III,	9	36,229	37,051	37,892
Government Certificate III or equivalent at 18 years of age - employee with Higher School Certificate Qualification at 19 years of age				
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	11	38,672	39,550	40,448
- employee 20 years of age				
Clerks General Scale step 6 - Minimum for employee 21 years of age	17	41,679	42,625	43,593
Clerks General Scale step 7	20	42,815	43,787	44,781
Clerks General Scale step 8	23	44,627	45,640	46,676
Clerks General Scale step 9	25	45,437	46,468	47,523
Clerks General Scale step 10	28	46,564	47,621	48,702
Clerks General Scale step 11	32	48,286	49,382	50,503
Clerks General Scale step 12	36	50,036	51,172	52,334
Clerks General Scale step 13	40	51,884	53,062	54,267
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	-	54,104	55,332	56,588
Grade 1				
1st year of service	46	54,742	55,985	57,256
Thereafter	49	56,351	57,630	58,938
Grade 2				
1st year of service	52	57,922	59,237	60,582
Thereafter	55	59,512	60,863	62,245
Grade 3				
1st year of service	58	61,198	62,587	64,008

Thereafter	61	63,043	64,474	65,938
Grade 4				
1st year of service	64	65,011	66,487	67,996
Thereafter	67	67,010	68,531	70,087
Grade 5				
1st year of service	75	72,242	73,882	75,559
Thereafter	78	74,520	76,212	77,942
Grade 6				
1st year of service	82	77,441	79,199	80,997
Thereafter	85	79,711	81,520	83,371
Grade 7				
1st year of service	88	82,098	83,962	85,868
Thereafter	91	84,553	86,472	88,435
Grade 8				
1st year of service	95	88,076	90,075	92,120
Thereafter	98	90,877	92,940	95,050
Grade 9				
1st year of service	101	93,586	95,710	97,883
Thereafter	104	96,217	98,401	100,635
Grade 10				
1st year of service	108	100,145	102,418	104,743
Thereafter	111	103,128	105,469	107,863
Grade 11				
1st year of service	116	108,242	110,699	113,212
Thereafter	120	112,831	115,392	118,011
Grade 12				
1st year of service	126	119,898	122,620	125,403
Thereafter	130	125,181	128,023	130,929

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

Classification and Grades	1.7.12	1.7.13	1.7.2014
	Per annum 2.50% \$	Per annum 2.27% \$	Per annum 2.27% \$
Disability Support Worker			
Year 1	46,452	47,506	48,584
Year 2	47,269	48,342	49,439
Year 3	48,507	49,608	50,734
Year 4	49,450	50,573	51,721
Year 5	50,384	51,528	52,698
Year 6	51,771	52,946	54,148
Year 7	52,670	53,866	55,089
Year 8	53,598	54,815	56,059
Year 9	55,392	56,649	57,935
Year 10	57,193	58,491	59,819
Team Leader - One Unit			
Year 1	82,098	83,962	85,868
Year 2	83,746	85,647	87,591
Team Leader - Two Units			
Year 1	84,553	86,472	88,435
Year 2	86,232	88,189	90,191
Community Support Worker			
Year 1	46,452	47,506	48,584
Year 2	47,269	48,342	49,439

Year 3	48,507	49,608	50,734
Year 4	49,450	50,573	51,721
Year 5	50,384	51,528	52,698
Community Worker			
Year 1	50,384	51,528	52,698
Year 2	51,771	52,946	54,148
Year 3	53,598	54,815	56,059
Year 4	56,703	57,990	59,306
Year 5	59,340	60,687	62,065
Year 6	62,309	63,723	65,170
Year 7	65,602	67,091	68,614
Year 8	68,757	70,318	71,914
Community Consultant			
Year 1	66,333	67,839	69,379
Year 2	69,639	71,220	72,837
Year 3	72,242	73,882	75,559
Year 4	75,115	76,820	78,564
Year 5	78,885	80,676	82,507

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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Residential Support Worker Level 2			
Year 1	49,450	50,573	51,721
Year 2	50,384	51,528	52,698
Year 3	51,771	52,946	54,148
Year 4	52,670	53,866	55,089
Year 5	53,598	54,815	56,059
Year 6	55,392	56,649	57,935
Disability Support Worker			
Year 5	50,384	51,528	52,698
Year 6	51,771	52,946	54,148
Year 7	52,670	53,866	55,089
Year 8	53,598	54,815	56,059
Year 9	55,392	56,649	57,935
Year 10	57,193	58,491	59,819

Allowances	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
(i) An officer who is required by the Department to accompany clients on excursions, etc, which necessitate overnight stays shall be paid in allowance equivalent to eight hours at ordinary rates for each overnight stay			
(ii) An officer who is nominated to supervise a team in a community based service, other than in a residential setting, shall be paid a Team Leader Allowance as follows			
No of staff Supervised 5 to 10	3,570	3,651	3,734

No of staff Supervised 11 to 25	5,961	6,096	6,234
No of staff supervised 26 to 40	8,355	8,545	8,739
No of staff Supervised 40 +	9,533	9,749	9,970

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

Correctional Officers - Department of Corrective Services				
Classification and Grades	CSP NO.	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Probationary Correctional Officer	45	54,325	55,558	56,819
Correctional Officer - 1st year	47	55,316	56,572	57,856
2nd year and thereafter	49	56,351	57,630	58,938
Correctional Officer, First Class -1st year	55	59,512	60,863	62,245
2nd year and thereafter	63	64,384	65,846	67,341
Senior Correctional Officer	69	68,275	69,825	71,410

Overseer - 1st year	55	59,512	60,863	62,245
2nd year and thereafter	63	64,384	65,846	67,341
Senior Overseer	69	68,275	69,825	71,410
Industries and Maintenance Allowance - Overseer 1st year		8,766	8,965	9,169
Overseer 2nd year and thereafter		3,891	3,979	4,069
Senior Overseer		7,655	7,829	8,007

Incidental Allowance -	1.7.12 Per annum 2.50%	1.7.13 Per annum 2.27%	1.7.14 Per annum 2.27%
Probationary Correctional Officer (in training)	n/a		
Probationary Correctional Officer (on graduation)	893	913	934
Correctional Officer 1st year	1,341	1,371	1,402
Correctional Officer 2nd year and thereafter	1,791	1,832	1,874
Correctional Officer, First Class 1st year	2,678	2,739	2,801
Correctional Officer, First Class 2nd year and	2,678	2,739	2,801
Senior Correctional Officer	4,463	4,564	4,668
Overseer 1st year	2,678	2,739	2,801
Overseer 2nd year and thereafter	2,678	2,739	2,801
Senior Overseer	4,463	4,564	4,668

**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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
General Manager	167,714	171,521	175,415
Manager of Security	141,489	144,701	147,986
Principal Correctional Officer	109,321	111,803	114,341
Chief Correctional Officer	102,329	104,652	107,028

Correctional Officers – Kempsey, Dillwynia and Wellington Correctional Centres				
	Common Salary Points	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Correctional Officers:				
Senior Correctional Officer	69	68,275	69,825	71,410
Correctional Officer 1st Class Year 2	63	64,384	65,846	67,341
Correctional Officer 1st Class Year 2	55	59,512	60,863	62,245
Correctional Officer Year 2	49	56,351	57,630	58,938
Correctional Officer Year 1	47	55,316	56,572	57,856
Correctional Officer Probationary	45	54,325	55,558	56,819
Correctional Officer (Training)	45	54,325	55,558	56,819
Incidental Allowance:				
Senior Correctional Officer	-	4,463	4,564	4,668
Correctional Officer 1st Class Years 1 and 2	-	2,678	2,739	2,801
Correctional Officer Year 2	-	1,791	1,832	1,874
Correctional Officer Year 1	-	1,341	1,371	1,402
Correctional Officer Probationary	-	893	913	934
Industrial Officers:				
Principal Industry Officer Level 1	-	113,999	116,587	119,234
Principal Industry Officer Level 2	-	108,495	110,958	113,477
Chief Industry Officer	-	103,341	105,687	108,086
Senior Overseer	80	75,932	77,656	79,419
Overseer	69	68,275	69,825	71,410
Incidental Allowance				
Senior Overseer		4,463	4,564	4,668
Overseer		2,678	2,739	2,801

Crown Employees (Departmental Officers) Award

Departmental Officer				
Classifications and Grades		1.7.12 Per annum 2.5% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
General Scale	Year 1	31,973	32,699	33,441
	Year 2	38,672	39,550	40,448
	Year 3	41,679	42,625	43,593
	Year 4	42,815	43,787	44,781
	Year 5	44,627	45,640	46,676
	Year 6	45,437	46,468	47,523
	Year 7	46,564	47,621	48,702
	Year 8	48,286	49,382	50,503
	Year 9	50,036	51,172	52,334
	Year 10	51,884	53,062	54,267
Grade 1-2 (Level 1)	Year 1	54,742	55,985	57,256
	Year 2	56,351	57,630	58,938
	Year 3	57,922	59,237	60,582
	Year 4	59,512	60,863	62,245
Grade 3-4 (Level 2)	Year 1	61,198	62,587	64,008
	Year 2	63,043	64,474	65,938
	Year 3	65,011	66,487	67,996
	Year 4	67,010	68,531	70,087
Grade 5-6 (Level 3)	Year 1	72,242	73,882	75,559
	Year 2	74,520	76,212	77,942
	Year 3	77,441	79,199	80,997
	Year 4	79,711	81,520	83,371
Grade 7-8 (Level 4)	Year 1	82,098	83,962	85,868
	Year 2	84,553	86,472	88,435
	Year 3	88,076	90,075	92,120
	Year 4	90,877	92,940	95,050
Grade 9-10 (Level 5)	Year 1	93,586	95,710	97,883
	Year 2	96,217	98,401	100,635
	Year 3	100,145	102,418	104,743
	Year 4	103,128	105,469	107,863
Grade 11 (Level 6)	Year 1	108,242	110,699	113,212
	Year 2	112,831	115,392	118,011
Grade 12 (Level 7)	Year 1	119,898	122,620	125,403
	Year 2	125,181	128,023	130,929
Senior Officer Grade 1 (Level 8)	Year 1	140,067	143,247	146,499
	Year 2	150,926	154,352	157,856
Senior Officer Grade 2 (Level 9)	Year 1	153,480	156,964	160,527
	Year 2	164,301	168,031	171,845
Senior Officer Grade 3 (Level 10)	Year 1	169,799	173,653	177,595
	Year 2	186,390	190,621	194,948

**Crown Employees (Department of Attorney General and Justice - Attorney General's Division)
(Reporting Services Branch) Sound Reporters Award 2007**

Multi-Skilled Reporters and Sound Reporters Dual Remote				
Classification and Grade	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.2014 Per annum 2.27% \$
Trainee Multi-Skilled Sound Reporter Year 1	46	54,742	55,985	57,256
Multi-Skilled Sound Reporter Year 2	52	57,922	59,237	60,582
Multi-Skilled Sound Reporter Year 3	55	59,512	60,863	62,245
Multi-Skilled Sound Reporter Year 4	58	61,198	62,587	64,008
Multi-Skilled Sound Reporter Year 5	61	63,043	64,474	65,938
Sound Reporter Dual Remote	64	65,011	66,487	67,996

Crown Employees (Department of Attorney General and Justice (Juvenile Justice) - 38 Hour week Operational Staff 2012) Reviewed Award

Classification and Grades	A & C Grade Equivalent	1.7.12 Per annum 2.50% \$	1.7.2013 Per annum 2.27% \$	1.7.2014 Per annum 2.27% \$
Unqualified Youth Officer - Level 1	GS Year 10	51,886	53,064	54,269
Youth Officer				
Level 2				
Year 1	Min 1	54,742	55,985	57,256
Year 2	Max 1	56,351	57,630	58,938
Year 3	Min 2	57,922	59,237	60,582
Level 3				
Year 1	Max 2	59,512	60,863	62,245
Shift Supervisor/Assistant Unit Manager - Level 4				
Year 1	Min 4	65,011	66,487	67,996
Year 2	Max 4	67,010	68,531	70,087
Year 3	Min 5	72,242	73,882	75,559
Year 4	Max 5	74,520	76,212	77,942
Unit Manager - Level 5				
Year 1	Min 6	77,441	79,199	80,997
Year 2	Max 6	79,711	81,520	83,371
Year 3	Min 7	82,098	83,962	85,868
Year 4	Max 7	84,553	86,472	88,435
Assistant Manager - Level 6				
Year 1	Min 8	88,076	90,075	92,120
Year 2	Max 8	90,877	92,940	95,050
Year 3	Min 9	93,586	95,710	97,883
Year 4	Max 9	96,217	98,401	100,635
Centre Manager - Level 7				
Year 1	Min 10	100,145	102,418	104,743
Year 2	Max 10	103,128	105,469	107,863
Centre Manager - Level 8				
Year 1	Min 11	108,242	110,699	113,212
Year 2	Max 11	112,831	115,392	118,011
Centre Manager - Level 9				
Year 1	Min 12	119,898	122,620	125,403
Year 2	Max 12	125,181	128,023	130,929

Vocational Instructor (Trade, Maintenance, Grounds) Level 1, Year 1		51,886	53,064	54,269
Level 2 Year 1		54,742	55,985	57,256
Year 2		56,351	57,630	58,938
Year 3		57,922	59,237	60,582
Year 4		59,512	60,863	62,245
Kitchen Support Officer and Vocational Instructor (Cook) Level 1 Year 1		42,815	43,787	44,781
Year 2		44,627	45,640	46,676
Level 2 Year 1		54,742	55,985	57,256
Year 2		56,351	57,630	58,938
Year 3		57,922	59,237	60,582
Year 4		59,512	60,863	62,245
Logistics Officer Level 4 Year 1		72,242	73,882	75,559
Year 2		74,520	76,212	77,942
Level 5 Year 3		77,441	79,199	80,997
Year 4		79,711	81,520	83,371
Court Supervisor - Level 4 Year 1	Min 4	65,011	66,487	67,996
Year 2	Max 4	67,010	68,531	70,087
Year 3	Min 5	72,242	73,882	75,559
Year 4	Max 5	74,520	76,212	77,942
Drug Detection Security and Intelligence Officer Level 2 Year 1	Min 1	54,742	55,985	57,256
Year 2	Max 1	56,351	57,630	58,938
Year 3	Min 2	57,922	59,237	60,582
Level 3	Max 2	59,512	60,863	62,245
Allowances				
Chokage Allowance (per day)		4.39	4.49	4.59
Uniform Allowance (per week)		4.55	4.65	4.76
Trade Allowance (per annum)		1,661	1,698	1,737
Supervisory Allowance (per week)		45.50	46.53	47.59
Allocated Youth Officer Additional Responsibilities Allowance (per hour)		1.18	1.21	1.24

Crown Employees (Department of Education and Communities - Catering Officers) Award

Classification and Grades	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Level 1	50,691	51,842	53,019
Level 2	52,294	53,481	54,695
Level 3	53,869	55,092	56,343
Level 4	55,607	56,869	58,160
Level 5	57,575	58,882	60,219

Catering Officers - Academy Allowance			
Senior Catering Officer	4,430	4,531	4,634
Catering Officer	2,137	2,186	2,236
Apprentice	1,711	1,750	1,790

Crown Employees (Department of Education and Communities - Centre Managers) Award

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

Allowance	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Annual Allowance (clause 11)	10,051	10,279	10,512

Crown Employees (Department of Education and Communities - Program Officers) Award

Program Officers - Department of the Arts, Sport and Recreation			
Classification and Grades	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Program Officers			
Level 1	51,271	52,435	53,625
Level 2	53,280	54,489	55,726
Level 3	56,286	57,564	58,871
Level 4	60,309	61,678	63,078
Level 5	62,317	63,732	65,179
Level 6	65,343	66,826	68,343
Level 7	68,350	69,902	71,489
Level 8	71,375	72,995	74,652
Level 9	74,381	76,069	77,796
Level 10	77,405	79,162	80,959
Level 11	80,408	82,233	84,100
Level 12	82,420	84,291	86,204
	1.7.12 Per day \$	1.7.13 Per day \$	1.7.14 Per day \$
Program Officers - Temporary Employees			
Level 1	196.80	201.27	205.84
Level 2	203.98	208.61	213.35
Level 3	215.25	220.14	225.14
Level 4	231.65	236.91	242.29
Level 5	238.83	244.25	249.79
Level 6	250.10	255.78	261.59
Level 7	262.40	268.36	274.45
Level 8	273.68	279.89	286.24
Level 9	284.95	291.42	298.04
Level 10	296.23	302.95	309.83
Level 11	308.53	315.53	322.69
Level 12	315.70	322.87	330.20

	1.7.12 Per day 2.50% \$	1.7.13 Per day 2.27% \$	1.7.14 Per day 2.27% \$
Program Officers - Casual employees			
Level 1	221.09	226.11	231.24
Level 2	229.76	234.98	240.31
Level 3	242.73	248.24	253.88
Level 4	260.04	265.94	271.98
Level 5	268.77	274.87	281.11
Level 6	281.75	288.15	294.69
Level 7	294.73	301.42	308.26
Level 8	307.77	314.76	321.91
Level 9	320.73	328.01	335.46
Level 10	333.79	341.37	349.12
Level 11	346.75	354.62	362.67
Level 12	355.39	363.46	371.71
	1.7.12		
	Per day 2.50% \$	Per day 2.27% \$	Per day 2.27% \$
Assistant instructor (Per day)	53.89	55.11	56.36
Program Officer (Instructor)	171.82 208.43	175.72 213.16	179.71 218.00
Allowances			
Sport and recreation allowance - permanent Program Officers (per annum)	10,051	10,279	10,512
Sport and recreation allowance- temporary Program Officers (per day)	38.53	39.40	40.29
Night duty allowance - casual Program Officers (per night)	82.24	84.11	86.02
Night duty allowance - Program Officer (Instructors) (per night)	39.68	40.58	41.50

Crown Employees (Department of Education and Communities – Services Officers) Award

Table 1

Salary Scale for Services Officers Prior to Competency Attainment

Classification and Grades	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Level 1	42,937	43,912	44,909
Level 2	45,289	46,317	47,368
Level 3	47,237	48,309	49,406
Level *4	49,189	50,306	51,448
	Per hour \$	Per hour \$	Per hour \$
Level 1	21.65	22.14	22.64
Level 2	22.83	23.35	23.88
Level 3	23.84	24.38	24.93
Level 4	24.82	25.38	25.96

Table 2**Salary Scale for Services Officers after Competency Attainment**

Classification and Grades	1.7.12	1.7.13	1.7.14
	Per annum 2.50% \$	Per annum 2.27% \$	Per annum 2.27% \$
Level 1	44,226	45,230	46,257
Level 2	46,649	47,708	48,791
Level 3	48,658	49,763	50,893
Level *4	50,665	51,815	52,991
	Per hour \$	Per hour \$	Per hour \$
Level 1	22.33	22.84	23.36
Level 2	23.54	24.07	24.62
Level 3	24.54	25.10	25.67
Level 4	25.55	26.13	26.72

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

Table 3**Salary Scale for Assistant Services Officers**

Classification and Grades	1.7.12	1.7.13	1.7.14
	Per annum 2.50% \$	Per annum 2.27% \$	Per annum 2.27% \$
Level 1	42,937	43,912	44,909
Level 2	45,289	46,317	47,368
	Per hour \$		
Level 1	21.65	22.14	22.64
Level 2	22.83	23.35	23.88

**Crown Employees Department of Family and Community Services NSW (Aboriginal Housing Office)
Award 2012**

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

Crown Employees (Department of Finance and Services) Award 2012

Department of Commerce (other than GCIO, OFT, OIR, Businesslink)			
Classifications and Grades	1.7.12	1.7.13	1.7.14
	Per annum 2.50% \$	Per annum 2.27% \$	Per annum 2.27% \$
DPWS Professional Staff -			
General Scale 1	32,413	33,149	33,901
General Scale HSC 19 years	36,726	37,560	38,413
General Scale 2 or age 20	39,200	40,090	41,000
General Scale 3 or age 21	42,247	43,206	44,187

General Scale 4	43,404	44,389	45,397
General Scale 5	45,234	46,261	47,311
General Scale 6	46,058	47,104	48,173
General Scale 7	47,203	48,275	49,371
General Scale 8	48,948	50,059	51,195
General Scale 9	50,723	51,874	53,052
General Scale 10	52,591	53,785	55,006
General Scale 11	54,138	55,367	56,624
General Scale 12	55,488	56,748	58,036
General Scale 13	57,119	58,416	59,742
Grade 1			
Year 1	57,673	58,982	60,321
Year 2	60,893	62,275	63,689
Year 3	65,264	66,745	68,260
Year 4	69,891	71,478	73,101
Year 5	74,036	75,717	77,436
Grade 2			
Year 1	78,503	80,285	82,107
Year 2	81,526	83,377	85,270
Year 3	84,057	85,965	87,916
Year 4	86,506	88,470	90,478
Grade 3			
Year 1	91,127	93,196	95,312
Year 2	93,956	96,089	98,270
Year 3	97,535	99,749	102,013
Year 4	100,519	102,801	105,135
Grade 4			
Year 1	105,559	107,955	110,406
Year 2	108,652	111,118	113,640
Year 3	110,819	113,335	115,908
DPWS Senior Professional Staff -			
Senior 1			
Year 1	115,359	117,978	120,656
Year 2	117,631	120,301	123,032
Senior 2			
Year 1	120,238	122,967	125,758
Year 2	122,819	125,607	128,458
Senior 3			
Year 1	125,495	128,344	131,257
Year 2	126,896	129,777	132,723
DPWS Project Staff -			
Grade 1			
Year 1	68,467	70,021	71,610
Year 2	69,610	71,190	72,806
Grade 2			
Year 1	74,076	75,758	77,478
Year 2	76,211	77,941	79,710
Grade 3			
Year 1	78,559	80,342	82,166
Year 2	80,900	82,736	84,614
Grade 4			
Year 1	83,241	85,131	87,063

DPWS Senior Management			
Grade 1			
Year 1	137,569	140,692	143,886
Year 2	144,505	147,785	151,140
Grade 2 -			
Year 1	151,432	154,870	158,386
Year 2	158,370	161,965	165,642
DPWS Staff -			
General Scale 1	32,413	33,149	33,901
General Scale HSC 19 yrs	36,726	37,560	38,413
General Scale 2 or age 20	39,200	40,090	41,000
General Scale 3 or age 21	42,247	43,206	44,187
General Scale 4	43,404	44,389	45,397
General Scale 5	45,234	46,261	47,311
General Scale 6	46,058	47,104	48,173
General Scale 7	47,203	48,275	49,371
General Scale 8	48,948	50,059	51,195
General Scale 9	50,723	51,874	53,052
General Scale 10	52,591	53,785	55,006
* Personal	54,138	55,367	56,624
Grade 1 -			
Year 1	55,488	56,748	58,036
Year 2	57,119	58,416	59,742
Grade 2 -			
Year 1	58,718	60,051	61,414
Year 2	60,323	61,692	63,092
Grade 3 -			
Year 1	62,037	63,445	64,885
Year 2	63,909	65,360	66,844
Grade 4 -			
Year 1	65,904	67,400	68,930
Year 2	67,926	69,468	71,045
Grade 5 -			
Year 1	73,232	74,894	76,594
Year 2	75,547	77,262	79,016
Grade 6 -			
Year 1	78,503	80,285	82,107
Year 2	80,801	82,635	84,511
Grade 7 -			
Year 1	83,227	85,116	87,048
Year 2	85,717	87,663	89,653
Grade 8 -			
Year 1	89,281	91,308	93,381
Year 2	92,125	94,216	96,355
Grade 9 -			
Year 1	94,868	97,022	99,224
Year 2	97,535	99,749	102,013
Grade 10 -			
Year 1	101,522	103,827	106,184
Year 2	104,542	106,915	109,342
Grade 11 -			
Year 1	109,725	112,216	114,763

Year 2	114,378	116,974	119,629
Grade 12 -			
Year 1	121,541	124,300	127,122
Year 2	126,896	129,777	132,723
DPWS Technical Staff (A) -			
General Scale 1 or 16 years	26,872	27,482	28,106
General Scale 2 or 17 years	30,494	31,186	31,894
General Scale 3 or 18 years	32,413	33,149	33,901
General Scale 4 or 20 years	36,726	37,560	38,413
General Scale 5 or 21 years	39,200	40,090	41,000
General Scale 6	42,247	43,206	44,187
General Scale 7	43,404	44,389	45,397
General Scale 8	45,234	46,261	47,311
General Scale 9	46,058	47,104	48,173
General Scale 10	47,203	48,275	49,371
General Scale 11	48,948	50,059	51,195
General Scale 12	50,723	51,874	53,052
General Scale 13	52,591	53,785	55,006
General Scale 14	54,138	55,367	56,624
Grade I -			
Year 1	56,543	57,827	59,140
Year 2	58,131	59,451	60,801
Year 3	59,734	61,090	62,477
Year 4	60,893	62,275	63,689
Year 5	62,687	64,110	65,565
Grade II -			
Year 1	65,904	67,400	68,930
Year 2	67,241	68,767	70,328
Year 3	68,429	69,982	71,571
Year 4	69,891	71,478	73,101
Grade III -			
Year 1	74,670	76,365	78,098
DPWS Senior Technical (A) -			
Senior I -			
Year 1	73,232	74,894	76,594
Year 2	74,670	76,365	78,098
Year 3	76,969	78,716	80,503
Senior II -			
Year 1	79,262	81,061	82,901
Year 2	81,526	83,377	85,270
Senior III -			
Year 1	84,888	86,815	88,786
Senior Officer -			
Grade 1 -			
Year 1	141,747	144,965	148,256
Year 2	152,606	156,070	159,613
Grade 2 -			
Year 1	155,159	158,681	162,283
Year 2	165,981	169,749	173,602
Grade 3 -			
Year 1	171,479	175,372	179,353
Year 2	188,069	192,338	196,704

**Crown Employees (Department of Finance and Services - Waste Assets Management Corporation)
Salaried Staff Award 2012**

WAMC Officer

Grade	Year	1.7.2012 Per annum 2.50% \$	1.7.2013 Per annum 2.27% \$	1.7.2014 Per annum 2.27% \$
WAMC Officer General Scale	1	32,558	33,297	34,053
WAMC Officer General Scale	2	39,381	40,275	41,189
WAMC Officer General Scale	3	42,442	43,405	44,390
WAMC Officer General Scale	4	43,602	44,592	45,604
WAMC Officer General Scale	5	45,449	46,481	47,536
WAMC Officer General Scale	6	46,273	47,323	48,397
WAMC Officer General Scale	7	47,419	48,495	49,596
WAMC Officer General Scale	8	49,172	50,288	51,430
WAMC Officer General Scale	9	50,953	52,110	53,293
WAMC Officer General Scale	10	52,835	54,034	55,261
Grade	Year	1.7.2012 Per annum \$	1.7.2013 Per annum \$	1.7.2014 Per annum \$
WAMC Officer Grade 1	1	55,746	57,011	58,305
	2	57,386	58,689	60,021
WAMC Officer Grade 2	1	58,985	60,324	61,693
	2	60,603	61,979	63,386
WAMC Officer Grade 3	1	62,321	63,736	65,183
	2	64,199	65,656	67,146
WAMC Officer Grade 4	1	66,206	67,709	69,246
	2	71,534	73,158	74,819
WAMC Officer Grade 5	1	73,569	75,239	76,947
	2	75,888	77,611	79,373
WAMC Officer Grade 6	1	78,862	80,652	82,483
	2	81,175	83,018	84,903
WAMC Officer Grade 7	1	83,607	85,505	87,446
	2	86,105	88,060	90,059
WAMC Officer Grade 8	1	89,694	91,730	93,812
	2	92,545	94,646	96,794
WAMC Officer Grade 9	1	95,306	97,469	99,682
	2	97,981	100,205	102,480
WAMC Officer Grade 10	1	101,985	104,300	106,668
	2	105,023	107,407	109,845
WAMC Officer Grade 11	1	110,229	112,731	115,290
	2	114,903	117,511	120,178
WAMC Officer Grade 12	1	122,097	124,869	127,704
	2	127,476	130,370	133,329

WAMC Senior Officer

Grade	Year	Per annum 1.7.2012 \$	Per annum 1.7.2013 \$	Per annum 1.7.2014 \$
WAMC Senior Officer Grade 1	1	142,641	145,879	149,190
	2	153,697	157,186	160,754
WAMC Senior Officer Grade 2	1	156,297	159,845	163,473
	2	167,317	171,115	174,999
WAMC Senior Officer Grade 3	1	172,918	176,843	180,857
	2	189,813	194,122	198,529

Crown Employees Food Safety Officers Award

Food Safety Officers				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Grade 1, Year 1	-	55,546	56,807	58,097
Year 2	-	57,137	58,434	59,760
Year 3	55	59,512	60,863	62,245
Grade 2, Year 1	-	63,107	64,540	66,005
Year 2	-	68,628	70,186	71,779
Year 3	82	77,441	79,199	80,997
Grade 3, Year 1	-	83,326	85,218	87,152
Year 2	-	86,314	88,273	90,277
Year 3	98	90,877	92,940	95,050
Grade 4, Year 1	-	94,899	97,053	99,256
Year 2	-	98,180	100,409	102,688
Year 3	111	103,128	105,469	107,863
Grade 5, Year 1	116	108,242	110,699	113,212
Year 2	120	112,831	115,392	118,011
Grade 6, Year 1	126	119,898	122,620	125,403
Year 2	130	125,181	128,023	130,929

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

General Assistants in Schools - Department of Education and Training				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Full-time Permanent - Junior On employment	-	29,719	30,394	31084
After 12 months or at 20 years Adult	-	38,210	39,077	39964
Year 1	19	42,456	43,420	44,406
Year 2	20	42,815	43,787	44,781
Year 3	22	43,627	44,617	45,630
Year 4	23	44,627	45,640	46,676
Year 5	25	45,437	46,468	47,523

	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Part-time Permanent (up to 35.5 hpw)			
Junior On employment After 12 months or at 20 years	16.50 21.20	16.87 21.68	17.25 22.17
Adult Full-time (38 hpw) Temporary - Unloaded Junior On employment After 12 months or at 20 years Adult	24.21 15.01 19.27 21.39	24.76 15.35 19.71 21.88	25.32 15.70 20.16 22.38
Full-time Temporary - Loaded Junior On employment After 12 months or at 20 years Adult	16.24 20.86 23.22	16.61 21.33 23.75	16.99 21.81 24.29
Part-time Temporary (up to 35.5 hpw) Unloaded Junior On employment After 12 months or at 20 years Adult	16.50 21.20 24.21	16.87 21.68 24.76	17.25 22.17 25.32
Loaded Junior On employment After 12 months or at 20 years Adult	17.87 22.97 26.21	18.28 23.49 26.80	18.69 24.02 27.41

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 1.7.2012 2.50% \$	Annualised Salary from the first full pay period on or after 1.7.2013 2.27% \$	Annualised Salary from the first full pay period on or after 1.7.2014 2.27% \$
General Manager	167,714	171,521	175,415
Superintendent	153,889	157,382	160,955
Manager Security	141,489	144,701	147,986
Deputy Superintendent	131,810	134,802	137,862

Crown Employees (General Staff – Salaries) Award 2007

General Staff - Salaries				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.50% \$	1.7.14 Per annum 2.50% \$
Artist's Model, TAFE (draped)	33	48,677	49,782	50,912
(undraped)	39	51,460	52,628	53,823

Assistant, Enrolled Nurses Training Program, TAFE (part-time)				
1st year	23	44,627	45,640	46,676
2nd year	25	45,437	46,468	47,523
3rd year	28	46,564	47,621	48,702
Assistant Food & Beverage Controller, Ryde TAFE				
1st year	42	52,880	54,080	55,308
2nd year	48	55,776	57,042	58,337
Assistant Operations Controller, Port Macquarie, Campbelltown, TAFE				
1st year	39	51,460	52,628	53,823
2nd year	42	52,880	54,080	55,308
Assistant Operations Manager, TAFE (Hamilton, Ryde, Werrington)				
1st year	59	61,837	63,241	64,677
2nd year	61	63,043	64,474	65,938
3rd year	64	65,011	66,487	67,996
4th year	67	67,010	68,531	70,087
Assistant Operations Manager, TAFE (East Sydney)				
1st year	56	60,069	61,433	62,828
2nd year	60	62,411	63,828	65,277
Catering Services Manager, Kurri Kurri, Ryde, TAFE				
1st year	70	68,949	70,514	72,115
2nd year	75	72,242	73,882	75,559
Catering Supervisor, Kurri Kurri, Ryde, TAFE				
1st year	52	57,922	59,237	60,582
2nd year	55	59,512	60,863	62,245
Class Preparation Assistant Tourism & Hospitality/Rural Studies; Floristry,				
Catering and Bakery, TAFE				
1st year	23	44,627	45,640	46,676
2nd year	25	45,437	46,468	47,523
3rd year	26	45,805	46,845	47,908
Class Preparation Assistant Hairdresser, TAFE				
1st year	17	41,679	42,625	43,593
2nd year	20	42,815	43,787	44,781
3rd year	22	43,627	44,617	45,630
Duty Manager, Ryde, TAFE	57	60,599	61,975	63,382
Fitter-Operator, TAFE	51	57,339	58,641	59,972
Food and Beverage Controller, TAFE (Hamilton)	39	51,460	52,628	53,823
	42	52,880	54,080	55,308
Food School Assistant, TAFE				
Years 1 - 3	18	42,090	43,045	44,022
Year 4 - 6	19	42,456	43,420	44,406
Year 7	20	42,815	43,787	44,781
Foreman, TAFE				
Electrical Grade 2	64	65,011	66,487	67,996
Electrical Grade 3	68	67,501	69,033	70,600
Electrical Grade 5	77	73,663	75,335	77,045
Other than Electrical				
Grade 1	57	60,599	61,975	63,382
Grade 2	61	63,043	64,474	65,938
Grade 3	65	65,558	67,046	68,568
Grade 4	73	70,958	72,569	74,216
Grade 5	77	73,663	75,335	77,045

Assistant Mechanical Foreman, TAFE	61	63,043	64,474	65,938
General Assistant/Caretaker, TAFE	25	45,437	46,468	47,523
Guest Services Agent, Ryde, TAFE				
1st year	34	49,134	50,249	51,390
2nd year	36	50,036	51,172	52,334
House Officer, TAFE, Sydney				
1st year	44	53,801	55,022	56,271
2nd year	47	55,316	56,572	57,856
3rd year	49	56,351	57,630	58,938
House Officer, TAFE, Newcastle				
1st year	41	52,469	53,660	54,878
2nd year	42	52,880	54,080	55,308
3rd year	43	53,405	54,617	55,857
House Supervisor (Goulburn, Kurri Kurri), TAFE				
1st year	39	51,460	52,628	53,823
2nd year	41	52,469	53,660	54,878
Kitchen Assistant (part-time), TAFE	18	42,090	43,045	44,022
Laboratory Craftsman, TAFE				
Grade 1, 1st year	40	51,884	53,062	54,267
Grade 1, 2nd year	41	52,469	53,660	54,878
Grade 1, 3rd year	43	53,405	54,617	55,857
Grade 1, 4th year	44	53,801	55,022	56,271
Grade 2, 1st year	45	54,325	55,558	56,819
Grade 2, 2nd year	46	54,742	55,985	57,256
Grade 2, 3rd year	47	55,316	56,572	57,856
Senior Laboratory Craftsman	55	59,512	60,863	62,245
Operations Controller Campbelltown/Port Macquarie/Orange, TAFE				
1st year	52	57,922	59,237	60,582
2nd year	55	59,512	60,863	62,245
Operations Manager - Food School/Horticulture/Technical Support/ Purchasing and Stores Controller - East Sydney, Ryde, TAFE				
1st year	75	72,242	73,882	75,559
2nd year	78	74,520	76,212	77,942
3rd year	82	77,441	79,199	80,997
4th year	85	79,711	81,520	83,371
Hamilton/Wollongong				
1st year	72	70,232	71,826	73,456
2nd year	75	72,242	73,882	75,559
3rd year	78	74,520	76,212	77,942
4th year	82	77,441	79,199	80,997
Operations Manager (Brookvale, Dubbo, Loftus, Werrington) TAFE				
1st year	66	66,332	67,838	69,378
2nd year	77	73,663	75,335	77,045
Operations Supervisor - Food School, Kingscliff, Wollongong, TAFE				
1st year	52	57,922	59,237	60,582
2nd year	55	59,512	60,863	62,245
Senior Housekeeper, Ryde, TAFE				
1st year	57	60,599	61,975	63,382
2nd year	63	64,384	65,846	67,341
Scientific Instrument Maker, TAFE	51	57,339	58,641	59,972
Steel Production Assistant (formerly Cold Saw Operator) TAFE	25	45,437	46,468	47,523

Steel Production Supervisor (formerly Charge Hand, Cold Saw (Operator), TAFE	40	51,884	53,062	54,267
Stores Attendant, Hairdressing, TAFE				
1st year	22	43,627	44,617	45,630
2nd year	23	44,627	45,640	46,676
3rd year	25	45,437	46,468	47,523
Technical Assistant (Art, Ceramics, TV Studio) TAFE				
Years 1 - 3	32	48,286	49,382	50,503
Years 4 - 6	34	49,134	50,249	51,390
Year 7	35	49,532	50,656	51,806
Technical Assistant (Design)				
1st year	35	49,532	50,656	51,806
2nd year	37	50,514	51,661	52,834
3rd year	39	51,460	52,628	53,823
Technical Assistant (Electrical Engineering/Applied Electricity), TAFE				
1st year	50	56,897	58,189	59,510
2nd year	52	57,922	59,237	60,582
3rd year	54	58,928	60,266	61,634
Technical Assistant (Mechanical Engineering/Civil Engineering Building)				
1st year	46	54,742	55,985	57,256
2nd year	47	55,316	56,572	57,856
Technical Assistant (Vehicle Building)				
1st year	46	54,742	55,985	57,256
2nd year	47	55,316	56,572	57,856
Technical Assistant (Refrigeration and Air Conditioning), TAFE	32	48,286	49,382	50,503
Technical Assistant (Rural Studies), TAFE				
1st year	34	49,134	50,249	51,390
2nd year	36	50,036	51,172	52,334
3rd year	39	51,460	52,628	53,823
4th year	41	52,469	53,660	54,878
5th year	44	53,801	55,022	56,271
6th year	47	55,316	56,572	57,856
7th year	50	56,897	58,189	59,510
8th year	53	58,418	59,744	61,100
9th year	56	60,069	61,433	62,828
10th year	59	61,837	63,241	64,677
11th year	61	63,043	64,474	65,938
Community Liaison Officer/Aboriginal	57	60,599	61,975	63,382
Community Liaison Officer, Department of Education and Training (DET) Farm Foreman, DET				
Grade A				
1st year	39	51,460	52,628	53,823
2nd year	41	52,469	53,660	54,878
3rd year	43	53,405	54,617	55,857
Grade B				
1st year	45	54,325	55,558	56,819
2nd year	47	55,316	56,572	57,856
3rd year	51	57,339	58,641	59,972
House Officer, DET				
1st year	34	49,134	50,249	51,390
2nd year	36	50,036	51,172	52,334
3rd year	39	51,460	52,628	53,823

Maintenance Officer, DET				
1st year	24	45,066	46,089	47,135
2nd - 7th year	25	45,437	46,468	47,523
8th year	26	45,805	46,845	47,908
Photographic Assistant, DET				
1st year	22	43,627	44,617	45,630
2nd year	23	44,627	45,640	46,676
3rd year	25	45,437	46,468	47,523
4th year	26	45,805	46,845	47,908
Matrons and Sub-Matrons				
DET Matron				
1st year	45	54,325	55,558	56,819
Thereafter	46	54,742	55,985	57,256
Sub-Matron				
1st year	39	51,460	52,628	53,823
Thereafter	40	51,884	53,062	54,267
Storeman/Attendant, Hurlstone/Yanco Agricultural High School, DET				
1st year	17	41,679	42,625	43,593
2nd year	18	42,090	43,045	44,022
3rd year and 4th year	20	42,815	43,787	44,781
5th year	22	43,627	44,617	45,630
Technical Assistant (Art, Ceramics, TV Studio)				
Years 1 - 3	32	48,286	49,382	50,503
Years 4 - 6	34	49,134	50,249	51,390
Year 7	35	49,532	50,656	51,806
Assistant, Dept of Infrastructure Planning and Natural Resources (DIPNR)				
Junior - under 17 (50% of Grade 1, Yr 1)		21,045	21,523	22,011
Aged 17 (60% of Grade 1, Yr 1)		25,254	25,827	26,413
Aged 18 (70% of Grade 1, Yr 1)		29,463	30,132	30,815
Aged 19 (80% of Grade 1, Yr 1)		33,672	34,436	35,218
Aged 20 (90% of Grade 1, Yr 1)		37,881	38,741	39,620
Grade 1				
1st year	18	42,090	43,045	44,022
2nd year	22	43,627	44,617	45,630
3rd year	25	45,437	46,468	47,523
4th year	29	47,043	48,111	49,203
5th year	32	48,286	49,382	50,503
Grade 2				
1st year	34	49,134	50,249	51,390
2nd year	36	50,036	51,172	52,334
3rd year	37	50,514	51,661	52,834
4th year	39	51,460	52,628	53,823
Grade 3				
1st year	46	54,742	55,985	57,256
2nd year	52	57,922	59,237	60,582
Field Services Staff, DIPNR Field Supervisor				
1st year	48	55,776	57,042	58,337
2nd year	51	57,339	58,641	59,972
3rd year	53	58,418	59,744	61,100
4th year	55	59,512	60,863	62,245
5th year	58	61,198	62,587	64,008
Field Service Manager, Years 1-3 only, Other locations (not specified)				
1st year	66	66,332	67,838	69,378
2nd year	67	67,010	68,531	70,087
3rd year	69	68,275	69,825	71,410

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, Harbour, Kempsey, Grafton, Queanbeyan, Braidwood (cons.), Murwillumbah, Coffs Gunnedah RC.) 4th year	75	72,242	73,882	75,559
Regional Field Services Manager	83	78,197	79,972	81,787
Drillers (Central West Region employees only), DIPNR				
Driller's Assistant	22	43,627	44,617	45,630
Roster Allowance		5,059	5,174	5,291
Trainee Drilling Officer	25	45,437	46,468	47,523
Roster Allowance		5,271	5,391	5,513
Drilling Officer - Level 1	38	50,935	52,091	53,273
Roster Allowance		5,909	6,043	6,180
Drilling Officer - Level 2	40	51,884	53,062	54,267
Roster Allowance		6,019	6,156	6,296
Drilling Officer - Level 3	43	53,405	54,617	55,857
Roster Allowance		6,195	6,336	6,480
Drilling Officer - Level 4	48	55,776	57,042	58,337
Roster Allowance		6,471	6,618	6,768
Drilling Officer - Level 5	53	58,418	59,744	61,100
Roster Allowance		6,776	6,930	7,087
Senior Drilling Officer	57	60,599	61,975	63,382
Roster Allowance		7,028	7,188	7,351
Overseers, DIPNR				
Grade 1 (ex Dept of Water Resources only)	60	62,411	63,828	65,277
Grade II	61	63,043	64,474	65,938
Grade III	65	65,558	67,046	68,568
Grade IV	73	70,958	72,569	74,216
Grade V	77	73,663	75,335	77,045
Plant Managers, DIPNR				
Grade 1 (Workshop Supervisors, Goulburn, Inverell, Scone & Wagga Wagga)	65	65,558	67,046	68,568
Grade 2 (Workshop Manager, Wellington & Fleet Managers, Tamworth & Wagga Wagga)				
Year 1	69	68,275	69,825	71,410
Year 2	70	68,949	70,514	72,115
Assistant Education Officers, Powerhouse Museum	43	53,405	54,617	55,857
	47	55,316	56,572	57,856
House Officer, Powerhouse Museum	43	53,405	54,617	55,857
	44	53,801	55,022	56,271
Museum Officer, Powerhouse Museum	18	42,090	43,045	44,022
	19	42,456	43,420	44,406
	20	42,815	43,787	44,781
	21	43,225	44,206	45,209
	23	44,627	45,640	46,676
Photographer - Grade 1 - Years 1-3 (various agencies)				
1st year	39	51,460	52,628	53,823
2nd year	41	52,469	53,660	54,878
3rd year	43	53,405	54,617	55,857
Grade 2*				

1st year	49	56,351	57,630	58,938
2nd year	51	57,339	58,641	59,972
*Progression from Photographer Grade 1 to Photographer Grade 2 (see Sch A of award)				
Photographers Grade 3** Years 1-3				
1st year	63	64,384	65,846	67,341
2nd year	65	65,558	67,046	68,568
3rd year	69	68,275	69,825	71,410
**Grade 3 requirements in Sch A of award				
Photographic Assistant	22	43,627	44,617	45,630
	23	44,627	45,640	46,676
	25	45,437	46,468	47,523
	26	45,805	46,845	47,908
Preparator - Grade 1, Powerhouse Museum Years 1-3	45	54,325	55,558	56,819
	48	55,776	57,042	58,337
	51	57,339	58,641	59,972
	Grade II - Years 1-2			
	55	59,512	60,863	62,245
Senior Preparator, Powerhouse Museum	59	61,837	63,241	64,677
	63	64,384	65,846	67,341
	65	65,558	67,046	68,568
	Stores Officer, Powerhouse Museum			
Grade 1	31	47,823	48,909	50,019
	33	48,677	49,782	50,912
Grade 2	34	49,134	50,249	51,390
	35	49,532	50,656	51,806
Grade 3	36	50,036	51,172	52,334
	37	50,514	51,661	52,834
Grade 4	39	51,460	52,628	53,823
	41	52,469	53,660	54,878
Transport Officer, Powerhouse Museum				
	47	55,316	56,572	57,856
	49	56,351	57,630	58,938
Field Assistant, Dept of Mineral Resources				
Year 1	26	45,805	46,845	47,908
Year 2	28	46,564	47,621	48,702
Year 3	31	47,823	48,909	50,019
Year 4	32	48,286	49,382	50,503
Year 5	34	49,134	50,249	51,390
Regional Mining Officer, Dept of Mineral Resources				
	58	61,198	62,587	64,008
	61	63,043	64,474	65,938
	64	65,011	66,487	67,996
	67	67,010	68,531	70,087
	75	72,242	73,882	75,559
	79	75,116	76,821	78,565
	82	77,441	79,199	80,997
	85	79,711	81,520	83,371
	Craftsman/Framer, Art Gallery			
Gallery Services Officer, Art Gallery	32	48,286	49,382	50,503
	18	42,090	43,045	44,022
	20	42,815	43,787	44,781
	Supervisor, Gallery Services Officers			
	23	44,627	45,640	46,676
Art Gallery -				
Senior Gallery Services Officer	43	53,405	54,617	55,857
	45	54,325	55,558	56,819
	47	55,316	56,572	57,856
	49	56,351	57,630	58,938
Installation Officer, Art Gallery				
	26	45,805	46,845	47,908
	29	47,043	48,111	49,203

	32	48,286	49,382	50,503
Senior Installation Officer, Art Gallery	32	48,286	49,382	50,503
	35	49,532	50,656	51,806
Display Technician, Art Gallery				
Grade 1	45	54,325	55,558	56,819
	48	55,776	57,042	58,337
	51	57,339	58,641	59,972
Grade 2	55	59,512	60,863	62,245
	59	61,837	63,241	64,677
Senior Display Technician	63	64,384	65,846	67,341
	65	65,558	67,046	68,568
Bar Manager, Police Academy	34	49,134	50,249	51,390
Building Manager, NSW Police	60	62,411	63,828	65,277
	61	63,043	64,474	65,938
	63	64,384	65,846	67,341
Driving Instructor, NSW Police College	68	67,501	69,033	70,600
	69	68,275	69,825	71,410
	72	70,232	71,826	73,456
General Assistant, NSW Police college	19	42,456	43,420	44,406
	20	42,815	43,787	44,781
	22	43,627	44,617	45,630
	23	44,627	45,640	46,676
	25	45,437	46,468	47,523
Groom, Mounted Police	16	40,655	41,578	42,522
	18	42,090	43,045	44,022

Maintenance Attendant, Goulburn Police College	22	43,627	44,617	45,630
Senior Basement Attendant, Police Headquarters	29	47,043	48,111	49,203
	31	47,823	48,909	50,019
	32	48,286	49,382	50,503
	34	49,134	50,249	51,390
Storeman/Attendant, Police Headquarters	17	41,679	42,625	43,593
Uniform Fitter and Advisory Officer, NSW Police	37	50,514	51,661	52,834
Police Armourer				
Year 1	51	57,339	58,641	59,972
Year 2	55	59,512	60,863	62,245
Year 3	58	61,198	62,587	64,008
Year 4	59	61,837	63,241	64,677
General Assistant, State Library	23	44,627	45,640	46,676
Photographic Operator, State Library	23	44,627	45,640	46,676
	26	45,805	46,845	47,908
Museum Assistant, Historic Houses Trust				
Grade 1 Years 1 to 4	20	42,815	43,787	44,781
	21	43,225	44,206	45,209
	25	45,437	46,468	47,523
	27	46,174	47,222	48,294
Grade 2, Years 1 to 5	30	47,445	48,522	49,623
	31	47,823	48,909	50,019
	34	49,134	50,249	51,390
	35	49,532	50,656	51,806
	36	50,036	51,172	52,334
Museum Guide, Historic Houses Trust Years 1 to 6	28	46,564	47,621	48,702
	30	47,445	48,522	49,623
	32	48,286	49,382	50,503
	34	49,134	50,249	51,390
	36	50,036	51,172	52,334
	39	51,460	52,628	53,823

Chief Guide, Historic Houses Trust	48	55,776	57,042	58,337
	51	57,339	58,641	59,972
Timber Inspectors, State Forests				
Chief Timber Inspector	92	85,336	87,273	89,254
Deputy Chief Timber Inspector	77	73,663	75,335	77,045
	80	75,932	77,656	79,419
Senior Timber Inspector	67	67,010	68,531	70,087
	68	67,501	69,033	70,600
	69	68275	69825	71410
Timber Inspector	45	54,325	55,558	56,819
	47	55,316	56,572	57,856
	49	56,351	57,630	58,938
	51	57,339	58,641	59,972
	53	58,418	59,744	61,100
	56	60,069	61,433	62,828
	58	61,198	62,587	64,008
Entrance Attendant, Royal Botanic Gardens	30	47,445	48,522	49,623
Herbarium Assistants, Royal Botanic Gardens				
Grade 1	18	42,090	43,045	44,022
	22	43,627	44,617	45,630
	25	45,437	46,468	47,523
	29	47,043	48,111	49,203
	32	48,286	49,382	50,503
Grade 2	34	49,134	50,249	51,390
	36	50,036	51,172	52,334
	37	50,514	51,661	52,834
	39	51,460	52,628	53,823
Centre Supervisor, State Sports Centre	37 (+10% all purpose allow.)	50,514	51,661	52,834
Centre Supervisor, State Sports Centre	40	51,884	53,062	54,267
Events Technical Officer, State Sports Centre	58	61,198	62,587	64,008
Maintenance Officer, State Sports Centre	55	59,512	60,863	62,245
Facilities Manager, State Sports Centre	111	103,128	105,469	107,863
Assistant Facilities Manager, State Sports Centre	67	67,010	68,531	70,087
General Assistant, WorkCover	19	42,456	43,420	44,406
	20	42,815	43,787	44,781
	22	43,627	44,617	45,630
	23	44,627	45,640	46,676
	25	45,437	46,468	47,523
Day Attendant, Australian Museum	18	42,090	43,045	44,022
	19	42,456	43,420	44,406
	20	42,815	43,787	44,781
	21	43,225	44,206	45,209
	23	44,627	45,640	46,676
Preparator, Australian Museum				
Assistant Preparator (55)	29	47,043	48,111	49,203
	34	49,134	50,249	51,390
	39	51,460	52,628	53,823
	43	53,405	54,617	55,857
Cadet Preparator (56)	21	43,225	44,206	45,209
	25	45437	46468	47523
Chief Preparator	82	77,441	79,199	80,997
	84	78,885	80,676	82,507

Preparator (57) Grade I	46	54,742	55,985	57,256
	49	56,351	57,630	58,938
	52	57,922	59,237	60,582
Grade II	56	60,069	61,433	62,828
	60	62,411	63,828	65,277
Senior Preparator	63	64,384	65,846	67,341
	65	65,558	67,046	68,568
Cleaner/Messenger/Courtkeeper, Sheriff's Office, Attorney-General's Dept	30	47,445	48,522	49,623
Courtkeeper and Cleaner, Darlinghurst, Attorney-General's Dept	27	46,174	47,222	48,294
Courtkeeper/Cleaner and Messenger, Bathurst, Attorney-General's Dept	25	45,437	46,468	47,523
Courtkeeper/Cleaner and Messenger, Queanbeyan (Local Court), Attorney-General's Dept	25	45,437	46,468	47,523
Security Attendant, Attorney-General's Dept (formerly Assistant Service Officer)	17	41,679	42,625	43,593
	18	42,090	43,045	44,022
	20	42,815	43,787	44,781
	22	43,627	44,617	45,630
Basement Attendant, Attorney-General's Dept (formerly Assistant Service Officer)	23	44,627	45,640	46,676
Property Inspector, Public Trust Office	64	65,011	66,487	67,996
	67	67,010	68,531	70,087
	69	68,275	69,825	71,410
	73	70,958	72,569	74,216

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

Gardens - Horticulture and Trades Staff Historic Houses Trust Classification and Grades	1.7.12 Per annum 2.50% \$	1.7.2013 Per annum 2.27% \$	1.7.2014 Per annum 2.27% \$
Horticultural/Trades Officer			
Level One	40,192	41,104	42,037
Level Two Year 1	44,627	45,640	46,676
Level Two Year thereafter	45,805	46,845	47,908
Level Three Year 1	47,445	48,522	49,623
Level Three Year thereafter	49,134	50,249	51,390
Level Four Year 1	50,935	52,091	53,273
Level Four Year thereafter	52,469	53,660	54,878
Level Five Year 1	54,325	55,558	56,819
Level Five Year thereafter	55,776	57,042	58,337
Level Six Year 1	57,339	58,641	59,972
Level Six Year thereafter	58,928	60,266	61,634
Level Seven Year 1	60,599	61,975	63,382
Level Seven Year thereafter	62,411	63,828	65,277
Level Eight Year 1	64,384	65,846	67,341
Level Eight Year thereafter	67,010	68,531	70,087
Level Nine Year 1	69,637	71,218	72,835
Level Nine Year thereafter	72,242	73,882	75,559
Level Ten Year 1	74,520	76,212	77,942
Level Ten Year thereafter	76,614	78,353	80,132

Level Eleven Year 1	82,925	84,807	86,732
Level Eleven Year thereafter	88,076	90,075	92,120

Crown Employees (Home Care Service of New South Wales – Administrative Staff) Award 2012

Home Care Service of New South Wales Administrative Staff				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Home Care Gradings and Pay Scales -				
Grade 1 -				
Step 1	29	47,043	48,111	49,203
Step 2	33	48,677	49,782	50,912
Grade 2 -				
Step 1	35	49,532	50,656	51,806
Step 2	38	50,935	52,091	53,273
Grade 3 -				
Step 1	40	51,884	53,062	54,267
Step 2	43	53,405	54,617	55,857
Grade 4 -				
Step 1	45	54,325	55,558	56,819
Step 2	49	56,351	57,630	58,938
Grade 5 -				
Step 1	52	57,922	59,237	60,582
Step 2	56	60,069	61,433	62,828
Grade 6 -				
Step 1	58	61,198	62,587	64,008
Step 2	62	63,637	65,082	66,559
Grade 7 -				
Step 1	64	65,011	66,487	67,996
Step 2	68	67,501	69,033	70,600
Grade 8 -				
Step 1	70	68,949	70,514	72,115
Step 2	74	71,521	73,145	74,805
Grade 9 -				
Step 1	76	73,037	74,695	76,391
Step 2	79	75,116	76,821	78,565
Grade 10 -				
Step 1	81	76,614	78,353	80,132
Step 2	84	78,885	80,676	82,507
Grade 11 -				
Step 1	86	80,424	82,250	84,117
Step 2	89	82,925	84,807	86,732
Grade 12 -				
Step 1	90	83,746	85,647	87,591
Step 2	94	87,159	89,138	91,161
Grade 13 -				
Step 1	96	89,000	91,020	93,086
Step 2	100	92,687	94,791	96,943
Grade 14 -				
Step 1	102	94,482	96,627	98,820
Step 2	105	97,197	99,403	101,659

Grade 15 - Step 1	107	99,161	101,412	103,714
Step 2	110	102,131	104,449	106,820
Grade 16 - Step 1	112	104,134	106,498	108,916
Step 2	115	107,189	109,622	112,110
Grade 17 - Step 1	117	109,317	111,798	114,336
Step 2	120	112,831	115,392	118,011
Grade 18 - Step 1	121	113,801	116,384	119,026
Step 2	124	117,318	119,981	122,705
Grade 19 - Step 1	126	119,898	122,620	125,403
Step 2	130	125,181	128,023	130,929

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

Table 1 - Rates of Pay

Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Interpreting/Translating Officer				
Year 1	49	56,351	57,630	58,938
Year 2	56	60,069	61,433	62,828
Year 3	63	64,384	65,846	67,341
Interpreter/Translator				
Year 1	56	60,069	61,433	62,828
Year 2	63	64,384	65,846	67,341
Year 3	70	68,949	70,514	72,115
Year 4	76	73,037	74,695	76,391
Year 5	81	76,614	78,353	80,132
Senior Interpreter/Translator				
Year 1	84	78,885	80,676	82,507
Year 2	87	81,289	83,134	85,021
Year 3	91	84,553	86,472	88,435

Table 2 - Casual Rates of Pay

Casual Interpreter	1.7.12	1.7.13	1.7.14
Year 1			
Base Hourly Rate (Unloaded)	32.88	33.63	34.39
Hourly Rate (Base + 20% + 34.5%)	50.81	51.96	53.14
Base Overtime Rate (Base + 34.5%)	44.23	45.23	46.26
Year 2			
Base Hourly Rate (Unloaded)	35.26	36.06	36.88
Hourly Rate (Base + 20% + 34.5%)	54.48	55.72	56.98
Base Overtime Rate (Base + 34.5%)	47.43	48.51	49.61

Year 3			
Base Hourly Rate (Unloaded)	37.75	38.61	39.49
Hourly Rate (Base + 20% + 34.5%)	58.32	59.64	60.99
Base Overtime Rate (Base + 34.5%)	50.78	51.93	53.11
Year 4			
Base Hourly Rate (Unloaded)	39.99	40.90	41.83
Hourly Rate (Base + 20% + 34.5%)	61.79	63.19	64.62
Base Overtime Rate (Base + 34.5%)	53.79	55.01	56.26
Year 5			
Base Hourly Rate (Unloaded)	41.94	42.89	43.86
Hourly Rate (Base + 20% + 34.5%)	64.80	66.27	67.77
Base Overtime Rate (Base + 34.5%)	56.41	57.69	59.00
Casual Translator			
Year 1			
Standard Document Translation	25.40	25.98	26.57
Non Standard Document Translation			
First 200 words or part thereof	50.81	51.96	53.14
Then 100 words thereafter or part thereof	25.4	25.98	26.57
Editing			
First 200 words or part thereof	38.11	38.98	39.86
Then 100 words thereafter or part thereof	19.06	19.49	19.93
Proof Reading			
First 200 words or part thereof	25.4	25.98	26.57
Then 100 words thereafter or part thereof	12.7	12.99	13.28
Checking			
First 200 words or part thereof	38.11	38.98	39.86
Then 100 words thereafter or part thereof	19.06	19.49	19.93
Year 2			
Standard Document Translation	27.24	27.86	28.49
Non Standard Document Translation			
First 200 words or part thereof	54.48	55.72	56.98
Then 100 words thereafter or part thereof	27.24	27.86	28.49
Editing			
First 200 words or part thereof	40.86	41.79	42.74
Then 100 words thereafter or part thereof	20.43	20.89	21.36
Proof Reading			
First 200 words or part thereof	27.24	27.86	28.49
Then 100 words thereafter or part thereof	13.61	13.92	14.24
Checking			
First 200 words or part thereof	40.86	41.79	42.74
Then 100 words thereafter or part thereof	20.43	20.89	21.36
Year 3			
Standard Document Translation	29.17	29.83	30.51
Non Standard Document Translation			
First 200 words or part thereof	58.32	59.64	60.99
Then 100 words thereafter or part thereof	29.17	29.83	30.51
Editing			
First 200 words or part thereof	43.74	44.73	45.75
Then 100 words thereafter or part thereof	21.87	22.37	22.88
Proof Reading			
First 200 words or part thereof	29.17	29.83	30.51
Then 100 words thereafter or part thereof	14.59	14.92	15.26

Checking			
First 200 words or part thereof	43.74	44.73	45.75
Then 100 words thereafter or part thereof	21.87	22.37	22.88
Year 4			
Standard Document Translation	30.90	31.60	32.32
Non Standard Document Translation			
First 200 words or part thereof	61.79	63.19	64.62
Then 100 words thereafter or part thereof	30.9	31.60	32.32
Editing			
First 200 words or part thereof	46.34	47.39	48.47
Then 100 words thereafter or part thereof	23.17	23.70	24.24
Proof Reading			
First 200 words or part thereof	30.9	31.60	32.32
Then 100 words thereafter or part thereof	15.45	15.80	16.16
Checking			
First 200 words or part thereof	46.34	47.39	48.47
Then 100 words thereafter or part thereof	23.17	23.70	24.24
Year 5			
Standard Document Translation	32.43	33.17	33.92
Non Standard Document Translation			
First 200 words or part thereof	64.79	66.26	67.76
Then 100 words thereafter or part thereof	32.43	33.17	33.92
Editing			
First 200 words or part thereof	48.62	49.72	50.85
Then 100 words thereafter or part thereof	24.3	24.85	25.41
Proof Reading			
First 200 words or part thereof	32.43	33.17	33.92
Then 100 words thereafter or part thereof	16.21	16.58	16.96
Checking			
First 200 words or part thereof	48.62	49.72	50.85
Then 100 words thereafter or part thereof	24.3	24.85	25.41

Crown Employees (Jenolan Caves Reserve Trust Division) Salaries Award

Jenolan Caves Reserve Trust Officers			
Classification and Grades	1.7.12 Per annum \$	1.7.13 Per annum \$	1.7.14 Per annum \$
Administration Officer	51,254	52,417	53,607
Administration Officer (Special)	53,118	54,324	55,557
Business Development Manager	96,218	98,402	100,636
Caretaker Jenolan Cottages	49,313	50,432	51,577
Manager Caving Operations	77,441	79,199	80,997
Director	140,067	143,247	146,499
Guide - Grade 1	49,313	50,432	51,577
Guide - Grade 2	51,254	52,417	53,607
Maintenance Officer	46,501	47,557	48,637
Karst Resources Officer	73,989	75,669	77,387
Senior Finance Officer	82,094	83,958	85,864
Guide - Grade 3	55,072	56,322	57,601

System Administrator/Finance Officer	73,989	75,669	77,387
Team Leader - Electrical	64,112	65,567	67,055
Team Leader - Maintenance	64,112	65,567	67,055
Trades Officer	53,118	54,324	55,557
Trades Officer - Electrical (W/ends)	60,479	61,852	63,256
Visitor Services Officer (Tickers - PT)*	49,313	50,432	51,577

*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 an Parliamentary Counsel’s Office) Reviewed Award 2012

Legal Officers				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Legal Officers				
Grade I				
1st year of service	51	57,339	58,641	59,972
2nd year of service	55	59,512	60,863	62,245
3rd year of service	58	61,198	62,587	64,008
4th year of service	61	63,043	64,474	65,938
5th year of service	65	65,558	67,046	68,568
Grade II				
1st year of service	73	70,958	72,569	74,216
2nd year of service	78	74,520	76,212	77,942
3rd year of service	84	78,885	80,676	82,507
4th year of service	89	82,925	84,807	86,732
5th year of service	93	86,232	88,189	90,191
Grade III				
1st year of service	98	90,877	92,940	95,050
2nd year of service	101	93,586	95,710	97,883
3rd year of service	105	97,197	99,403	101,659
Grade IV				
1st year of service	112	104,134	106,498	108,916
2nd year of service	114	106,139	108,548	111,012
Grade V				
1st year of service	119	111,614	114,148	116,739
2nd year of service	121	113,801	116,384	119,026
Grade VI				
1st year of service	126	119,898	122,620	125,403
2nd year of service	128	122,425	125,204	128,046

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

Classification and Grades	Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Librarians and Archivists				
Grade 1				
Year 1	46	54,742	55,985	57,256
Year 2	52	57,922	59,237	60,582
Year 3	58	61,198	62,587	64,008
Year 4	64	65,011	66,487	67,996
Year 5	69	68,275	69,825	71,410
Year 6	74	71,521	73,145	74,805
Grade 2				
Year 1	78	74,520	76,212	77,942
Year 2	82	77,441	79,199	80,997
Year 3	87	81,289	83,134	85,021
Year 4	91	84,553	86,472	88,435
Grade 3				
Year 1	96	89,000	91,020	93,086
Year 2	99	91,749	93,832	95,962
Year 3	103	95,352	97,516	99,730
Year 4	107	99,161	101,412	103,714
Grade 4				
Year 1	110	102,131	104,449	106,820
Year 2	113	105,136	107,523	109,964
Year 3	116	108,242	110,699	113,212
Year 4	119	111,614	114,148	116,739
Grade 5				
Year 1	122	114,764	117,369	120,033
Year 2	125	118,611	121,303	124,057
Year 3	128	122,425	125,204	128,046
Year 4	-	126,578	129,451	132,390
Library Assistant				
Year 1	20	42,815	43,787	44,781
Year 2	25	45,437	46,468	47,523
Year 3	32	48,286	49,382	50,503
Year 4	40	51,884	53,062	54,267
Year 5	44	53,801	55,022	56,271
Library Technician				
Grade 1				
Year 1	46	54,742	55,985	57,256
Year 2	52	57,922	59,237	60,582
Year 3	58	61,198	62,587	64,008
Year 4	64	65,011	66,487	67,996
Grade 2				
Year 1	75	72,242	73,882	75,559
Year 2	78	74,520	76,212	77,942
Year 3	82	77,441	79,199	80,997
Year 4	87	81,289	83,134	85,021

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

Classification LHI Officer	Year	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Grade 1	1	46,487	47,542	48,621
	2	48,560	49,662	50,789
	3	49,761	50,891	52,046
2	1	51,086	52,246	53,432
	2	51,593	52,764	53,962
	3	53,826	55,048	56,298
3	1	54,729	55,971	57,242
	2	56,269	57,546	58,852
	3	58,130	59,450	60,800
4	1	59,820	61,178	62,567
	2	62,661	64,083	65,538
	3	65,059	66,536	68,046
5	1	66,443	67,951	69,493
	2	68,341	69,892	71,479
	3	72,306	73,947	75,626
5A	1	72,307	73,948	75,627
	2	74,427	76,116	77,844
	3	83,481	85,376	87,314
	4	86,857	88,829	90,845
	5	89,540	91,573	93,652
	6	92,510	94,610	96,758
6	1	74,427	76,116	77,844
	2	83,481	85,376	87,314
	3	86,857	88,829	90,845
7	1	89,540	91,573	93,652
	2	92,510	94,610	96,758
	3	98,424	100,658	102,943
8	1	101,280	103,579	105,930
	2	106,179	108,589	111,054
	3	110,577	113,087	115,654
LHI Senior Officer	1	122,238	125,013	127,851
	2	127,521	130,416	133,376

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

Classification and Grades	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Schedule A			
Transport Driver			
Up to 2,950 kilograms	44,839	45,857	46,898
Over 2,950 kilos and up to 4,650 kilos*	45,205	46,231	47,280

Over 4,650 kilos and up to 7,700 kilos*	45,589	46,624	47,682
Over 7,700 kilos and up to 10,800 kilos*	46,055	47,100	48,169
Over 10,800 kilos and up to 12,350 kilos*	46,452	47,506	48,584
Over 12,350 kilos and up to 15,5000 kilos*	46,819	47,882	48,969
Over 15,500 kilos and up to 21,000 kilos*	47,278	48,351	49,449
Over 21,000 kilos and up to 22,450 kilos*	47,666	48,748	49,855
*Manufacturer's Gross Vehicle Mass			
Extra Hand	44,839	45,857	46,898
Services Support Officer -			
Grade 1	41,202	42,137	43,094
Grade 2	42,312	43,272	44,254
Grade 3	43,691	44,683	45,697
Apprentice Cook -			
1st six months (50%)	22,421	22,930	23,451
2nd six months (70%)	31,388	32,101	32,830
3rd six months (80%)	35,872	36,686	37,519
4th six months (85%)	38,114	38,979	39,864
5th six months (90%)	40,355	41,271	42,208
6th six months (95%)	42,597	43,564	44,553
Hunter Residences -			
Head Chef	60,542	61,916	63,321
Chef	53,598	54,815	56,059
Metro Residences -			
Head Chef	48,849	49,958	51,092
Deputy Head Chef	46,819	47,882	48,969
Chef	46,055	47,100	48,169
Other Residences -			
Head Chef	46,819	47,882	48,969
Deputy Head Chef	46,055	47,100	48,169
Chef	44,839	45,857	46,898
Outdoor Attendant Sewerage Works - Peat Island	46,819	47,882	48,969
Gardener (Tradesperson)	49,453	50,576	51,724
Gardener (non-Tradesperson)	46,452	47,506	48,584
Instructor Woodwork -			
Without Qualifications - 1st Year	53,596	54,813	56,057
Without Qualifications - 2nd Year	54,612	55,852	57,120
Without Qualifications - Thereafter	55,168	56,420	57,701
With Qualifications - 1st Year	54,735	55,977	57,248
With Qualifications - 2nd Year	56,139	57,413	58,716
With Qualifications - Thereafter	56,708	57,995	59,311
Technical Instructor Without Qualifications -			
1st Year	50,380	51,524	52,694
2nd Year	50,790	51,943	53,122
Thereafter	51,366	52,532	53,724
Technical Instructor With Qualifications -			
1st Year	52,283	53,470	54,684
2nd Year	52,670	53,866	55,089
Thereafter	53,596	54,813	56,057
Therapy Aide -			
1st Year	44,482	45,492	46,525
2nd Year	45,593	46,628	47,686
Thereafter	46,816	47,879	48,966
Supervisor - Linen Distribution -			

Rydalmere	47,270	48,343	49,440
Marsden, Grosvenor	45,164	46,189	47,237

Schedule B - Special Allowances			
(i) Services Support Officers Grade 2 additional duties allowance (per week)	14.19	14.51	14.84
(ii) Sewerage works and grease traps allowance \$3.40 Per week (the allowance is not automatically adjusted in the future)			
(iii) Sewerage chokages allowance (per day)	8.51	8.70	8.90
(iv) Drivers and Extra Hands who handle wet and dry garbage shall be paid an allowance (per hour)	0.46	0.47	0.48
(v) Staff members required to handle linen of a nauseous nature (other than in sealed bags)(per shift)	4.03	4.12	4.21
(vi) Leading Hand Allowance (Per Week)			
In charge of 2 to 5 other officers	29.26	29.92	30.60
In charge of 6 to 10 other officers	41.71	42.66	43.63
In charge of 11 to 15 other officers	53.11	54.32	55.55
In charge of 16 to 19 other officers	65.04	66.52	68.03
(vii) A Boiler Attendant required to attend more than one high pressure boiler (per annum)	770.53	788.02	805.91
(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 (per hour)	0.71	0.73	0.75
(ii) Confined Spaces (per hour)	0.89	0.91	0.93
(iii) Dirty Work	0.71	0.73	0.75
(iv) Height Money (per hour)			
Staff members working at a height of 7.5 metres from the ground, deck, floor or water	0.71	0.73	0.75
And for every additional 3 metres	0.22	0.22	0.22
(v) Hot Places (per hour) - 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	0.71	0.73	0.75
the temperature exceeds 54 degrees Celsius	0.89	0.91	0.93
(vi)(a) Insulation Material (per hour)			
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	0.58	0.59	0.60
Where the insulating material is silicate	0.89	0.91	0.93
(b) Asbestos (per hour)			
A staff member required to work with any materials containing asbestos and where safeguards include the mandatory wearing of protective equipment	0.71	0.73	0.75
(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 (per hour)	0.71	0.73	0.75
(2) Where a staff member is required to work in the rain (per hour)	0.71	0.73	0.75
(b) A staff member is called upon to work knee-deep in mud or water (per day)	5.57	5.70	5.83

(viii) Acid Furnaces, Stills, etc.(per hour) - A staff member engaged on the construction or alteration or repairs to boilers, flues, furnaces, retorts, kilns, ovens, ladles and similar refractory work	3.63	3.71	3.79
(ix) Depth Money (per hour) - A staff member engaged in tunnels, cylinders, caissons, coffer dams and sewer work and in underground shafts exceeding 3 metres in depth	0.71	0.73	0.75
(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 (per hour) After four hours (per hour)	5.17 1.04	5.29 1.06	5.41 1.08
xi) Spray Application - carried out in other than a properly constructed booth	0.71	0.73	0.75
(xi) Spray Application - carried out in other than a properly constructed booth	0.71	0.73	0.75
(xii) Roof Work (per hour)	0.89	0.91	0.93
(xiii) Explosive Powered Tools Staff members required to use explosive powered tools shall be paid (per hour) With a minimum payment per day	0.04 1.65	0.04 1.69	0.04 1.73
(xiv) Toxic and Obnoxious Substances - (per hour) (a) A staff member engaged in either the preparation and/or the application of toxic or epoxy based materials (b) In addition, staff members applying such material in buildings where 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 by the Department.where recommended (d) Staff members working in close proximity to staff members so engaged	0.89 0.60 0.71	0.91 0.61 0.73	0.93 0.62 0.75

Schedule D - Existing staff as at 19/4/99			
Outdoor Attendant (Other) 11th year and thereafter Current incumbents only (per annum)	44,484	45,494	46,527

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

After Hour Service	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Monday 5.00 pm to Saturday 9.00 am	90.42	92.47	94.57
Saturday 9.00 am to Sunday 9.00 am	135.61	138.69	141.84
Sunday 9.00 am to Monday 9.00 am	135.61	138.69	141.84
Public Holiday	135.61	138.69	141.84
Other Rates and Allowances Disturbance Rate	27.09	27.70	28.33

**Crown Employees (NSW Department of Finance and Services, Government Chief Information Office)
Award 2012**

Classifications and grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
General Scale				
year 1	7	31,973	32,699	33,441
year 2	11	38,672	39,550	40,448
year 3	17	41,679	42,625	43,593
year 4	20	42,815	43,787	44,781
year 5	23	44,627	45,640	46,676
year 6	25	45,437	46,468	47,523
year 7	28	46,564	47,621	48,702
year 8	32	48,286	49,382	50,503
year 9	36	50,036	51,172	52,334
year 10	40	51,884	53,062	54,267
Grade 1-2				
year 1	46	54,742	55,985	57,256
year 2	49	56,351	57,630	58,938
year 3	52	57,922	59,237	60,582
year 4	55	59,512	60,863	62,245
Grade 3-4				
year 1	58	61,198	62,587	64,008
year 2	61	63,043	64,474	65,938
year 3	64	65,011	66,487	67,996
year 4	67	67,010	68,531	70,087
Grade 5-6				
year 1	75	72,242	73,882	75,559
year 2	78	74,520	76,212	77,942
year 3	82	77,441	79,199	80,997
year 4	85	79,711	81,520	83,371
Grade 7-8				
year 1	88	82,098	83,962	85,868
year 2	91	84,553	86,472	88,435
year 3	95	88,076	90,075	92,120
year 4	98	90,877	92,940	95,050
Grade 9-10				
year 1	101	93,586	95,710	97,883
year 2	104	96,217	98,401	100,635
year 3	108	100,145	102,418	104,743
year 4	111	103,128	105,469	107,863
Grade 11				
year 1	116	108,242	110,699	113,212
year 2	120	112,831	115,392	118,011
Grade 12				
year 1	126	119,898	122,620	125,403
year 2	130	125,181	128,023	130,929
Senior officer grade 1				
year 1	-	140,067	143,247	146,499
year 2	-	150,926	154,352	157,856

Senior officer grade 2				
year 1	-	153,480	156,964	160,527
year 2	-	164,301	168,031	171,845
Senior officer grade 3				
year 1	-	169,799	173,653	177,595
year 2	-	186,390	190,621	194,948

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

Classifications and grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Graphic Service Operator Class 2				
Commencing Salary	46	54,742	55,985	57,256
After completion of stage 1 training	49	56,351	57,630	58,938
After completion of stage 2 training	52	57,922	59,237	60,582
After completion of stage 3 training	55	59,512	60,863	62,245
Graphic Service Operator Class 1				
Commencing Salary	58	61,198	62,587	64,008
After completion of stage 1 training	61	63,043	64,474	65,938
After completion of stage 2 training	64	65,011	66,487	67,996
After completion of stage 3 training	67	67,010	68,531	70,087
After completion of stage 4 training	75	72,242	73,882	75,559
After completion of stage 5 training	78	74,520	76,212	77,942
Graphic Services Operator - Shift Supervisor				
Commencement salary	88	82,098	83,962	85,868
Year 2	91	84,553	86,472	88,435
Year 3	95	88,076	90,075	92,120
Year 4	98	90,877	92,940	95,050

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Casino Inspectors Transferred from Department of Gaming and Racing Award**

Casino Inspectors				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Preliminary Training Rates - Inspectors				
Inspector - 1st Year of Service	64	65,011	66,487	67,996
Inspector - 2nd Year of Service	67	67,010	68,531	70,087
Inspector - 3rd Year of Service	75	72,242	73,882	75,559
Thereafter	78	74,520	76,212	77,942
Salary Rates - Inspectors				
Inspector - 1st Year of Service		84,516	86,435	88,397
Inspector - 2nd Year of Service		87,111	89,088	91,110
Inspector - 3rd Year of Service		93,915	96,047	98,227
Thereafter		96,878	99,077	101,326
Preliminary Training Rates - Supervising				
Inspectors				
Supervising Inspector - 1st year of Service	88	82,098	83,962	85,868

Supervising Inspector - 2nd year of Service	91	84,553	86,472	88,435
Supervising Inspector - 3rd year of Service	95	88,076	90,075	92,120
Thereafter	98	90,877	92,940	95,050
Salary Rates - Supervising Inspector			0	
Supervising Inspector - 1st year of Service	-	106,728	109,151	111,629
Supervising Inspector - 2nd year of Service	-	109,919	112,414	114,966
Supervising Inspector - 3rd year of Service	-	114,501	117,100	119,758
Thereafter	-	118,140	120,822	123,565

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Domestic Services Officers Award**

Domestic Services Officers				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
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	41,679	42,625	43,593
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	44,627	45,640	46,676
Level 3 Security Officer Grade 2, Assistant House Supervisor, Security Officer Grade 3	31	47,823	48,909	50,019
Level 4 House Supervisor	44	53,801	55,022	56,271
Level 5 Manager Catering and Accommodation	70	68,949	70,514	72,115
Apprentice Cook (Per week)				
1st Year	-	442.21	452.25	462.50
2nd Year	-	583.73	596.98	610.50
3rd Year	-	721.99	738.38	755.10
4th Year	-	845.02	864.2	883.80
Other Rates and Allowances				
Qualification - Commercial Cookery Trade Course Stage I (Per annum)	-	775.93	793.54	811.60
Qualification - Commercial Cookery Trade Course Stage II and III (Per annum)	-	1,557	1,592	1,628
Broken Shift (Per day)	-	13.11	13.41	13.71

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Exhibition Project Managers and Officers Australian Museum Award**

Exhibition Project Managers and Project Officers Australian Museum				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Exhibition Project Officer				
Skill Level 1	46	54,742	55,985	57,256
Skill Level 2	52	57,922	59,237	60,582
Skill Level 3	58	61,198	62,587	64,008
Skill Level 4	64	65,011	66,487	67,996
Skill Level 5	67	67,010	68,531	70,087
Skill Level 6	78	74,520	76,212	77,942
Skill Level 7	83	78,197	79,972	81,787
Skill Level 8	88	82,098	83,962	85,868
Exhibition Project Manager				
Year 1	95	88,076	90,075	92,120
Year 2	98	90,877	92,940	95,050
Year 3	102	94,482	96,627	98,820

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Fisheries Staff Award**

Fisheries Staff				
Administrative and Clerical Officers	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
General Scale				
Year 1	9	36,229	37,051	37,892
Year 2	17	41,679	42,625	43,593
Year 3	25	45,437	46,468	47,523
Year 4	32	48,286	49,382	50,503
Year 5	40	51,884	53,062	54,267
Clerical Officers - Grade 1/2				
Year 1	9	36,229	37,051	37,892
Year 2	17	41,679	42,625	43,593
Year 3	25	45,437	46,468	47,523
Year 4	32	48,286	49,382	50,503
Year 5	40	51,884	53,062	54,267
Fisheries Officers - Grade 1				
Year 1	52	57,922	59,237	60,582
Grade 2				
Year 1	58	61,198	62,587	64,008
Year 2	64	65,011	66,487	67,996
Grade 3				
Year 1	64	65,011	66,487	67,996
Year 2	67	67,010	68,531	70,087

District Fisheries Officer				
Year 1	78	74,520	76,212	77,942
Year 2	85	79,711	81,520	83,371
Supervising Fisheries Officer				
Year 1	101	93,586	95,710	97,883
Year 2	104	96,217	98,401	100,635
Clause 4 (i)(a) Fisheries Officers receive a salary loading of 13.7%				
Fisheries Scientific Technicians				
Grade 1				
Year 1	-	40,011	40,919	41,848
Year 2	-	42,700	43,669	44,660
Year 3	-	45,437	46,468	47,523
Year 4	-	48,091	49,183	50,299
Year 5	-	50,784	51,937	53,116
Year 6	-	53,473	54,687	55,928
Grade 2				
Year 1	-	55,625	56,888	58,179
Year 2	-	58,549	59,878	61,237
Year 3	-	61,478	62,874	64,301
Grade 3				
Year 1	-	64,405	65,867	67,362
Year 2	-	67,722	69,259	70,831
Year 3	-	73,034	74,692	76,388
Grade 4				
Year 1	-	74,358	76,046	77,772
Year 2	-	76,603	78,342	80,120
Year 3	-	78,885	80,676	82,507
Grade 5				
Year 1	-	81,778	83,634	85,532
Year 2	-	84,706	86,629	88,595
Year 3	-	88,076	90,075	92,120
Fisheries Maintenance Technician				
Grade 1				
Year 1	-	40,011	40,919	41,848
Year 2	-	42,700	43,669	44,660
Year 3	-	45,437	46,468	47,523
Year 4	-	48,091	49,183	50,299
Year 5	-	50,784	51,937	53,116
Year 6	-	53,473	54,687	55,928
Grade 2				
Year 1	-	55,625	56,888	58,179
Year 2	-	58,549	59,878	61,237
Year 3	-	61,478	62,874	64,301
Grade 3				
Year 1	-	64,405	65,867	67,362
Year 2	-	67,722	69,259	70,831
Year 3	-	73,034	74,692	76,388
Grade 4				
Year 1	-	74,358	76,046	77,772
Year 2	-	76,603	78,342	80,120
Year 3	-	78,885	80,676	82,507
Grade 5				

Year 1	-	81,778	83,634	85,532
Year 2	-	84,706	86,629	88,595
Year 3	-	88,076	90,075	92,120
Fish Hatchery Staff				
Assistant Manager				
Year 1	-	55,625	56,888	58,179
Year 2	-	58,549	59,878	61,237
Year 3	-	61,480	62,876	64,303
Manager				
Year 1	-	64,405	65,867	67,362
Year 2	-	67,722	69,259	70,831
Year 3	-	73,037	74,695	76,391
Clause 4 (i)(c) Fish Hatchery Staff receive a salary loading of 11.05%				
Senior Manager				
Year 1	-	130,068	133,021	136,041
Year 2	-	142,631	145,869	149,180
Other Rates and Allowances				
Brief Description				
Regional Dive Coordinator		1,855	1,897	1,940
Regional Dive Officer		1,301	1,331	1,361

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Forests NSW - Forestry Field Officers Award**

Forestry Field Officers - Forests NSW	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Forest Assistant				
Grade 1				
First Year	36	50,036	51,172	52,334
Second Year	42	52,880	54,080	55,308
Third Year	46	54,742	55,985	57,256
Fourth Year	50	56,897	58,189	59,510
Fifth Year	63	64,384	65,846	67,341
Grade 2				
First Year	70	68,949	70,514	72,115
Second Year	77	73,663	75,335	77,045
Forester				
Grade 1				
First Year	50	56,897	58,189	59,510
Second Year	63	64,384	65,846	67,341
Third Year	70	68,949	70,514	72,115
Fourth Year	77	73,663	75,335	77,045
Fifth Year	87	81,289	83,134	85,021
Sixth Year	94	87,159	89,138	91,161
Grade 2				
First Year	99	91,749	93,832	95,962
Second Year	103	95,352	97,516	99,730
Third Year	105	97,197	99,403	101,659
Grade 3	109	101,140	103,436	105,784

Grade 4	111	103,128	105,469	107,863
Grade 5	113	105,136	107,523	109,964
Grade 6				
First Year	126	119,898	122,620	125,403
Second Year	128	122,425	125,204	128,046
Grade 7	130	125,181	128,023	130,929

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Geoscientists Award**

Geoscientists				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Geoscientists				
Grade I				
1st year of service	47	55,316	56,572	57,856
2nd year of service	51	57,339	58,641	59,972
3rd year of service	57	60,599	61,975	63,382
4th year of service	64	65,011	66,487	67,996
5th year of service	71	69,637	71,218	72,835
6th year of service and thereafter	77	73,663	75,335	77,045
Grade II				
1st year of service	82	77,441	79,199	80,997
2nd year of service	85	79,711	81,520	83,371
3rd year of service	89	82,925	84,807	86,732
4th year of service and thereafter	94	87,159	89,138	91,161
Senior				
1st year of service	97	89,894	91,935	94,022
2nd year of service	99	91,749	93,832	95,962
3rd year of service	102	94,482	96,627	98,820
4th year of service and thereafter	105	97,197	99,403	101,659
Principal				
1st year of service	111	103,128	105,469	107,863
2nd year of service and thereafter	114	106,139	108,548	111,012
Assistant Director, Geological Survey				
1st year of service	119	111,614	114,148	116,739
2nd year of service	124	117,318	119,981	122,705
3rd year of service and thereafter	128	122,425	125,204	128,046

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Land Information Officers Award**

Land Information Officers				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Land Information Officer Level 1				
Year 1	20	42,815	43,787	44,781
Year 2	27	46,174	47,222	48,294

Year 3	36	50,036	51,172	52,334
Year 4	46	54,742	55,985	57,256
Land Information Officer Level 2				
Year 1	52	57,922	59,237	60,582
Year 2	57	60,599	61,975	63,382
Year 3	62	63,637	65,082	66,559
Land Information Officer Level 3				
Year 1	67	67,010	68,531	70,087
Year 2	71	69,637	71,218	72,835
Year 3	75	72,242	73,882	75,559
Year 4	78	74,520	76,212	77,942
Land Information Officer Level 4				
Year 1	82	77,441	79,199	80,997
Year 2	85	79,711	81,520	83,371
Year 3	88	82,098	83,962	85,868
Land Information Officer Level 5				
Year 1	91	84,553	86,472	88,435
Year 2	94	87,159	89,138	91,161
Year 3	98	90,877	92,940	95,050
Land Information Officer Level 6				
Year 1	101	93,586	95,710	97,883
Year 2	105	97,197	99,403	101,659
Year 3	108	100,145	102,418	104,743
Year 4	111	103,128	105,469	107,863
Land Information Officer Level 7				
Year 1	116	108,242	110,699	113,212
Year 2	120	112,831	115,392	118,011
Year 3	126	119,898	122,620	125,403
Year 4	130	125,181	128,023	130,929

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Local Coordinator Allowance Award**

Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Staff Administered by Local Office Coordinator				
Full Allowance -				
Up to three staff		2,154	2,203	2,253
Up to six staff		3,228	3,301	3,376
Up to ten staff		4,306	4,404	4,504
More than ten staff		6,460	6,607	6,757
Partial Allowance -				
Up to three staff		1,076	1,100	1,125
Up to six staff		1,614	1,651	1,688
Up to ten staff		2,154	2,203	2,253
More than ten staff		3,230	3,303	3,378

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Mine Safety and Environment Officers Award**

	Classification and Grade	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Inspector Grade 1 - Mine Safety Officer Inspector (Information and Analysis) Inspector (Mining) Inspector (Environment)	Level 1	50	56,897	58,189	59,510
	Level 2	57	60,599	61,975	63,382
	Level 3	63	64,384	65,846	67,341
	Level 4	69	68,275	69,825	71,410
	Level 5	75	72,242	73,882	75,559
	Level 6	80	75,932	77,656	79,419
	Level 7	92	85,336	87,273	89,254
	Level 8	102	94,482	96,627	98,820
	Level 9	112	104,134	106,498	108,916
Inspector Grade 2 - Inspector (Review, Enforcement and Systems) Mine Safety Officer Inspector (Mining) Inspector (Environment)	Level 1		118,561	121,252	124,004
	Level 2	-	122,545	125,327	128,172
	Level 3	-	126,443	129,313	132,248
	Level 4	-	129,624	132,566	135,575
	Level 5	-	133,937	136,977	140,086
	Level 6	-	137,231	140,346	143,532
Inspector Grade 3 - Inspector (Management and/or Systems) Inspector (Mining) Inspector (Environment)	Level 1	-	151,273	154,707	158,219
	Level 2	-	156,876	160,437	164,079
	Level 3	-	162,998	166,698	170,482
	Level 4	-	169,036	172,873	176,797
	Level 5	-	175,075	179,049	183,113
Inspector Grade 4 - Regional Manager Grade 4 Assistant Director Deputy Chief Inspector Grade 4	Level 1	-	177,445	181,473	185,592
	Level 2	-	184,021	188,198	192,470

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Operational Staff Award**

Operational Staff					
Classification and Grades		Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Junior					
Under 17		-	30,922	31,624	32,342
at 17 years		-	37,548	38,400	39,272
Grade 1					
Step 1		-	44,172	45,175	46,200
Step 2		26	45,805	46,845	47,908
Step 3		29	47,043	48,111	49,203
Step 4		33	48,677	49,782	50,912
Grade 2					
Step 1		36	50,036	51,172	52,334

Step 2	39	51,460	52,628	53,823
Step 3	43	53,405	54,617	55,857
Step 4	46	54,742	55,985	57,256
Grade 3				
Step 1	46	54,742	55,985	57,256
Step 2	50	56,897	58,189	59,510
Step 3	53	58,418	59,744	61,100
Grade 4				
Step 1	56	60,069	61,433	62,828
Step 2	60	62,411	63,828	65,277
Step 3	63	64,384	65,846	67,341
Grade 5				
Step 1	63	64,384	65,846	67,341
Step 2	66	66,332	67,838	69,378
Step 3	70	68,949	70,514	72,115
Grade 6				
Step 1	73	70,958	72,569	74,216
Step 2	76	73,037	74,695	76,391
Step 3	80	75,932	77,656	79,419
Apprentices Full-time (Weekly Rate)				
Year 1	-	442.20	452.24	462.50
Year 2	-	583.70	596.95	610.50
Year 3	-	743.70	760.58	777.80
Year 4	-	845.00	864.18	883.80
Chokage, etc.(per day), allowance per day or part thereof	-	8.26	8.45	8.64
Maintenance Operator – Licence and Registration				
Allowances (Per annum)				
Electricians Licence A Grade	-	2,301	2,353	2,406
B Grade	-	1,237	1,265	1,294
Registration Allowance	-	1,732	1,771	1,811
(a) Plumber's Licence	-	2,274	2,326	2,379
(b) Gasfitter's Licence	-	2,274	2,326	2,379
(c) Drainer's Licence	-	1,961	2,006	2,052
(d) Plumber's/Gasfitter's Licence	-	3,035	3,104	3,174
(e) Gasfitter's/Drainer's Licence	-	3,035	3,104	3,174
(f) Plumber's/Drainer's Licence	-	3,035	3,104	3,174
(g) Plumber's/Gasfitter's/Drainer's Licence	-	4,188	4,283	4,380
Leading Hand Allowance	-	2,005	2,051	2,098
Broken Shift (per day)	-	12.77	13.06	13.36
Occupational First Aid Per week)	-	22.69	23.21	23.74
First Aid Allowance (per week)	-	15.23	15.58	15.93
Refrigeration Allowance (per annum)	-	607	621	635

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Museum of Applied Arts and Sciences - Casual Guide Lecturers Award**

Casual Guide Lecturers - Museum of Applied Arts and Sciences			
Classification and Grades	1.7.12 Per hour 2.50% \$	1.7.13 Per hour 2.27% \$	1.7.14 Per hour 2.27% \$
Casual Guide Lecturer	40.51	41.43	42.37

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Professional Officers Award**

Professional Officers				
Classification and Grades	Salary Class	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Grade 1				
Year 1	46	54,742	55,985	57,256
Year 2	50	56,897	58,189	59,510
Year 3	56	60,069	61,433	62,828
Year 4	64	65,011	66,487	67,996
Year 5	70	68,949	70,514	72,115
Year 6	76	73,037	74,695	76,391
Grade 2				
Year 1	81	76,614	78,353	80,132
Year 2	84	78,885	80,676	82,507
Year 3	87	81,289	83,134	85,021
Year 4	91	84,553	86,472	88,435
Grade 3				
Year 1	95	88,076	90,075	92,120
Year 2	98	90,877	92,940	95,050
Year 3	100	92,687	94,791	96,943
Year 4	103	95,352	97,516	99,730
Grade 4				
Year 1	107	99,161	101,412	103,714
Year 2	110	102,131	104,449	106,820
Year 3	113	105,136	107,523	109,964
Grade 5				
Year 1	116	108,242	110,699	113,212
Year 2	118	110,403	112,909	115,472
Grade 6				
Year 1	121	113,801	116,384	119,026
Year 2	124	117,318	119,981	122,705
Grade 7				
Year 1	127	121,155	123,905	126,718
Year 2	130	125,181	128,023	130,929
Grade 8				
Year 1	132	131,296	134,276	137,324
Year 2	133	137,911	141,042	144,244

Grade 9				
Year 1	134	144,890	148,179	151,543
Year 2	135	152,224	155,679	159,213
OIC Veterinary Laboratory Allowance		6,460	6,607	6,757

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Regulatory Officers Award**

Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Grade 1, Year 1	29	47,043	48,111	49,203
Grade 1, Year 2	33	48,677	49,782	50,912
Grade 1, Year 3	37	50,514	51,661	52,834
Grade 2, Year 1	42	52,880	54,080	55,308
Grade 2, Year 2	50	56,897	58,189	59,510
Grade 2, Year 3	56	60,069	61,433	62,828
Grade 3, Year 1	62	63,637	65,082	66,559
Grade 3, Year 2	70	68,949	70,514	72,115
Grade 3, Year 3	74	71,521	73,145	74,805
Grade 4, Year 1	78	74,520	76,212	77,942
Grade 4, Year 2	81	76,614	78,353	80,132
Grade 5, Year 1	85	79,711	81,520	83,371
Grade 5, Year 2	88	82,098	83,962	85,868
Grade 6, Year 1	95	88,076	90,075	92,120
Grade 6, Year 2	98	90,877	92,940	95,050
Grade 7, Year 1	100	92,687	94,791	96,943
Grade 7, Year 2	103	95,352	97,516	99,730
Grade 8, Year 1	107	99,161	101,412	103,714
Grade 8, Year 2	110	102,131	104,449	106,820
Grade 8, Year 3	113	105,136	107,523	109,964
Allowances				
One person crossing relief allowance	-	5,044	5,158	5,275
One person crossing telephone allowance	-	2,492	2,549	2,607

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
State Library Security Staff Award**

Security Staff - State Library			
Classification	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
1st year of service	57,320	58,621	59,952
2nd year of service	59,363	60,711	62,089
3rd year of service	61,047	62,433	63,850
4th year of service	62,885	64,312	65,772

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Technical Staff Award**

Technical Staff				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Technical Assistant - Junior				
Under 17	n/a	22,903	23,423	23,955
Age 17	n/a	27,482	28,106	28,744
Age 18	n/a	32,065	32,793	33,537
Age 19	n/a	36,647	37,479	38,330
Age 20	n/a	41,226	42,162	43,119
Grade 1				
1st Year	26	45,805	46,845	47,908
2nd Year	29	47,043	48,111	49,203
3rd Year and thereafter	33	48,677	49,782	50,912
Grade 2				
1st Year	36	50,036	51,172	52,334
2nd Year and thereafter	39	51,460	52,628	53,823
Grade 3				
1st Year	43	53,405	54,617	55,857
2nd Year and thereafter	46	54,742	55,985	57,256
Technical Officer -				
Grade 1				
1st Year	46	54,742	55,985	57,256
2nd Year	50	56,897	58,189	59,510
3rd Year	53	58,418	59,744	61,100
4th Year and thereafter	56	60,069	61,433	62,828
Grade 2				
1st Year	64	65,011	66,487	67,996
2nd Year	67	67,010	68,531	70,087
3rd Year	70	68,949	70,514	72,115
4th Year and thereafter	76	73,037	74,695	76,391
Grade 3				
1st Year	81	76,614	78,353	80,132
2nd Year	84	78,885	80,676	82,507
3rd Year	87	81,289	83,134	85,021
4th Year and thereafter	91	84,553	86,472	88,435
Grade 4				
1st Year	95	88,076	90,075	92,120
2nd Year	98	90,877	92,940	95,050
3rd Year	100	92,687	94,791	96,943
4th Year and thereafter	103	95,352	97,516	99,730
Grade 5				
1st Year	107	99,161	101,412	103,714
2nd Year	110	102,131	104,449	106,820
3rd Year and thereafter	113	105,136	107,523	109,964
Technical Co-ordinator Allowance	-	2,459	2,515	2,572

Crown Employees (NSW Police Administrative Officers and Temporary Employees) Award 2009**Administrative Officer and Temporary Employee Classifications**

Classification and Grades	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Armourer, Police			
1st year of service	64,384	65,846	67,341
2nd year of service	65,558	67,046	68,568
3rd year of service	67,010	68,531	70,087
4th year of service and thereafter	68,275	69,825	71,410
Senior Armourer, Police			
1st year of service	71,521	73,145	74,805
2nd year of service	73,037	74,695	76,391
3rd year of service and thereafter	75,116	76,821	78,565
Administrative and Clerical Clerks General Scale			
Clerks General Scale step 1	26,507	27,109	27,724
Clerks General Scale step 2	30,080	30,763	31,461
Clerks General Scale step 3	31,973	32,699	33,441
- 1st year of service or 18 years			
Clerks General Scale step 4	36,229	37,051	37,892
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			
Clerks General Scale step 5	38,672	39,550	40,448
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			
Clerks General Scale step 6	41,679	42,625	43,593
Minimum for employee 21 years of age			
Clerks General Scale step 7	42,815	43,787	44,781
Clerks General Scale step 8	44,627	45,640	46,676
Clerks General Scale step 9	45,437	46,468	47,523
Clerks General Scale step 10	46,564	47,621	48,702
Clerks General Scale step 11	48,286	49,382	50,503
Clerks General Scale step 12	50,036	51,172	52,334
Clerks General Scale step 13	51,884	53,062	54,267
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	54,104	55,332	56,588
Grade 1			
1st year of service	54,742	55,985	57,256
Thereafter	56,351	57,630	58,938
Grade 2			
1st year of service	57,922	59,237	60,582
Thereafter	59,512	60,863	62,245

Grade 3			
1st year of service	61,198	62,587	64,008
Thereafter	63,043	64,474	65,938
Grade 4			
1st year of service	65,011	66,487	67,996
Thereafter	67,010	68,531	70,087
Grade 5			
1st year of service	72,242	73,882	75,559
Thereafter	74,520	76,212	77,942
Grade 6			
1st year of service	77,441	79,199	80,997
Thereafter	79,711	81,520	83,371
Grade 7			
1st year of service	82,098	83,962	85,868
Thereafter	84,553	86,472	88,435
Grade 8			
1st year of service	88,076	90,075	92,120
Thereafter	90,877	92,940	95,050
Grade 9			
1st year of service	93,586	95,710	97,883
Thereafter	96,217	98,401	100,635
Grade 10			
1st year of service	100,145	102,418	104,743
Thereafter	103,128	105,469	107,863
Grade 11			
1st year of service	108,242	110,699	113,212
Thereafter	112,831	115,392	118,011
Grade 12			
1st year of service	119,898	122,620	125,403
Thereafter	125,181	128,023	130,929
Bar Manager, Police College			
1st year of service	54,325	55,558	56,819
Thereafter	55,316	56,572	57,856
Building Manager (Sydney Police Centre)			
1st year of service	68,949	70,514	72,115
2nd year of service	69,637	71,218	72,835
PT Building Manager Allowance	1,260	1,289	1,318
Clerical Officer - translated to Administrative and Clerical Clerks classification - see Table 2 of the award			
Clinical Pharmacologist	135,903	138,988	142,143

Computer Systems Officer (CSO)			
CSO Level 1 - Non Graduate			
Year 1A	31,973	32,699	33,441
Year 1B	38,672	39,550	40,448
Year 1C	41,679	42,625	43,593
Year 1D	42,815	43,787	44,781
Year 1E	44,627	45,640	46,676
Year 1F	45,437	46,468	47,523
Year 2	48,286	49,382	50,503
Year 3	56,351	57,630	58,938
Year 4	59,512	60,863	62,245

CSO Level 1 - Graduate			
Year 1A (Any degree)	48,286	49,382	50,503
Year 1B (Degree - Computer Sciences)	50,036	51,172	52,334
Year 2	67,010	68,531	70,087
Year 3	74,520	76,212	77,942
CSO Level 2			
Year 1	63,043	64,474	65,938
Year 2	67,010	68,531	70,087
Year 3	74,520	76,212	77,942
CSO Level 3			
Year 1	77,441	79,199	80,997
Year 2	79,711	81,520	83,371
Year 3	82,098	83,962	85,868
Year 4	84,553	86,472	88,435
Year 5	88,076	90,075	92,120
Year 6	90,877	92,940	95,050
CSO Level 4			
Year 1	93,586	95,710	97,883
Year 2	96,217	98,401	100,635
Year 3	100,145	102,418	104,743
Year 4	103,128	105,469	107,863
CSO Level 5			
Year 1	108,242	110,699	113,212
Year 2	112,831	115,392	118,011
CSO Level 6			
Year 1	119,898	122,620	125,403
Year 2	125,181	128,023	130,929
Departmental Professional Officer			
Grade I -			
1st year of service	54,742	55,985	57,256
2nd year of service	56,897	58,189	59,510
3rd year of service	60,069	61,433	62,828
4th year of service	64,384	65,846	67,341
5th year of service	68,949	70,514	72,115
6th year of service and thereafter	73,037	74,695	76,391
Grade II -			
1st year of service	76,614	78,353	80,132
2nd year of service	78,885	80,676	82,507
3rd year of service	81,289	83,134	85,021
4th year of service and thereafter	84,553	86,472	88,435
Grade III -			
1st year of service	88,076	90,075	92,120
2nd year of service	90,877	92,940	95,050
3rd year of service	92,687	94,791	96,943
4th year of service and thereafter	96,217	98,401	100,635
Grade IV -			
1st year of service	100,145	102,418	104,743
2nd year of service and thereafter	102,131	104,449	106,820
Grade V -			
1st year of service	106,139	108,548	111,012
2nd year of service and thereafter	108,242	110,699	113,212
Grade VI -			
1st year of service	111,614	114,148	116,739

2nd year of service and thereafter	113,801	116,384	119,026
Grade VII -			
1st year of service	117,318	119,981	122,705
2nd year of service and thereafter	119,898	122,620	125,403
Grade VIII -			
1st year of service	123,800	126,610	129,484
2nd year of service and thereafter	125,181	128,023	130,929
Director of Music (Police Band)			
1st year	74,520	76,212	77,942
2nd year	76,614	78,353	80,132
3rd year	78,885	80,676	82,507
4th year	81,289	83,134	85,021
5th year and thereafter	83,746	85,647	87,591
Loading			
1st year	7,452	7,621	7,794
2nd year	7,661	7,835	8,013
3rd year	7,889	8,068	8,251
4th year	8,129	8,313	8,502
5th year and thereafter	8,375	8,565	8,759
Car Drivers			
Driver/General Assistant	48,677	49,782	50,912
Departmental - Driver/Assistant	51,460	52,628	53,823
Police Executive Driver/Assistant			
1st year and thereafter	51,431	52,598	53,792
All incidence of employment allowance	47,591	48,671	49,776
Clothing Allowance \$600 per annum			
Driving Instructor			
1st year	67,501	69,033	70,600
2nd year	68,275	69,825	71,410
3rd year and thereafter	70,232	71,826	73,456
Engineer			
Grade I Diplomat Experience Since Qualifying			
In first year	54,742	55,985	57,256
After one year	56,897	58,189	59,510
After two years	60,069	61,433	62,828
After three years	64,384	65,846	67,341
After four years	68,949	70,514	72,115
After five years	73,037	74,695	76,391
Grade I Graduate Experience Since Qualifying			
In first year	56,897	58,189	59,510
After one year	60,069	61,433	62,828
After two years	64,384	65,846	67,341
After three years	68,949	70,514	72,115
After four years	73,037	74,695	76,391
Grade II			
1st year of service	77,441	79,199	80,997
2nd year of service	80,424	82,250	84,117
3rd year of service	82,925	84,807	86,732
4th year of service and thereafter	85,336	87,273	89,254
Grade III			
1st year of service	89,894	91,935	94,022
2nd year of service	92,687	94,791	96,943

3rd year of service	96,217	98,401	100,635
4th year of service and thereafter	99,161	101,412	103,714
Grade IV			
1st year of service	104,134	106,498	108,916
2nd year of service	107,189	109,622	112,110
3rd year of service and thereafter	109,317	111,798	114,336
Grade V			
1st year of service	113,801	116,384	119,026
2nd year of service and thereafter	116,042	118,676	121,370
Grade VI			
1st year of service	118,611	121,303	124,057
2nd year of service and thereafter	121,155	123,905	126,718
General Assistant (NSW Police Academy)			
1st year	42,456	43,420	44,406
2nd year	42,815	43,787	44,781
3rd year	43,627	44,617	45,630
4th year	44,627	45,640	46,676
5th year and thereafter	45,437	46,468	47,523
Groom, Mounted Police			
1st year	40,655	41,578	42,522
2nd year and there after	42,090	43,045	44,022
Imaging Technician			
1st year	61,198	62,587	64,008
2nd year	63,043	64,474	65,938
3rd year	65,011	66,487	67,996
4th year and thereafter	67,010	68,531	70,087
Interpreters and Translators			
Interpreter/Translator			
Year 1	60,069	61,433	62,828
Year 2	64,384	65,846	67,341
Year 3	68,949	70,514	72,115
Year 4	73,037	74,695	76,391
Year 5	76,614	78,353	80,132
Senior Interpreter/Translator			
Year 1	78,885	80,676	82,507
Year 2	81,289	83,134	85,021
Year 3	84,553	86,472	88,435
Legal Officers			
Grade I			
1st year of service	57,339	58,641	59,972
2nd year of service	59,512	60,863	62,245
3rd year of service	61,198	62,587	64,008
4th year of service	63,043	64,474	65,938
5th year of service	65,558	67,046	68,568
Grade II			
1st year of service	70,958	72,569	74,216
2nd year of service	74,520	76,212	77,942
3rd year of service	78,885	80,676	82,507
4th year of service	82,925	84,807	86,732
5th year of service	86,232	88,189	90,191
Grade III			
1st year of service	90,877	92,940	95,050
2nd year of service	93,586	95,710	97,883

3rd year of service	97,197	99,403	101,659
Grade IV			
1st year of service	104,134	106,498	108,916
2nd year of service	106,139	108,548	111,012
Grade V			
1st year of service	111,614	114,148	116,739
2nd year of service	113,801	116,384	119,026
Grade VI			
1st year of service	119,898	122,620	125,403
2nd year of service	122,425	125,204	128,046
Librarians and Archivists			
Grade 1			
Year 1	54,742	55,985	57,256
Year 2	57,922	59,237	60,582
Year 3	61,198	62,587	64,008
Year 4	65,011	66,487	67,996
Year 5	68,275	69,825	71,410
Year 6	71,521	73,145	74,805
Grade 2			
Year 1	74,520	76,212	77,942
Year 2	77,441	79,199	80,997
Year 3	81,289	83,134	85,021
Year 4	84,553	86,472	88,435
Grade 3			
Year 1	89,000	91,020	93,086
Year 2	91,749	93,832	95,962
Year 3	95,352	97,516	99,730
Year 4	99,161	101,412	103,714
Grade 4			
Year 1	102,131	104,449	106,820
Year 2	105,136	107,523	109,964
Year 3	108,242	110,699	113,212
Year 4	111,614	114,148	116,739
Grade 5			
Year 1	114,764	117,369	120,033
Year 2	118,611	121,303	124,057
Year 3	122,425	125,204	128,046
Year 4	126,578	129,451	132,390
Library Assistant			
Year 1	42,815	43,787	44,781
Year 2	45,437	46,468	47,523
Year 3	48,286	49,382	50,503
Year 4	51,884	53,062	54,267
Year 5	53,801	55,022	56,271
Library Technician			
Grade 1			
Year 1	54,742	55,985	57,256
Year 2	57,922	59,237	60,582
Year 3	61,198	62,587	64,008
Year 4	65,011	66,487	67,996
Grade 2			
Year 1	72,242	73,882	75,559
Year 2	74,520	76,212	77,942

Year 3	77,441	79,199	80,997
Year 4	81,289	83,134	85,021
Maintenance Attendant, Police Academy	43,627	44,617	45,630
Maintenance Officer Trades	65,011	66,487	67,996
Manager Trades			
1st year	90,877	92,940	95,050
2nd year and there after	91,749	93,832	95,962
On call Allowance (per hour)	0.86	0.88	0.90
Assistant Manager Trades			
1st year	74,520	76,212	77,942
2nd year and there after	75,932	77,656	79,419
On call Allowance	0.86	0.88	0.90
Pathology Exhibit Courier	50,036	51,172	52,334
Photogrammetrist			
General Scale			
1st year	31,973	32,699	33,441
2nd year	38,672	39,550	40,448
3rd year	41,679	42,625	43,593
4th year	42,815	43,787	44,781
5th year	44,627	45,640	46,676
6th year	45,437	46,468	47,523
7th year	46,564	47,621	48,702
8th year	48,286	49,382	50,503
9th year	50,036	51,172	52,334
10th year	51,884	53,062	54,267
11th year	54,742	55,985	57,256
12th year	56,351	57,630	58,938
13th year	57,922	59,237	60,582
14th year	59,512	60,863	62,245
Officer with HSC aged 19 and over paid not less than	36,229	37,051	37,892
Class 1			
1st year	61,198	62,587	64,008
2nd year	63,043	64,474	65,938
3rd year	65,011	66,487	67,996
4th year	67,010	68,531	70,087
Class 2			
1st year	72,242	73,882	75,559
2nd year	74,520	76,212	77,942
Class 3			
1st year	77,441	79,199	80,997
2nd year	79,711	81,520	83,371
Class 4			
1st year	82,098	83,962	85,868
2nd year	84,553	86,472	88,435
Class 5			
1st year	88,076	90,075	92,120
2nd year	90,877	92,940	95,050
Class 6			
1st year	93,586	95,710	97,883
2nd year	96,217	98,401	100,635
Class 7			
1st year	100,145	102,418	104,743
2nd year	103,128	105,469	107,863

Public Relations Officer			
Assistant Publicity Officers			
1st year of service	61,837	63,241	64,677
2nd year of service	63,637	65,082	66,559
Publicity Officers			
1st year of service	68,275	69,825	71,410
2nd year of service	70,232	71,826	73,456
3rd year of service and thereafter	71,521	73,145	74,805
Public Relations Officer			
Grade II			
1st year of service	81,289	83,134	85,021
2nd year of service	82,925	84,807	86,732
3rd year of service and thereafter	84,553	86,472	88,435
Grade I			
1st year of service	95,352	97,516	99,730
2nd year of service	97,197	99,403	101,659
3rd year of service and thereafter	99,161	101,412	103,714
Allowance in lieu of overtime (per annum)	12,034	12,307	12,586
Radio Technician,			
1st year of service	55,316	56,572	57,856
2nd year of service	55,776	57,042	58,337
3rd year of service and thereafter	56,897	58,189	59,510
Radio Technician, Senior			
1st year of service	60,599	61,975	63,382
2nd year of service and thereafter	61,198	62,587	64,008
Scientific Officer			
Grade I			
1st year of service	54,742	55,985	57,256
2nd year of service	56,897	58,189	59,510
3rd year of service	60,069	61,433	62,828
4th year of service	64,384	65,846	67,341
5th year of service	68,949	70,514	72,115
6th year of service and thereafter	73,037	74,695	76,391
Grade II			
1st year of service	76,614	78,353	80,132
2nd year of service	78,885	80,676	82,507
3rd year of service	81,289	83,134	85,021
4th year of service and thereafter	84,553	86,472	88,435
Grade III			
1st year of service	88,076	90,075	92,120
2nd year of service	90,877	92,940	95,050
3rd year of service and thereafter	92,687	94,791	96,943
Grade IV			
1st year of service	97,197	99,403	101,659
2nd year of service	100,145	102,418	104,743
3rd year of service and thereafter	102,131	104,449	106,820
Grade V			
1st year of service	106,139	108,548	111,012
2nd year of service and thereafter	109,317	111,798	114,336
Grade VI			
1st year of service	112,831	115,392	118,011
2nd year of service	116,042	118,676	121,370
Senior Basement Attendant, Police Headquarters			

1st year of service	47,043	48,111	49,203
2nd year of service	47,823	48,909	50,019
3rd year of service	48,286	49,382	50,503
4th year of service and thereafter	49,134	50,249	51,390
Senior Officers			
Grade 1			
Year 1	140,067	143,247	146,499
Year 2	150,926	154,352	157,856
Grade 2			
Year 1	153,480	156,964	160,527
Year 2	164,301	168,031	171,845
Grade 3			
Year 1	169,799	173,653	177,595
Year 2	186,390	190,621	194,948
Stenographers and Machine Operators (Present Occupants Only)			
1st year (up to 17 years)	23,748	24,287	24,838
2nd year (or 17 years)	28,189	28,829	29,483
3rd year (or 18 years)	31,973	32,699	33,441
4th year (or 19 years)	36,229	37,051	37,892
5th year (or 20 years)	38,320	39,190	40,080
6th year (or 21 years)	42,456	43,420	44,406
7th year	43,627	44,617	45,630
8th year	45,066	46,089	47,135
9th year	48,677	49,782	50,912
10th year	49,532	50,656	51,806
11th year	50,935	52,091	53,273
12th year	51,884	53,062	54,267
Grade 1			
1st year	54,742	55,985	57,256
2nd year	56,351	57,630	58,938
Grade 2			
1st year	57,922	59,237	60,582
2nd year	59,512	60,863	62,245
Grade 3			
1st year	61,198	62,587	64,008
2nd year	63,043	64,474	65,938
Storeman Attendant			
	41,679	42,625	43,593
Stores Officers			
Grade 1			
1st year of service	47,823	48,909	50,019
2nd year of service and thereafter	48,677	49,782	50,912
Grade 2			
1st year of service	49,134	50,249	51,390
2nd year of service and thereafter	49,532	50,656	51,806
Grade 3			
1st year of service	50,036	51,172	52,334
2nd year of service and thereafter	50,514	51,661	52,834
Grade 4			
1st year of service	51,460	52,628	53,823
2nd year of service	52,469	53,660	54,878
3rd year of service and thereafter	52,469	53,660	54,878
Technical Officer			

Grade 1			
1st year of service	55,776	57,042	58,337
2nd year of service	57,339	58,641	59,972
3rd year of service	58,928	60,266	61,634
4th year of service	60,069	61,433	62,828
5th year of service	61,837	63,241	64,677
Grade 2			
1st year of service	65,011	66,487	67,996
2nd year of service	66,332	67,838	69,378
3rd year of service	67,501	69,033	70,600
4th year of service	68,949	70,514	72,115
Grade 3			
1st year of service and thereafter	73,663	75,335	77,045
Senior Technical Officer			
Grade 1			
1st year of service	72,242	73,882	75,559
2nd year of service	73,663	75,335	77,045
3rd year of service	75,932	77,656	79,419
Grade 2			
1st year of service	78,197	79,972	81,787
2nd year of service	80,424	82,250	84,117
Grade 3	83,746	85,647	87,591
Technical Officer, Maintenance Services	76,614	78,353	80,132
Technician			
Class 1			
1st year of service	51,884	53,062	54,267
2nd year of service	53,405	54,617	55,857
Class 2			
1st year of service	56,351	57,630	58,938
2nd year of service	57,922	59,237	60,582
Class 3			
1st year of service	61,198	62,587	64,008
2nd year of service	62,411	63,828	65,277
Class 4			
1st year of service	63,637	65,082	66,559
2nd year of service	64,384	65,846	67,341
Transport Officer	52,469	53,660	54,878
Transport Officer, Mechanical			
Year 1	61,198	62,587	64,008
Year 2	61,837	63,241	64,677
Year 3	62,411	63,828	65,277
Year 4	63,043	64,474	65,938
Uniform Fitter and Advisory Officer	50,514	51,661	52,834
Allowances			
On call allowances (per hour)	0.86	0.88	0.90
Community Language Allowance Scheme (per annum)			
Base level rate	1,224.00	1,251.78	1,280.00
Higher level rate	1,839.00	1,880.75	1,923.00
Flying Allowance (per hour)	18.43	18.85	19.28
First Aid Allowance (per annum)			
Holders of basic qualification	788.23	806.12	824.42
Holders of current occupational first aid certificate	1,184	1,211	1,238

Crown Employees (NSW Police Force Communications Officers) Award

Communications Officer - NSW Police Force Classifications	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Communications Officer				
Trainee	35	49,532	50,656	51,806
1st year	40	51,884	53,062	54,267
2nd year	46	54,742	55,985	57,256
3rd year	49	56,351	57,630	58,938
4th year	55	59,512	60,863	62,245
5th year	58	61,198	62,587	64,008
Senior Communications Officer				
1st year	64	65,011	66,487	67,996
2nd year	67	67,010	68,531	70,087
Shift Co-ordinators				
1st year	75	72,242	73,882	75,559
2nd year	78	74,520	76,212	77,942
3rd year	82	77,441	79,199	80,997
4th year	85	79,711	81,520	83,371
Radio and Communications Operators				
4th year	52	57,922	59,237	60,582
5th year	55	59,512	60,863	62,245

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

Special Constables (Police Bands) NSW Police Force				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Bandsperson				
1st year of service	41	52,469	53,660	54,878
2nd year of service	43	53,405	54,617	55,857
3rd year of service	45	54,325	55,558	56,819
4th year of service	47	55,316	56,572	57,856
5th year of service	52	57,922	59,237	60,582
6th year of service and thereafter	54	58,928	60,266	61,634
Senior Special Constable	-	61,145	62,533	63,952
Allowance - Doubling		973	995	1,018

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

Special Constables (Security) NSW Police Force			
Classification and Grades	1.7.12 Per week 2.50% \$	1.7.13 Per week 2.27% \$	1.7.14 Per week 2.27% \$
Special Constable (Security)			
1st year of service	877.10	897.00	917.40
2nd year of service	892.20	912.50	933.20
3rd year of service and thereafter	909.40	930.00	951.10

Special Constable (Security) First Class 1st year of service and Thereafter	925.40	946.40	967.90
Senior Special Constable (Security) 1st year of service	990.50	1,013.00	1,036.00
2nd year of service and Thereafter	1,012.30	1,035.30	1,058.80
Special Constable (Security), Field Supervisor 1st year of service	1,132.70	1,158.40	1,184.70
2nd year of service and Thereafter	1,157.00	1,183.30	1,210.20
Other rates and allowances			
Full time Special Constables (Security) Monday to Friday Shift Allowance	59.80	61.20	62.60
Full time Special Constables (Security), Saturday and Sunday Shift Allowance	169.20	173.00	176.90

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

Environment Officers - Department of Environment and Climate Change New South Wales			
Classification and Grades	1.7.12 Per week 2.50% \$	1.7.13 Per week 2.27% \$	1.7.14 Per week 2.27% \$
Class 1			
1	32,282	33,015	33,764
2	39,001	39,886	40,791
3	42,807	43,779	44,773
4	45,423	46,454	47,509
5	47,434	48,511	49,612
6	50,020	51,155	52,316
7	55,275	56,530	57,813
Class 2			
1	55,275	56,530	57,813
2	56,897	58,189	59,510
3	58,407	59,733	61,089
4	60,589	61,964	63,371
Class 3			
1	58,407	59,733	61,089
2	60,589	61,964	63,371
3	63,619	65,063	66,540
4	65,534	67,022	68,543
Class 4			
1	63,619	65,063	66,540
2	65,534	67,022	68,543
3	68,256	69,805	71,390
4	70,937	72,547	74,194
Class 5			
1	68,256	69,805	71,390
2	70,937	72,547	74,194
3	73,645	75,317	77,027
4	75,913	77,636	79,398
Class 6			
1	73,645	75,317	77,027

2	75,913	77,636	79,398
3	78,865	80,655	82,486
4	81,263	83,108	84,995
Class 7			
1	78,865	80,655	82,486
2	81,263	83,108	84,995
3	83,722	85,622	87,566
4	87,136	89,114	91,137
Class 8			
1	83,722	85,622	87,566
2	87,136	89,114	91,137
3	89,867	91,907	93,993
4	94,454	96,598	98,791
Class 9			
1	89,867	91,907	93,993
2	94,454	96,598	98,791
3	97,169	99,375	101,631
4	100,112	102,385	104,709
Class 10			
1	97,169	99,375	101,631
2	100,112	102,385	104,709
3	104,105	106,468	108,885
4	107,157	109,589	112,077
Class 11			
1	104,105	106,468	108,885
2	107,157	109,589	112,077
3	110,365	112,870	115,432
4	114,731	117,335	119,999
Class 12			
1	110,365	112,870	115,432
2	114,731	117,335	119,999
3	118,579	121,271	124,024
4	121,125	123,875	126,687
Class 13			
1	118,579	121,271	124,024
2	121,125	123,875	126,687
3	125,143	127,984	130,889
4	127,015	129,898	132,847
Class 14			
1	125,143	127,984	130,889
2	127,015	129,898	132,847
3	132,897	135,914	138,999
4	138,784	141,934	145,156
Class 15			
1	132,897	135,914	138,999
2	138,784	141,934	145,156
3	144,669	147,953	151,312
4	150,550	153,967	157,462
Other Rates and Allowances			
Brief Description			
AHIS weekly allowance: inconvenience and 6 incoming calls after/before normal working hours	416.65	426.11	435.80

For each call above 6 incoming calls in an AHIS roster period; not limited	20.41	20.87	21.30
Extra per public holiday falling on a weekday	127.83	130.73	133.70
Out of hours disturbance (AHIS Supervising Officers)	41.06	41.99	42.90

Crown Employees (Office of Environment and Heritage - Parks and Wildlife) Conditions of Employment Award

Ranger Classifications			
Classification and Grades	1.7.12 Per week 2.50% \$	1.7.13 Per week 2.27% \$	1.7.14 Per week 2.27% \$
Trainee Rangers			
1st year of service	49,030	50,143	51,281
2nd year of service	49,910	51,043	52,202
3rd year of service	51,414	52,581	53,775
4th year of service	52,335	53,523	54,738
5th year of service	52,880	54,080	55,308
6th year of service	53,645	54,863	56,108
Rangers			
Grade 1			
1st level	53,645	54,863	56,108
2nd level	55,756	57,022	58,316
3rd level	58,866	60,202	61,569
4th level	63,091	64,523	65,988
5th level	69,540	71,119	72,733
6th level	73,609	75,280	76,989
Grade 2			
1st year	75,075	76,779	78,522
2nd year	77,303	79,058	80,853
3rd year	79,656	81,464	83,313
4th year	82,859	84,740	86,664
Senior Ranger			
1st year & thereafter	89,053	91,075	93,142
Assistant District Manager			
Grade 1	91,707	93,789	95,918
Grade 2	98,136	100,364	102,642
Grade 3	106,069	108,477	110,939
Grade 4	110,567	113,077	115,644
District Manager			
Grade 1	94,290	96,430	98,619
Grade 2	101,063	103,357	105,703
Grade 3	110,567	113,077	115,644
Grade 4	117,495	120,162	122,890
Grade 5	122,670	125,455	128,303
Project/Research Officer Classification			
Grade 1			
1st year	55,558	56,819	58,109
2nd year	57,340	58,642	59,973

3rd year	62,551	63,971	65,423
4th year	67,440	68,971	70,537
5th year	72,296	73,937	75,615
Grade 2*			
1st year	77,441	79,199	80,997
2nd year	79,708	81,517	83,367
3rd year	82,098	83,962	85,868
Grade 3*			
1st year	86,232	88,189	90,191
2nd year	89,000	91,020	93,086
3rd year	91,755	93,838	95,968
4th year	93,583	95,707	97,880
Grade 4*			
1st year	94,480	96,625	98,818
2nd year	97,197	99,403	101,659
Grade 5			
1st year	102,126	104,444	106,815
2nd year	106,457	108,874	111,345
Grade 6			
1st year	113,125	115,693	118,319
2nd year	114,312	116,907	119,561
* Progression criteria applies			
Project Officer (Aboriginal Positions)			
Grade 1			
1st year	55,558	56,819	58,109
2nd year	57,340	58,642	59,973
3rd year	62,551	63,971	65,423
4th year	67,440	68,971	70,537
5th year	72,296	73,937	75,615
Grade 2*			
1st year	77,441	79,199	80,997
2nd year	79,708	81,517	83,367
3rd year	82,098	83,962	85,868
Grade 3*			
1st year	86,232	88,189	90,191
2nd year	89,000	91,020	93,086
3rd year	91,755	93,838	95,968
4th year	93,583	95,707	97,880
Grade 4*			
1st year	94,480	96,625	98,818
2nd year	97,197	99,403	101,659
Grade 5			
1st year	102,126	104,444	106,815
2nd year	106,457	108,874	111,345
Grade 6			
1st year	113,125	115,693	118,319
2nd year	114,312	116,907	119,561
*Progression criteria applies			
Field Officer Classification			
Field Officer Base Grade 1/2			
Employees Engaged on or after 1 July 2007			
Grade 1			

Year 1	42,141	43,098	44,076
Year 2	43,205	44,186	45,189
Grade 2			
Year 1	44,202	45,205	46,231
Year 2	46,263	47,313	48,387
Field Officer Grade 1/4 Employees Engaged on or after 1 July 2007			
Grade 1			
1st year	42,141	43,098	44,076
2nd year	43,205	44,186	45,189
Grade 2			
1st year	44,202	45,205	46,231
2nd year	46,263	47,313	48,387
Grade 3 (A)			
1st year	52,790	53,988	55,214
2nd year	53,720	54,939	56,186
Grade 4 (A)			
1st year	55,224	56,478	57,760
2nd year	56,221	57,497	58,802
Field Officer Grade B3/B4 Employees engaged on or before 30 June 2007			
Grade 3 (B)			
1st year	52,790	53,988	55,214
2nd year	53,720	54,939	56,186
Grade 4 (B)			
1st year	55,224	56,478	57,760
2nd year	56,221	57,497	58,802
Senior Field Officer and Senior Field Officer (Plant)			
Grade 1			
1st year	57,470	58,775	60,109
2nd year	58,447	59,774	61,131
Grade 2			
1st year	59,629	60,983	62,367
2nd year	60,877	62,259	63,672
Field Supervisor Classification and Grades			
Grade 1			
1st year	62,965	64,394	65,856
2nd year	64,409	65,871	67,366
Grade 2			
1st year	65,851	67,346	68,875
2nd year	67,295	68,823	70,385
Senior Field Supervisor Classification and Grades			
Grade 1			
1st year	73,010	74,667	76,362
2nd year	74,803	76,501	78,238
Grade 2			
1st year	76,599	78,338	80,116
2nd year	78,392	80,171	81,991

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	1.7.12 Per week 2.50% \$	1.7.13 Per week 2.27% \$	1.7.14 Per week 2.27% \$
Professional Officer SHFA PO4	-	152,231	155,687	159,221
	-	146,353	149,675	153,073
	-	140,353	143,539	146,797
Hard Barrier				
PO3	-	127,305	130,195	133,150
	128	122,425	125,204	128,046
Hard Barrier				
	124	117,318	119,981	122,705
	-	113,900	116,486	119,130
	117	109,316	111,797	114,335
Hard Barrier				
PO2	115	107,189	109,622	112,110
	-	103,049	105,388	107,780
	108	100,145	102,418	104,743
Hard Barrier				
PO1	-	94,368	96,510	98,701
	97	89,894	91,935	94,022
	94	87,158	89,136	91,159
	90	83,746	85,647	87,591
Hard Barrier				
PO Entry Level	84	78,885	80,676	82,507
	80	75,932	77,656	79,419
	76	73,037	74,695	76,391
	69	68,275	69,825	71,410
	59	61,837	63,241	64,677
Hard Barrier				
Administration Officer SHFA				
AO7	130	125,181	128,023	130,929
	126	119,898	122,620	125,403
	120	112,831	115,392	118,011
	116	108,242	110,699	113,212
Hard Barrier				
AO6	111	103,128	105,469	107,863
	108	100,145	102,418	104,743
	104	96,217	98,401	100,635
Hard Barrier				
AO5	98	90,877	92,940	95,050
	95	88,076	90,075	92,120
	91	84,553	86,472	88,435
Hard Barrier				
AO4	85	79,711	81,520	83,371
	82	77,441	79,199	80,997
	78	74,520	76,212	77,942
Hard Barrier				

AO3	67	67,010	68,531	70,087
	61	63,043	64,474	65,938
Hard Barrier				
AO2	55	59,512	60,863	62,245
	49	56,351	57,630	58,938
Hard Barrier				
AO1	40	51,884	53,062	54,267
	32	48,286	49,382	50,503
	28	46,564	47,621	48,702
Hard Barrier				
AO Entry Level	23	44,627	45,640	46,676
	17	41,679	42,625	43,593
	11	38,672	39,550	40,448
	-	34,151	34,926	35,719
Operational Officer SHFA				
OO4	98	90,877	92,940	95,050
	95	88,076	90,075	92,120
	91	84,553	86,472	88,435
Hard Barrier				
OO3	85	79,711	81,520	83,371
	82	77,441	79,199	80,997
	78	74,520	76,212	77,942
Hard Barrier				
OO2	67	67,010	68,531	70,087
	61	63,043	64,474	65,938
Hard Barrier				
OO1	55	59,512	60,863	62,245
	49	56,351	57,630	58,938
	40	51,884	53,062	54,267
Hard Barrier				
OO Entry Level	32	48,286	49,382	50,503
	28	46,564	47,621	48,702
	23	44,627	45,640	46,676
	17	41,679	42,625	43,593
	11	38,672	39,550	40,448
	-	34,151	34,926	35,719
Control Room Operator SHFA				
	55	59,512	60,863	62,245

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

Inspectors - WorkCover Authority				
Classification and Grades		1.7.12 Per week 2.50% \$	1.7.13 Per week 2.27% \$	1.7.14 Per week 2.27% \$
Inspectorial Stream	Managerial Stream			
Progression Level				
Level 1		84,102	86,011	87,963
Level 2		86,403	88,364	90,370
Level 3		91,322	93,395	95,515
Senior Inspector 1		94,891	97,045	99,248

Senior Inspector 2		95,783	97,957	100,181
Principal Inspector 1	District Coordinator 1	97,733	99,952	102,221
Principal Inspector 2		98,650	100,889	103,179
	District Coordinator 2	99,667	101,929	104,243
Assistant State		103,147	105,488	107,883
Inspector 1				
Assistant State		104,118	106,481	108,898
Inspector 2				
State Inspector 1	Team Coordinator 1	110,162	112,663	115,220
State Inspector 2		111,198	113,722	116,303
	Team Coordinator 2	112,342	114,892	117,500
	State Coordinator 1	115,350	117,968	120,646
	State Coordinator 2	116,437	119,080	121,783
	Team Manager 1	129,851	132,799	135,814
	Team Manager 2	143,456	146,712	150,042

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

Classification and Grades		1.7.12 Per week 2.50% \$	1.7.13 Per week 2.27% \$	1.7.14 Per week 2.27% \$
Horticultural Apprentice Year 1	-	24,445	25,000	25,568
Horticultural Apprentice Year 2	-	32,594	33,334	34,091
Horticultural Apprentice Year 3	-	40,744	41,669	42,615
Horticultural Apprentice Year 4	27	46,174	47,222	48,294
Level 1	15	40,192	41,104	42,037
Level 2, Year 1 (Minimum)	23	44,627	45,640	46,676
Level 2, (Maximum)	26	45,805	46,845	47,908
Level 3 Year 1, (Minimum)	30	47,445	48,522	49,623
Level 3, (Maximum)	34	49,134	50,249	51,390
Level 4, Year 1, (Minimum)	38	50,935	52,091	53,273
Level 4, (Maximum)	41	52,469	53,660	54,878
Level 5, Year 1, (Minimum)	45	54,325	55,558	56,819
Level 5, (Maximum)	48	55,776	57,042	58,337
Level 6, Year 1, (Minimum)	51	57,339	58,641	59,972
Level 6, (Maximum)	54	58,928	60,266	61,634
Level 7, Year 1, (Minimum)	57	60,599	61,975	63,382
Level 7, (Maximum)	60	62,411	63,828	65,277
Level 8, Year 1, (Minimum)	63	64,384	65,846	67,341
Level 8, Maximum	67	67,010	68,531	70,087
Level 9, Year 1, (Minimum)	71	69,637	71,218	72,835
Level 9, (Maximum)	75	72,242	73,882	75,559
Level 10, Year 1, (Minimum)	78	74,520	76,212	77,942
Level 10, (Maximum)	81	76,614	78,353	80,132
Level 11, Year 1, (Minimum)	89	82,925	84,807	86,732
Level 11, (Maximum)	95	88,076	90,075	92,120
Level 12, Year 1, (Minimum)	109	101,140	103,436	105,784
Level 12, (Maximum)	112	104,134	106,498	108,916
Level 13, Year 1, (Minimum)	115	107,189	109,622	112,110
Level 13, (Maximum)	118	110,403	112,909	115,472

Level 14, Year 1, (Minimum)	121	113,801	116,384	119,026
Level 14, (Maximum)	124	117,318	119,981	122,705
Level 15, Year 1, (Minimum)	127	121,155	123,905	126,718
Level 15, (Maximum)	130	125,181	128,023	130,929

Crown Employees (Parliamentary Electorate Officers) Award

Parliamentary Electorate Officers				
Classification and Grades	Common salary point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Grade 1				
Year or 18 years	7	31,973	32,699	33,441
Year 2 min at 20 years	11	38,672	39,550	40,448
Year 3, min at 21 years	17	41,679	42,625	43,593
Year 4	20	42,815	43,787	44,781
Year 5	23	44,627	45,640	46,676
Year 6	25	45,437	46,468	47,523
Year 7	28	46,564	47,621	48,702
Year 8	32	48,286	49,382	50,503
Year 9	36	50,036	51,172	52,334
Year 10	40	51,884	53,062	54,267
Grade 2				
Year 1	64	65,011	66,487	67,996
Year 2	67	67,010	68,531	70,087
Year 3	75	72,242	73,882	75,559
Year 4	78	74,520	76,212	77,942
Grade 1 Special Salary Scale				
Year 1	52	57,922	59,237	60,582
Year 2	55	59,512	60,863	62,245
Year 3	58	61,198	62,587	64,008
Year 4	61	63,043	64,474	65,938
Research Assistant to independent Members of the Legislative Assembly	98	90,877	92,940	95,050
Allowances				
Electorate Officer, Grade 1	-	4,739	4,847	4,957
Electorate Officer, Grade 1 Special Salary Scale	-	5,684	5,813	5,945
Electorate Officer, Grade 2	-	7,579	7,751	7,927

Crown Employees (Parliament House Conditions of Employment) Award 2010

Allowances	1.7.12 2.50% \$	1.7.13 2.27% \$	1.7.14 2.27% \$
Allowance in lieu of overtime Sessional Staff Above Clerk Grade 8 (per occasion)	348.32	356.23	364.32

**Crown employees (Physiotherapists, Occupation Therapists, Speech Pathologists and Music Therapists)
Award**

Physiotherapists, Occupational Therapists, Speech Pathologists and Music Therapists				
Classification and Grades		1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Physiotherapists - Grade 1				
1st year of service	46	54,742	55,985	57,256
2nd year of service	50	56,897	58,189	59,510
3rd year of service	56	60,069	61,433	62,828
4th year of service	63	64,384	65,846	67,341
5th year of service	70	68,949	70,514	72,115
6th year of service	76	73,037	74,695	76,391
7th year of service	81	76,614	78,353	80,132
Grade 2	85	79,711	81,520	83,371
Grade 3	92	85,336	87,273	89,254
Grade 4	95	88,076	90,075	92,120
Grade 5	98	90,877	92,940	95,050
Grade 6	100	92,687	94,791	96,943
Grade 7	103	95,352	97,516	99,730
Occupational Therapists				
Grade 1				
1st year of service	46	54,742	55,985	57,256
2nd year of service	50	56,897	58,189	59,510
3rd year of service	56	60,069	61,433	62,828
4th year of service	63	64,384	65,846	67,341
5th year of service	70	68,949	70,514	72,115
6th year of service	76	73,037	74,695	76,391
7th year of service	81	76,614	78,353	80,132
Grade 2	85	79,711	81,520	83,371
Grade 3	92	85,336	87,273	89,254
Grade 4	95	88,076	90,075	92,120
Grade 5	98	90,877	92,940	95,050
Grade 6	100	92,687	94,791	96,943
Speech Pathologist				
Grade 1				
1st year of service	46	54,742	55,985	57,256
2nd year of service	50	56,897	58,189	59,510
3rd year of service	56	60,069	61,433	62,828
4th year of service	63	64,384	65,846	67,341
5th year of service	70	68,949	70,514	72,115
6th year of service	76	73,037	74,695	76,391
7th year of service	81	76,614	78,353	80,132
Grade 2	85	79,711	81,520	83,371
Grade 3	92	85,336	87,273	89,254
Grade 4	95	88,076	90,075	92,120
Grade 5	98	90,877	92,940	95,050
Music Therapists				
1st year of service	31	47,823	48,909	50,019
2nd year of service	38	50,935	52,091	53,273
3rd year of service	43	53,405	54,617	55,857

4th year of service	49	56,351	57,630	58,938
5th year of service	54	58,928	60,266	61,634
6th year of service	59	61,837	63,241	64,677
7th year of service	63	64,384	65,846	67,341
Sole Allowance - 3(ii)(a)		2,304.00	2,356.00	2,409.00
Part-time Student Unit Supervisor Allowance for each student per supervised shift - refer formula in award at 3(ii)(b)		8.36	8.55	8.74

Crown Employees Planning Officers Award 2008

Classification and Grades	Common salary point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Student Planner				
Year 1	CSP 23	44,627	45,640	46,676
Year 2	CSP 28	46,564	47,621	48,702
Year 3	CSP 32	48,286	49,382	50,503
Year 4	CSP 40	51,884	53,062	54,267
Planning Officer (Professional)				
Level 1(a)				
Year 1	CSP 59	61,837	63,241	64,677
Year 2	CSP 69	68,275	69,825	71,410
Year 3	CSP 76	73,037	74,695	76,391
Year 4	CSP 80	75,932	77,656	79,419
Year 5	CSP 84	78,885	80,676	82,507
Progression/ promotion soft barrier (clause 4.7.2)				
Level 1(b)				
Year 1	CSP 90	83,746	85,647	87,591
Year 2	CSP 94	87,159	89,138	91,161
Year 3	CSP 97	89,894	91,935	94,022
Year 4	-	94,368	96,510	98,701
Level 2				
Year 1	CSP 108	100,145	102,418	104,743
Year 2	-	103,049	105,388	107,780
Year 3	CSP115	107,189	109,622	112,110
Level 3				
Year 1	CSP 117	109,317	111,798	114,336
Year 2	-	113,900	116,486	119,130
Year 3	CSP 124	117,318	119,981	122,705
Progression/ promotion soft barrier (clause 4.9.2)				
Year 4	CSP 128	122,425	125,204	128,046
Year 5	-	127,305	130,195	133,150
Level 4				
Year 1	-	140,353	143,539	146,797
Year 2	-	146,233	149,552	152,947
Year 3	-	152,231	155,687	159,221
Level 5				
Year 1	-	160,311	163,950	167,672
Year 2	-	164,301	168,031	171,845

Crown Employees (Psychologists) Award

Psychologists Classification and Grades	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Psychologist -			
1st year	57,534	58,840	60,176
2nd year	60,648	62,025	63,433
3rd year	63,756	65,203	66,683
4th year	67,643	69,178	70,748
5th year	71,532	73,156	74,817
6th year	75,420	77,132	78,883
7th year	79,307	81,107	82,948
8th year	82,418	84,289	86,202
9th year and thereafter	85,526	87,467	89,453
Senior Psychologist -			
1st year	90,193	92,240	94,334
2nd year	94,081	96,217	98,401
3rd year and thereafter	97,966	100,190	102,464
Specialist Psychologist -			
1st year	82,418	84,289	86,202
2nd year	87,080	89,057	91,079
3rd year	91,748	93,831	95,961
4th year	96,412	98,601	100,839
5th year and thereafter	101,075	103,369	105,715
Senior Specialist Psychologist -			
1st year	105,742	108,142	110,597
2nd year	108,852	111,323	113,850
3rd year and thereafter	111,963	114,505	117,104
Chief Psychologist -			
1st year	117,378	120,042	122,767
Principal Psychologist -			
1st year and thereafter	127,512	130,407	133,367
Environmental Allowance (Corrective Services and Juvenile Justice)	2,634	2,694	2,755

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

Allowances	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
On call allowance	0.86	0.88	0.90
Community Language Allowance Scheme			
Base level rate	1,224	1,252	1,280
Higher level rate	1,839	1,881	1,924
Flying Allowance	18.35	18.77	19.20
First Aid Allowance			
Holders of basic qualification	788	806	824
Holders of current occupational first aid certificate	1,184	1,211	1,238

Crown Employees (Public Service Training Wage) Reviewed Award 2008

Wage Rates for Part-Time and School-Based Trainees

So the wage rate in Year 10 is:

$$\frac{\$283.70 \times (15 - 3.5)}{28} = \$116.51 \text{ plus any applicable penalty rates under the relevant industrial instrument}$$

Table 1 - Full-Time Weekly Wage Rates

Effective from the first full pay period to commence on or after 1 July 2014

Diploma

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

Classification	16.12.13 2.27%	1.7.2014 2.27%
Trainee Diploma level	642.60	657.20

Skill Level A -

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

Highest Year of Schooling Completed			
	Year 10 1.7.2014	Year 11 1.7.2014	Year 12 1.7.2014
School leaver	290.10	319.80	383.40
Plus 1 year out of school	319.80	383.40	447.20
Plus 2 years	383.40	447.20	518.70
Plus 3 years	447.20	518.70	593.40
Plus 4 years	518.70	593.40	593.40
Plus 5 years or more	593.40	593.40	593.40

Skill Level B -

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

Highest Year of Schooling Completed			
	Year 10 1.7.2014 2.27%	Year 11 1.7.2014 2.27%	Year 12 1.7.2014 2.27%
School leaver	290.10	319.70	371.50
Plus 1 year out of school	319.80	371.50	427.50
Plus 2 years	371.50	427.50	502.10
Plus 3 years	427.50	502.10	572.50
Plus 4 years	502.10	572.50	572.50
Plus 5 years or more	572.50	572.50	572.50

Skill Level C -

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

Highest Year of Schooling Completed			
	Year 10 1.7.2014	Year 11 1.7.2014	Year 12 1.7.2014
Highest Year of Schooling Completed	2.27%	2.27%	2.27%
School leaver	290.1	319.70	368.20
Plus 1 year out of school	319.7	368.20	414.30
Plus 2 years	368.2	414.30	461.50
Plus 3 years	414.3	461.50	516.50
Plus 4 years	461.5	516.50	516.50
Plus 5 years or more	516.5	516.50	516.50

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

School-Based Traineeships -		
	Year 11 1.7.2014	Year 12 1.7.2014
Year of Schooling	2.27%	2.27%
School based traineeships Skill Levels A, B, and C	290.10	319.70

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

Table 2 - Hourly Wage Rates

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

Trainees who have left school:

Diploma

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

Classification	16.12.13 2.27% \$	1.7.2014 2.27% \$
Trainee Diploma level - part-time	22.95	23.47

Skill Level A -

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

	Year 10 1.7.2014	Year 11 1.7.2014	Year 12 1.7.2014
Highest Year of Schooling Completed	2.27%	2.27%	2.27%
School Leaver	10.35	11.41	13.70
Plus 1 year out of School	11.41	13.70	15.96
Plus 2 years	13.70	15.96	18.53
Plus 3 years	15.96	18.53	21.20

Plus 4 years	18.53	21.20	21.20
Plus 5 years or more	21.20	21.20	21.20

Skill Level B -

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

Highest Year of Schooling Completed

	Year 10 1.7.2014 2.27%	Year 11 1.7.2014 2.27%	Year 12 1.7.2014 2.27%
School Leaver	10.35	11.41	13.25
Plus 1 year out of School	11.41	13.25	15.27
Plus 2 years	13.25	15.30	17.92
Plus 3 years	15.27	17.92	20.45
Plus 4 years	17.92	20.45	20.45
Plus 5 years or more	20.46	20.45	20.45

Skill Level C -

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

Highest Year of Schooling Completed

	Year 10 1.7.2014 2.27%	Year 11 1.7.2014 2.27%	Year 12 1.7.2014 2.27%
School Leaver	10.35	11.41	13.14
Plus 1 year out of School	11.41	13.14	14.82
Plus 2 years	13.14	14.82	16.49
Plus 3 years	14.82	16.49	18.45
Plus 4 years	16.49	18.45	18.45
Plus 5 years or more	18.45	18.45	18.45

	1.7.2014 2.27%	1.7.2014 2.27%
School-Based Trainees:	\$	\$
Wage levels A, B and C	10.35	11.41

Appendix A - Skill Levels

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

Retail Operations Hospitality Operations
Skill Level C - Rural Skills

Crown Employees (Research Scientists) Award 2007

Research Scientists				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Research Scientist -				
1st year of service	86	80,424	82,250	84,117
2nd year of service	91	84,553	86,472	88,435
3rd year of service	96	89,000	91,020	93,086
4th year of service	100	92,687	94,791	96,943
Efficiency Barrier -				
5th year of service	105	97,197	99,403	101,659
6th year of service	109	101,140	103,436	105,784
7th year of service	113	105,136	107,523	109,964
Senior Research Scientist -				
1st year of service	115	107,189	109,622	112,110
2nd year of service	118	110,403	112,909	115,472
3rd year of service	121	113,801	116,384	119,026
Efficiency Barrier -				
4th year of service	124	117,318	119,981	122,705
5th year of service	127	121,155	123,905	126,718
Principal Research Scientist -				
1st year of service	130	125,181	128,023	130,929
2nd year of service	-	128,043	130,950	133,923
3rd year of service	-	131,296	134,276	137,324
Senior Principal Research Scientist -				
1st year of service	-	140,760	143,955	147,223
2nd year of service	-	151,001	154,429	157,935
Efficiency Barrier -				
3rd year of service	-	163,866	167,586	171,390

Crown Employees (Rural Fire Service) Award

RFS Officers

These rates are inclusive of Annual Leave Loading

Classification and Grades	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
RFS Officer Level 1			
Year 1	32,406	33,142	33,894
Year 2	39,192	40,082	40,992
Year 3	42,241	43,200	44,181

Year 4	43,397	44,382	45,389
Year 5	45,230	46,257	47,307
Year 6	46,050	47,095	48,164
Year 7	47,191	48,262	49,358
Year 8	48,940	50,051	51,187
Year 9	50,710	51,861	53,038
Year 10	52,581	53,775	54,996
RFS Officer Level 2			
Year 1	55,480	56,739	58,027
Year 2	57,111	58,407	59,733
RFS Officer Level 3			
Year 1	58,703	60,036	61,399
Year 2	60,313	61,682	63,082
RFS Officer Level 4			
Year 1	62,024	63,432	64,872
Year 2	63,894	65,344	66,827
RFS Officer Level 5			
Year 1	65,889	67,385	68,915
Year 2	67,913	69,455	71,032
RFS Officer Level 6			
Year 1	73,215	74,877	76,577
Year 2	75,526	77,240	78,993
RFS Officer Level 7			
Year 1	78,485	80,267	82,089
Year 2	80,786	82,620	84,495
RFS Officer Level 8			
Year 1	83,207	85,096	87,028
Year 2	85,697	87,642	89,631
RFS Officer Level 9			
Year 1	89,266	91,292	93,364
Year 2	92,102	94,193	96,331
RFS Officer Level 10			
Year 1	94,848	97,001	99,203
Year 2	97,516	99,730	101,994
RFS Officer Level 11			
Year 1	101,498	103,802	106,158
Year 2	104,520	106,893	109,319
RFS Officer Level 12			
Year 1	109,700	112,190	114,737
Year 2	114,356	116,952	119,607
RFS Officer Level 13			
Year 1	121,518	124,276	127,097
Year 2	126,869	129,749	132,694
RFS Officer Level 14			
Year 1	141,959	145,181	148,477
Year 2	152,965	156,437	159,988
RFS Officer Level 15			
Year 1	155,550	159,081	162,692
Year 2	166,516	170,296	174,162
RFS Officer Level 16			
Year 1	172,091	175,997	179,992
Year 2	188,903	193,191	197,576

RFS Officers (OCSC)

These rates are inclusive of Annual Leave Loading

Classification and Grades	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
RFS Officer Level A (OCSC Operator)			
Year 1	36,229	37,051	37,892
Year 2	38,672	39,550	40,448
Year 3	41,679	42,625	43,593
Year 4	42,815	43,787	44,781
Year 5	44,627	45,640	46,676
Year 6	45,437	46,468	47,523
Year 7	46,564	47,621	48,702
Year 8	48,286	49,382	50,503
Year 9	50,036	51,172	52,334
Year 10	51,884	53,062	54,267
RFS Officer Level B (OCSC Senior Operator)			
Year 1	54,742	55,985	57,256
Year 2	56,351	57,630	58,938
Year 3	57,922	59,237	60,582
Year 4	59,512	60,863	62,245

Crown Employees (School Administrative and Support Staff) Award**Schedule 1 - School Administrative and Support Staff (other than Aboriginal Education Officers) - Rates of Pay**

1.1 - Permanent School Administrative and Support Staff

	1.7.12 Per hour 2.50% \$	1.7.13 Per hour 2.27% \$	1.7.14 Per hour 2.27% \$
School Support Officer	23.07	23.59	24.13
School Administrative Officer	25.90	26.49	27.09
School Administrative Manager -			
Level 1	29.96	30.64	31.34
Level 2	30.78	31.48	32.19
Level 3	31.65	32.37	33.10
Level 4	32.61	33.35	34.11
School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter) - (for progression on these rates see clause 6)			
Junior	16.49	16.86	17.24
Following 12 months of service or at age 20	19.48	19.92	20.37
1st year	23.71	24.25	24.80
2nd year	24.14	24.69	25.25
3rd year	25.83	26.42	27.02
4th year	27.54	28.17	28.81
School Learning Support Officer (Pre-school) - (for progression on these rates see clause 6)			

Junior	16.49	16.86	17.24
Following 12 months of service or at age 20	19.48	19.92	20.37
1st year	22.86	23.38	23.91
2nd year	23.28	23.81	24.35
3rd year	23.71	24.25	24.80
4th year	24.14	24.69	25.25

1.2 Long-term Temporary School Administrative and Support Staff

	1.7.12 Per hour 2.50% \$	1.7.13 Per hour 2.27% \$	1.7.14 Per hour 2.27% \$
School Support Officer	24.44	24.99	25.56
School Administrative Officer	27.39	28.01	28.65
School Administrative Manager -		-	
Level 1	31.69	32.41	33.15
Level 2	32.57	33.31	34.07
Level 3	33.51	34.27	35.05
Level 4	34.5	35.28	36.08
School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter) - (for progression on these rates see clause 6)			
Junior	17.40	17.79	18.19
Following 12 months of service or at age 20	20.60	21.07	21.55
1st year	25.13	25.70	26.28
2nd year	25.53	26.11	26.70
3rd year	27.31	27.93	28.56
4th year	29.13	29.79	30.47
School Learning Support Officer (Pre-school) - (for progression on these rates see clause 6)			
Junior	17.40	17.79	18.19
Following 12 months of service or at age 20	20.60	21.07	21.55
1st year	24.22	24.77	25.33
2nd year	24.63	25.19	25.76
3rd year	25.13	25.70	26.28
4th year	25.53	26.11	26.70

1.3 Short term Temporary School Administrative and Support Staff

	1.7.12 Per hour 2.50% \$/h	1.7.13 Per hour 2.27% \$/h	1.7.14 Per hour 2.27% \$/h
School Support Officer	26.55	27.15	27.77
School Administrative Officer	29.79	30.47	31.16
School Administrative Manager			
Level 1	34.46	35.24	36.04
Level 2	35.41	36.21	37.03
Level 3	36.42	37.25	38.10
Level 4	37.5	38.35	39.22
School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter) - (for progression on these rates see clause 6)			

Junior	18.95	19.38	19.82
Following 12 months of service or at age 20	22.38	22.89	23.41
1st year	27.29	27.91	28.54
2nd year	27.77	28.40	29.04
3rd year	29.73	30.40	31.09
4th year	31.65	32.37	33.10
School Learning Support Officer (Pre-school) - (for progression on these rates see clause 6)			
Junior	18.95	19.38	19.82
Following 12 months of service or at age 20	22.38	22.89	23.41
1st year	26.32	26.92	27.53
2nd year	26.80	27.41	28.03
3rd year	27.29	27.91	28.54
4th year	27.77	28.40	29.04

Schedule 2 - Aboriginal Education Officers - Rates of Pay

(For progression on these rates see subclause 6.3)

2.1 Permanent Aboriginal Education Officer

	1.7.12 Per hour 2.50% \$/h	1.7.13 Per hour 2.27% \$/h	1.7.14 Per hour 2.27% \$/h
Year 1	28.33	28.97	29.63
Year 2	29.16	29.82	30.50
Year 3	29.98	30.66	31.36
Year 4	30.80	31.50	32.22

2.2 Long-term Temporary Aboriginal Education Officer

	1.7.12 Per hour 2.50% \$/h	1.7.13 Per hour 2.27% \$/h	1.7.14 Per hour 2.27% \$/h
Year 1	29.97	30.65	31.35
Year 2	30.85	31.55	32.27
Year 3	31.71	32.43	33.17
Year 4	32.58	33.32	34.08

2.3 Short-term Temporary Aboriginal Education Officer

	1.7.12 Per hour 2.50% \$/h	1.7.13 Per hour 2.27% \$/h	1.7.14 Per hour 2.27% \$/h
Year 1	32.58	33.32	34.08
Year 2	33.54	34.3	35.08
Year 3	34.48	35.26	36.06
Year 4	35.42	36.22	37.04

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

Classification and Grades	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Commissioned Correctional Officers:			
Senior Assistant Superintendent - 7 day or any 5/7 days	109,321	111,803	114,341
Assistant Superintendent - 7 day or any 5/7 days	102,329	104,652	107,028
Senior Assistant Superintendent - 5 day	103,341	105,687	108,086
Assistant Superintendent - 5 day	96,348	98,535	100,772
Commissioned Industries Officers:			
Regional Business Manager - 5 day Year 1	116,097	118,732	121,427
Year 2	119,080	121,783	124,547
Year 3	124,192	127,011	129,894
Year 4	128,781	131,704	134,694
Operations Manager	123,546	126,350	129,218
Manager of Industries Level 1 - 5 day	113,999	116,587	119,234
Manager of Industries Level 2 - Any 5 of 7 days	114,478	117,077	119,735
Manager Centre Services and Employment Manager of Industries Level 2 - 5 day	108,495	110,958	113,477
Manager Business Unit - any 5/7 days	109,321	111,803	114,341
Manager Business Unit - 5 day	103,341	105,687	108,086

Crown Employees (Senior Officers Salaries) Award 2007

Senior Officers	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Classification and Grades			
Grade 1 Year 1	140,067	143,247	146,499
Year 2	150,926	154,352	157,856
Grade 2 Year 1	153,480	156,964	160,527
Year 2	164,301	168,031	171,845
Grade 3 Year 1	169,799	173,653	177,595
Year 2	186,390	190,621	194,948

Crown Employees (Sheriff's Officers) Award 2007

Sheriff's Officers				
Classification and Grades	Common salary point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Chief Inspector				
Year 2	85	79,711	81,520	83,371
Year 1	82	77,441	79,199	80,997
Inspector				
Year 2	78	74,520	76,212	77,942
Year 1	75	72,242	73,882	75,559
Sergeant				
Year 4	67	67,010	68,531	70,087
Year 3	64	65,011	66,487	67,996
Year 2	61	63,043	64,474	65,938
Year 1	58	61,198	62,587	64,008
Sheriff's Officer				
Year 4	55	59,512	60,863	62,245
Year 3	52	57,922	59,237	60,582
Year 2	49	56,351	57,630	58,938
Year 1	46	54,742	55,985	57,256
Probationary Sheriff's Officer	36	50,036	51,172	52,334

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

Classification and Grades	Common salary point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Operations Communications Centre				
Senior Team Leader, Clerk Grade 5/6				
1st year of service	75	72,242	73,882	75,559
2nd year of service	78	74,520	76,212	77,942
3rd year of service	82	77,441	79,199	80,997
Thereafter	85	79,711	81,520	83,371
Operations Communications Centre				
Team Leader, Clerk Grade 3/4				
1st year of service	58	61,198	62,587	64,008
2nd year of service	61	63,043	64,474	65,938
3rd year of service	64	65,011	66,487	67,996
Thereafter	67	67,010	68,531	70,087
Operations Communications Centre				
Call Operator, Clerks General Scale				
Step 1	4	26,507	27,109	27,724
Step 2	6	30,080	30,763	31,461
Step 4	9	36,229	37,051	37,892
Step 5	11	38,672	39,550	40,448
Step 6	17	41,679	42,625	43,593

Step 7	20	42,815	43,787	44,781
Step 8	23	44,627	45,640	46,676
Step 9	25	45,437	46,468	47,523
Step 10	28	46,564	47,621	48,702
Step 11	32	48,286	49,382	50,503
Step 12	36	50,036	51,172	52,334
Step 13	40	51,884	53,062	54,267

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

Learning and Development Officers - Full-time, State Emergency Service				
Classification	Common salary point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
1st year of service	82	77,441	79,199	80,997
2nd year of service	85	79,711	81,520	83,371
3rd year of service	88	82,098	83,962	85,868
Thereafter	91	84,553	86,472	88,435

Crown Employees (State Emergency service) Region Controllers Award 2012

Region Controllers - State Emergency Services				
Classification	Common salary point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Salaries of Full-time Region Controllers				
1st year of service	101	93,586	95,710	97,883
2nd year of service	104	96,217	98,401	100,635
3rd year of service	108	100,145	102,418	104,743
Thereafter	111	103,128	105,469	107,863

Crown Employees (Technical Officers – Treasury) Award

Technical Officers - Treasury				
Classification and Grades		1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Technical Officers - Treasury				
Grade 1		132,861	135,877	138,961
		138,784	141,934	145,156
		144,901	148,190	151,554
		150,926	154,352	157,856
Technical Officers - Treasury				
Grade 2		153,381	156,863	160,424
		159,502	163,123	166,826

Crown Employees (Tipstaves to Justices) Award 2007

Tipstaff - Attorney General's Department				
Classification and Grades	Common salary point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
1st year of service	40	51,884	53,062	54,267
2nd year of service	42	52,880	54,080	55,308
3rd year of service	44	53,801	55,022	56,271
Tipstaff to the Chief Justice	46	54,742	55,985	57,256

Crown Employees (Trades Assistants) Award

Trades Assistants			
Classification and Grades	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Classification -			
Blacksmith's striker	813.90	832.40	851.30
Cold saw operator	820.40	839.00	858.00
Driller (stationary machines)	813.90	832.40	851.30
Dresser and grinder (portable machines)	828.20	847.00	866.20
Dresser, shot blast or sand blast-			
(a) who operates from outside a properly enclosed cabin	820.40	839.00	858.00
(b) other	855.60	875.00	894.90
Dogman and/or crane chaser	828.20	847.00	866.20
Forger's assistant	813.90	832.40	851.30
Fork Lift Driver (TAFE)	877.40	897.30	917.70
Assistant Furnaceperson	820.40	839.00	858.00
General assistant assisting tradespersons or employed in a metal and/or electrical workshop (TAFE)	813.90	832.40	851.30
General assistant, other (TAFE)	807.00	825.30	844.00
General assistant/tool storeperson assisting tradespersons, or employed in a metal and/or electrical workshop (less than 20 hpw toolstore duties) (TAFE)	828.20	847.00	866.20
General assistant/tool storeperson, other (less than 20 hpw toolstore duties) (TAFE)	855.10	874.50	894.40
Hammer driver	820.40	839.00	858.00
Heat treater operative	828.20	847.00	866.20
Machinist second class (Metal Trades)	863.90	883.50	903.60
Operator of straight line oxy-acetylene Cutting machine	828.20	847.00	866.20
Pipe fitter	863.90	883.50	903.60
Rigger and/or splicer (other than construction work)	892.20	912.50	933.20
Rigger and/or splicer (construction work)	908.80	929.40	950.50
Spray painter (ironwork) and/or brush hand	828.20	847.00	866.20
Tool and/or material storeman	855.60	875.00	894.90
Tool Storeperson (Classroom only, TAFE)	863.90	883.50	903.60
Trades assistant (Metal Trades)	813.90	832.40	851.30
Trades assistant (Electrical Trades)	836.00	855.00	874.40
Trades assistant	820.40	839.00	858.00
Cupola furnaceperson (foundries)	863.90	883.50	903.60
Allowances:			

Cold Places per hour	0.69	0.71	0.73
Confined Spaces per hour	0.89	0.91	0.93
Dirty Work per hour	0.69	0.71	0.73
Height Money per hour:			
- At a height of 7.5 m	0.69	0.71	0.73
- For every additional 3m	0.21	0.21	0.21
Hot Places per hour:			
- 46C-54C	0.69	0.71	0.73
- Above 54C	0.89	0.91	0.93
Insulation Material per hour:			
- Pumice or other recognised insulator	0.69	0.71	0.73
- Silicate	0.89	0.91	0.93
Smoke Boxes etc per hour:			
- Working on repairs to smoke boxes, furnaces etc	0.46	0.47	0.48
- Working on repairs inside oil-fired boilers	1.74	1.78	1.82
Wet Places per hour	0.69	0.71	0.73
Working on a boat or punt per day	2.73	2.79	2.85
Working knee deep in mud or water per day	5.56	5.69	5.82
Acid, furnaces, stills, etc per hour	3.59	3.67	3.75
Towers per hour	0.69	0.71	0.73
Depth money per hour	0.69	0.71	0.73
Swing Scaffolds:			
- First four hours (fixed rate)	5.19	5.31	5.43
- Each hour thereafter	1.06	1.08	1.10
- Solid plasterers per hour	0.21	0.21	0.21
Septic Tanks per day	8.37	8.56	8.75
Distant Places per day:			
- Area re paragraph 4.17.1	1.37	1.40	1.43
- Area re paragraph 4.17.2	2.23	2.28	2.33
- Area re paragraph 4.17.3	2.23	2.28	2.33
Epoxy Materials per hour	0.89	0.91	0.93
- Applying to air-conditioned buildings per hour	0.61	0.62	0.63
- Employees in close proximity per hour	0.69	0.71	0.73
Foundry per hour	0.53	0.54	0.55
Asbestos Eradication per hour	2.36	2.41	2.46
First Aid per day	3.08	3.15	3.22

Taronga Conservation Society Australia Salaried Employees Award

Classification and Grades	Common salary point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Clerks -				
General Scale -				
1st year (up to 18 years)	7	31,973	32,699	33,441
2nd year (or 20 years)	11	38,672	39,550	40,448
3rd year	17	41,679	42,625	43,593
4th year	20	42,815	43,787	44,781
5th year	23	44,627	45,640	46,676
6th year	25	45,437	46,468	47,523
7th year	28	46,564	47,621	48,702

8th year	32	48,286	49,382	50,503
9th year	36	50,036	51,172	52,334
10th year	40	51,884	53,062	54,267
At 19 years + (HSC)	9	36,229	37,051	37,892
Grade 1 -				
1st year	46	54,742	55,985	57,256
2nd year	49	56,351	57,630	58,938
Grade 2 -				
1st year	52	57,922	59,237	60,582
2nd year	55	59,512	60,863	62,245
Grade 3 -				
1st year	58	61,198	62,587	64,008
2nd year	61	63,043	64,474	65,938
Grade 4 -				
1st year	64	65,011	66,487	67,996
2nd year	67	67,010	68,531	70,087
Grade 5 -				
1st year	75	72,242	73,882	75,559
2nd year	78	74,520	76,212	77,942
Grade 6 -				
1st year	82	77,441	79,199	80,997
2nd year	85	79,711	81,520	83,371
Grade 7 -				
1st year	88	82,098	83,962	85,868
2nd year	91	84,553	86,472	88,435
Grade 8 -				
1st year	95	88,076	90,075	92,120
2nd year	98	90,877	92,940	95,050
Grade 9 -				
1st year	101	93,586	95,710	97,883
2nd year	104	96,217	98,401	100,635
Grade 10 -				
1st year	108	100,145	102,418	104,743
2nd year	111	103,128	105,469	107,863
Grade 11 -				
1st year	116	108,242	110,699	113,212
2nd year	120	112,831	115,392	118,011
Grade 12 -				
1st year	126	119,898	122,620	125,403
2nd year	130	125,181	128,023	130,929
Stenographers and Machine Operators				
1st year (up to 17 years)	2	23,748	24,287	24,838
2nd year (or 17 years)	5	28,189	28,829	29,483
3rd year (or 18 years)	7	31,973	32,699	33,441
4th year (or 19 years)	9	36,229	37,051	37,892
5th year (or 20 years)	10	38,320	39,190	40,080
6th year (or 21 years)	19	42,456	43,420	44,406
7th year	22	43,627	44,617	45,630
8th year	24	45,066	46,089	47,135
9th year	33	48,677	49,782	50,912
10th year	35	49,532	50,656	51,806
11th year	38	50,935	52,091	53,273
12th year	40	51,884	53,062	54,267

Grade 1 -				
1st year	46	54,742	55,985	57,256
2nd year	49	56,351	57,630	58,938
Grade 2 -				
1st year	52	57,922	59,237	60,582
2nd year	55	59,512	60,863	62,245
Grade 3 -				
1st year	58	61,198	62,587	64,008
2nd year	61	63,043	64,474	65,938
Clerical Assistants -				
1st year (or under 17 years)	1	22,256	22,761	23,278
2nd year (or 17 years)	3	25,000	25,568	26,148
3rd year (or 18 years)	6	30,080	30,763	31,461
4th year (or 19 years)	8	34,164	34,940	35,733
5th year (or 20 years)	9	36,229	37,051	37,892
6th year (or 21 years)	15	40,192	41,104	42,037
7th year	17	41,679	42,625	43,593
8th year	20	42,815	43,787	44,781
9th year	22	43,627	44,617	45,630
Class 1 -				
1st year	25	45,437	46,468	47,523
2nd year	28	46,564	47,621	48,702
Class 2 -				
1st year	32	48,286	49,382	50,503
2nd year	35	49,532	50,656	51,806
Class 3 -				
1st year	37	50,514	51,661	52,834
2nd year	40	51,884	53,062	54,267
Class 4 -				
1st year	42	52,880	54,080	55,308
2nd year	44	53,801	55,022	56,271
Typists and Communications Assistants -				
1st year (or under 17)	2	23,748	24,287	24,838
2nd year (or 17 years)	4	26,507	27,109	27,724
3rd year (or 18 years)	6	30,080	30,763	31,461
4th year (or 19 years)	8	34,164	34,940	35,733
5th year (or 20 years)	10	38,320	39,190	40,080
6th year (or 21 years)	17	41,679	42,625	43,593
7th year	19	42,456	43,420	44,406
8th year	22	43,627	44,617	45,630
Senior Typist -				
1st year	25	45,437	46,468	47,523
2nd year	28	46,564	47,621	48,702
Garden Labourer - (Applies to employees engaged prior 1 July 2010)				
Grade 1	15	40,192	41,104	42,037
Grade 2	18	42,090	43,045	44,022
Grade 3	21	43,225	44,206	45,209
Horticulturalist Labourer - (Applies to employees engaged prior 1 July 2010)				
Grade 1	25	45,437	46,468	47,523
Grade 2	30	47,445	48,522	49,623
Grade 3	35	49,532	50,656	51,806

Horticulturalist Level 1 - (Applies to employees engaged prior 1 July 2010)				
Grade 1	42	52,880	54,080	55,308
Grade 2	45	54,325	55,558	56,819
Horticulturalist Level 2 (Applies to employees engaged prior 1 July 2010)				
Grade 1	48	55,776	57,042	58,337
Grade 2	50	56,897	58,189	59,510
Horticultural Technician (Applies to employees engaged prior 1 July 2010)				
Grade 1	55	59,512	60,863	62,245
Grade 2	57	60,599	61,975	63,382
Senior Horticultural Technician (Applies to employees engaged prior 1 July 2010)				
Grade 1	63	64,384	65,846	67,341
Grade 2	67	67,010	68,531	70,087
Horticultural Apprentice (Applies to employees engaged post 1 July 2010)				
1st Year		22,106	22,608	23,121
2nd Year		26,126	26,719	27,326
3rd Year		30,144	30,828	31,528
4th Year		36,174	36,995	37,835
Gardener (Applies to employees engaged post 1 July 2010)				
Grade 1	15	40,192	41,104	42,037
Grade 2	18	42,090	43,045	44,022
Grade 3	21	43,225	44,206	45,209
Horticulturalist (Applies to employees engaged post 1 July 2010)				
Grade 1		51,154	52,315	53,503
Grade 2		52,688	53,884	55,107
Grade 3		54,269	55,501	56,761
Grade 4		56,896	58,188	59,509
Horticultural Supervisor (Applies to employees engaged post 1 July 2010)				
Grade 1		60,411	61,782	63,184
Grade 2		62,224	63,636	65,081
Grade 3		64,089	65,544	67,032
Keeper Grade 4 (Specialist) Level 2 (only available to employees employed permanently as a Keeper on 8 December 2005)	75	72,242	73,882	75,559
Trainee Keeper -				
Level 1	-	38,368	39,239	40,130
Level 2	-	40,924	41,853	42,803
Level 3	-	43,483	44,470	45,479
Level 4	-	46,039	47,084	48,153
Keeper -				
Level 1	-	51,155	52,316	53,504
Level 2	-	53,712	54,931	56,178
Level 3	-	56,270	57,547	58,853
Level 4	-	58,829	60,164	61,530
Senior Keeper -				
Level 1	-	61,386	62,779	64,204
Level 2	-	66,500	68,010	69,554

Keeping Unit Supervisor -				
Year 1	-	74,174	75,858	77,580
Year 2	-	75,709	77,428	79,186
Year 3	-	77,243	78,996	80,789
Publicity and Assistant Publicity Officer -				
Public Relations Officer -				
Grade 1 -				
1st year	87	81,289	83,134	85,021
2nd year	89	82,925	84,807	86,732
3rd year	91	84,553	86,472	88,435
Grade 2 -				
1st year	103	95,352	97,516	99,730
2nd year	105	97,197	99,403	101,659
3rd year	107	99,161	101,412	103,714
Publicity Officer -				
1st year	69	68,275	69,825	71,410
2nd year	72	70,232	71,826	73,456
3rd year	74	71,521	73,145	74,805
Assistant Publicity Officer -				
1st year	59	61,837	63,241	64,677
2nd year	62	63,637	65,082	66,559
Gate Receptionists	38	50,935	52,091	53,273
Designers (Exhibitions and Publications) Applies to employees engaged prior 1 July 2010				
1st year	37	50,514	51,661	52,834
2nd year	39	51,460	52,628	53,823
3rd year	42	52,880	54,080	55,308
4th year	46	54,742	55,985	57,256
5th year	49	56,351	57,630	58,938
6th year	51	57,339	58,641	59,972
7th year	53	58,418	59,744	61,100
8th year	56	60,069	61,433	62,828
9th year	60	62,411	63,828	65,277
10th year	64	65,011	66,487	67,996
11th year	67	67,010	68,531	70,087
12th year and thereafter	71	69,637	71,218	72,835
Junior Designer				
Grade 1		43,601	44,591	45,603
Grade 2		45,345	46,374	47,427
Grade 3		47,158	48,228	49,323
Grade 4		49,044	50,157	51,296
Designer				
Grade 1		50,514	51,661	52,834
Grade 2		52,786	53,984	55,209
Grade 3		55,162	56,414	57,695
Grade 4		57,645	58,954	60,292
Grade 5		60,238	61,605	63,003
Senior Designer				
Grade 1		63,254	64,690	66,158
Grade 2		66,413	67,921	69,463
Grade 3		69,733	71,316	72,935
Allowances:				
Casual first aid allowance (per shift)		15.12	15.46	15.81

Laundry Allowance for staff other than Gate Receptionists (per week)		6.31	6.45	6.60
Laundry Allowance for Gate Receptionists (per week)		11.39	11.65	11.91

AGREEMENTS AND DETERMINATIONS

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

	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Adventure Facilitator			
Year 1	82,098	83,962	85,868
Year 2	84,553	86,472	88,435
Year 3	88,076	90,075	92,120
Year 4	90,877	92,940	95,050

Architects etc. Agreement No. 1733 of 1971

Architects				
Classification and Grades	Common salary point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Grade I				
1st year of service	46	54,742	55,985	57,256
2nd year of service	50	56,897	58,189	59,510
3rd year of service	56	60,069	61,433	62,828
4th year of service	63	64,384	65,846	67,341
5th year of service	70	68,949	70,514	72,115
6th year of service and thereafter	76	73,037	74,695	76,391
Grade II				
1st year of service	82	77,441	79,199	80,997
2nd year of service	86	80,424	82,250	84,117
3rd year of service	89	82,925	84,807	86,732
4th year of service and thereafter	92	85,336	87,273	89,254
Grade III				
1st year of service	97	89,894	91,935	94,022
2nd year of service	100	92,687	94,791	96,943
3rd year of service	104	96,217	98,401	100,635
4th year of service and thereafter	107	99,161	101,412	103,714
Grade IV				
1st year of service	112	104,134	106,498	108,916
2nd year of service	115	107,189	109,622	112,110
3rd year of service and thereafter	117	109,317	111,798	114,336
Grade V				
1st year of service	121	113,801	116,384	119,026
2nd year of service and thereafter	123	116,042	118,676	121,370
Grade VI				
1st year of service	125	118,611	121,303	124,057
2nd year of service	127	121,155	123,905	126,718

**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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Artists Australian Museum and Museum of Applied Arts and Sciences				
Grade I				
1st year of service	28	46,564	47,621	48,702
2nd year of service	31	47,823	48,909	50,019
3rd year of service	34	49,134	50,249	51,390
4th year of service	37	50,514	51,661	52,834
5th year of service	39	51,460	52,628	53,823
6th year of service	43	53,405	54,617	55,857
7th year of service and thereafter	46	54,742	55,985	57,256
Grade II				
1st year of service	49	56,351	57,630	58,938
2nd year of service	51	57,339	58,641	59,972
3rd year of service and thereafter	53	58,418	59,744	61,100
Grade III				
1st year of service	58	61,198	62,587	64,008
2nd year of service and thereafter	61	63,043	64,474	65,938
Keeper Of Exhibits (Non Graduate)				
Museum of Applied Arts & Sciences				
1st year of service	44	53,801	55,022	56,271
2nd year of Service	47	55,316	56,572	57,856
3rd year of service	51	57,339	58,641	59,972
4th year of service	53	58,418	59,744	61,100
5th year of service	58	61,198	62,587	64,008
6th year of service and thereafter	58	61,198	62,587	64,008
Designers (Exhibitions and Publications)				
National Parks and Wildlife Services				
1st year of service	37	50,514	51,661	52,834
2nd year of service	39	51,460	52,628	53,823
3rd year of service	42	52,880	54,080	55,308
4th year of service	46	54,742	55,985	57,256
5th year of service	49	56,351	57,630	58,938
6th year of service	51	57,339	58,641	59,972
7th year of service	53	58,418	59,744	61,100
8th year of service	56	60,069	61,433	62,828
9th year of service	60	62,411	63,828	65,277
10th year of service	64	65,011	66,487	67,996
11th year of service	67	67,010	68,531	70,087
12th year of service	71	69,637	71,218	72,835
Senior Designer (Exhibitions and Publications)				
National Parks and Wildlife Service				
On Appointment	77	73,663	75,335	77,045

Exhibitions Officer, Australian Museum Grade I				
1st year of service	56	60,069	61,433	62,828
2nd year of service	60	62,411	63,828	65,277
3rd year of service	64	65,011	66,487	67,996
4th year of service	67	67,010	68,531	70,087
5th year of service and thereafter	71	69,637	71,218	72,835
Grade II				
1st year of service	75	72,242	73,882	75,559
2nd year of service	77	73,663	75,335	77,045
Chief, Exhibitions Department Museum of Applied Arts and Sciences 1st year of service	92	85,336	87,273	89,254

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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Level 1 At 18 years of age	7	31,973	32,699	33,441
Level 1 At 19 years of age with HSC	9	36,229	37,051	37,892
Level 2 Or minimum at 20 years	11	38,672	39,550	40,448
Level 3 Or minimum at 21 years	17	41,679	42,625	43,593
Level 4	20	42,815	43,787	44,781
Level 5	23	44,627	45,640	46,676
Level 6	25	45,437	46,468	47,523
Level 7	28	46,564	47,621	48,702
Level 8	32	48,286	49,382	50,503
Level 9	36	50,036	51,172	52,334
Level 10	40	51,884	53,062	54,267

**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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
General Scale				
1st year	7	31,973	32,699	33,441
2nd year	11	38,672	39,550	40,448
3rd year	17	41,679	42,625	43,593
4th year	20	42,815	43,787	44,781
5th year	23	44,627	45,640	46,676
6th year	25	45,437	46,468	47,523
7th year	28	46,564	47,621	48,702
8th year	32	48,286	49,382	50,503
9th year	36	50,036	51,172	52,334
10th year	40	51,884	53,062	54,267
11th year	46	54,742	55,985	57,256
12th year	49	56,351	57,630	58,938
13th year	52	57,922	59,237	60,582
14th year	55	59,512	60,863	62,245
Officer with HSC aged 19 and over paid not less than	9	36,229	37,051	37,892
Class 1				
1st year	58	61,198	62,587	64,008
2nd year	61	63,043	64,474	65,938
3rd year	64	65,011	66,487	67,996
4th year	67	67,010	68,531	70,087
Class 2				
1st year	75	72,242	73,882	75,559
2nd year	78	74,520	76,212	77,942
Class 3				
1st year	82	77,441	79,199	80,997
2nd year	85	79,711	81,520	83,371
Class 4				
1st year	88	82,098	83,962	85,868
2nd year	91	84,553	86,472	88,435
Class 5				
1st year	95	88,076	90,075	92,120
2nd year	98	90,877	92,940	95,050
Class 6				
1st year	101	93,586	95,710	97,883
2nd year	104	96,217	98,401	100,635
Class 7				
1st year	108	100,145	102,418	104,743
2nd year	111	103,128	105,469	107,863

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

Department of Corrective Services			
Classification and Grades	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Sessional Specialist HIV/Health Promotion (The rates are inclusive of a 15% casual loading for Monday to Friday work, plus 1/12th in lieu of recreation leave.	70.20	71.79	73.42
Environmental Allowance for working within a correctional centre.	1.62	1.66	1.70

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

Community Offender Support Program Centres DCS				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Throughcare and Placement Officer:				
1st year	88	82,098	83,962	85,868
2nd year	91	84,553	86,472	88,435
3rd year	95	88,076	90,075	92,120
Thereafter	98	90,877	92,940	95,050
Accommodation Support Worker:				
1st year	75	72,242	73,882	75,559
2nd year	78	74,520	76,212	77,942
3rd year	82	77,441	79,199	80,997
Thereafter	85	79,711	81,520	83,371
Assistant Support Worker:				
1st year	46	54,742	55,985	57,256
2nd year	49	56,351	57,630	58,938
3rd year	52	57,922	59,237	60,582
Thereafter	55	59,512	60,863	62,245

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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Trainee Computer Operator				
At 18 and under	7	31,973	32,699	33,441
At 19	9	36,229	37,051	37,892
At 20	11	38,672	39,550	40,448
At 21	17	41,679	42,625	43,593
Computer Operator - Grade 1				
1st year of service	20	42,815	43,787	44,781

2nd year of service	23	44,627	45,640	46,676
3rd year of service	25	45,437	46,468	47,523
4th year of service and thereafter	28	46,564	47,621	48,702
Computer Operator - Grade 2				
1st year of service	32	48,286	49,382	50,503
2nd year of service	36	50,036	51,172	52,334
3rd year of service and thereafter	40	51,884	53,062	54,267
Senior Computer Operator - Grade 1				
1st year of service	46	54,742	55,985	57,256
2nd year of service	49	56,351	57,630	58,938
3rd year of service	52	57,922	59,237	60,582
4th year of service	55	59,512	60,863	62,245
Senior Computer Operator - Grade 2				
1st year of service	58	61,198	62,587	64,008
2nd year of service	61	63,043	64,474	65,938
3rd year of service	64	65,011	66,487	67,996
4th year of Service	67	67,010	68,531	70,087

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

Classification and Grades	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Operations Manager - Clerk 11/12			
1st year of service	108,242	110,699	113,212
2nd year of service	112,831	115,392	118,011
3rd year of service	119,898	122,620	125,403
Thereafter	125,181	128,023	130,929
Assistant Operations Manager - Clerk 9/10			
1st year of service	93,586	95,710	97,883
2nd year of service	96,217	98,401	100,635
3rd year of service	100,145	102,418	104,743
Thereafter	103,128	105,469	107,863
Senior Case Worker - Clerk 5/6			
1st year of service	72,242	73,882	75,559
2nd year of service	74,520	76,212	77,942
3rd year of service	77,441	79,199	80,997
Thereafter	79,711	81,520	83,371

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

Classification and Grades	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Assistant Manager			
1st year of service	86,525	88,489	90,498
2nd year of service	88,958	90,977	93,042
3rd year of service	92,589	94,691	96,840
Thereafter	95,349	97,513	99,727

Co-ordinator Program Support & Security			
1st year of service	75,904	77,627	79,389
2nd year of service	78,175	79,950	81,765
3rd year of service	81,432	83,281	85,171
Thereafter	84,020	85,927	87,878
Senior Program Support Officer			
1st year of service	66,791	68,307	69,858
2nd year of service	68,897	70,461	72,060
3rd year of service	71,598	73,223	74,885
Thereafter	73,698	75,371	77,082
Program Support Officer			
1st year of service	56,581	57,865	59,179
2nd year of service	58,287	59,610	60,963
3rd year of service	60,106	61,470	62,865
Thereafter	61,954	63,360	64,798

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

Classification and Grades	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Co-ordinator Program Support & Security			
1st year of service	82,098	83,962	85,868
2nd year of service	84,553	86,472	88,435
3rd year of service	88,076	90,075	92,120
Thereafter	90,877	92,940	95,050
Senior Program Support Officer			
1st year of service	72,242	73,882	75,559
2nd year of service	74,520	76,212	77,942
3rd year of service	77,441	79,199	80,997
Thereafter	79,711	81,520	83,371
Program Support Officer			
1st year of service	61,198	62,587	64,008
2nd year of service	63,043	64,474	65,938
3rd year of service	65,011	66,487	67,996
Thereafter	67,010	68,531	70,087
Mobile Work Camps Allowance (per day)	130.18	133.14	136.16

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

Classification and Grades	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Senior Program Support Officer			
1st year of service	72,242	73,882	75,559
2nd year of service	74,520	76,212	77,942
3rd year of service	77,441	79,199	80,997
Thereafter	79,711	81,520	83,371

Program Support Officer			
1st year of service	61,198	62,587	64,008
2nd year of service	63,043	64,474	65,938
3rd year of service	65,011	66,487	67,996
Thereafter	67,010	68,531	70,087

**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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Team Leader (Administrative and Clerical Officer Grade 7/8)			
1st year of service	82,098	83,962	85,868
Thereafter	84,553	86,472	88,435
Grade 8			
1st year of service	88,076	90,075	92,120
Thereafter	90,877	92,940	95,050
Allowance	22,063	22,564	23,076
Bail Coordinator (Administrative and Clerical Officer Grade 7/8)			
Grade 5			
1st year of service	72,242	73,882	75,559
Thereafter	74,520	76,212	77,942
Grade 6			
1st year of service	77,441	79,199	80,997
Thereafter	79,711	81,520	83,371
Allowance	19,962	20,415	20,878

Conservators, Cultural Institutions Agreement No.2504 of 1987

Conservators, Cultural Institutions				
Classifications and Grade	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Assistant Conservator				
Class 1				
1st year of service	40	51,884	53,062	54,267
2nd year of service	42	52,880	54,080	55,308
3rd year of service	44	53,801	55,022	56,271
4th year of service	47	55,316	56,572	57,856
5th year of service	49	56,351	57,630	58,938
6th year of service	52	57,922	59,237	60,582
Class 2				
1st year of service	55	59,512	60,863	62,245
2nd year of service	56	60,069	61,433	62,828
3rd year of service	58	61,198	62,587	64,008
Conservator				
Grade 1				
1st year of service	62	63,637	65,082	66,559
2nd year of service	64	65,011	66,487	67,996

3rd year of service	66	66,332	67,838	69,378
4th year of service	68	67,501	69,033	70,600
5th year of service	70	68,949	70,514	72,115
Grade 2				
1st year of service	74	71,521	73,145	74,805
2nd year of service	79	75,116	76,821	78,565
3rd year of service	83	78,197	79,972	81,787
4th year of service	87	81,289	83,134	85,021
5th year of service	91	84,553	86,472	88,435
Grade 3				
1st year of service	94	87,159	89,138	91,161
2nd year of service	97	89,894	91,935	94,022
3rd year of service	99	91,749	93,832	95,962
Head Conservator				
1st year of service	105	97,197	99,403	101,659
2nd year of service	108	100,145	102,418	104,743
3rd year of service	110	102,131	104,449	106,820

**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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Co-ordinator	61	63,043	64,474	65,938
Director	104	96,217	98,401	100,635

**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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Co-ordinator, Visual Arts	102	94,482	96,627	98,820
Environmental Allowance	-	2,634	2,694	2,755
All Incidents Allowance	-	9,060	9,266	9,476

Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987

Curatorial Staff				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Assistant Curator/Assistant Registrar - Grade I				
1st year of service	40	51,884	53,062	54,267
2nd year of service	46	54,742	55,985	57,256

3rd year of service	51	57,339	58,641	59,972
4th year of service	57	60,599	61,975	63,382
5th year of service and thereafter	62	63,637	65,082	66,559
Assistant Curator/Assistant Registrar - Grade II				
1st year of service	64	65,011	66,487	67,996
2nd year of service	67	67,010	68,531	70,087
3rd year of service	70	68,949	70,514	72,115
4th year of service	73	70,958	72,569	74,216
5th year of service and thereafter	75	72,242	73,882	75,559
Curator/Registrar - Grade I				
1st year of service	77	73,663	75,335	77,045
2nd year of service	82	77,441	79,199	80,997
3rd year of service	86	80,424	82,250	84,117
4th year of service	91	84,553	86,472	88,435
5th year of service and thereafter	95	88,076	90,075	92,120
Curator/Registrar - Grade II				
1st year of service	99	91,749	93,832	95,962
2nd year of service	102	94,482	96,627	98,820
3rd year of service	105	97,197	99,403	101,659
4th year of service	108	100,145	102,418	104,743
5th year of service	110	102,131	104,449	106,820
Senior Curator Senior Registrar	114	106,139	108,548	111,012

Departmental Professional Officers Determination No.866 of 1987

Departmental Professional Officers - All Departments				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Grade I -				
1st year of service	46	54,742	55,985	57,256
2nd year of service	50	56,897	58,189	59,510
3rd year of service	56	60,069	61,433	62,828
4th year of service	63	64,384	65,846	67,341
5th year of service	70	68,949	70,514	72,115
6th year of service and thereafter	76	73,037	74,695	76,391
Grade II -				
1st year of service	81	76,614	78,353	80,132
2nd year of service	84	78,885	80,676	82,507
3rd year of service	87	81,289	83,134	85,021
4th year of service and thereafter	91	84,553	86,472	88,435
Grade III -				
1st year of service	95	88,076	90,075	92,120
2nd year of service	98	90,877	92,940	95,050
3rd year of service	100	92,687	94,791	96,943
4th year of service and thereafter	104	96,217	98,401	100,635
Grade IV -				
1st year of service	108	100,145	102,418	104,743
2nd year of service and thereafter	110	102,131	104,449	106,820
Grade V -				
1st year of service	114	106,139	108,548	111,012

2nd year of service and thereafter	116	108,242	110,699	113,212
Grade VI -				
1st year of service	119	111,614	114,148	116,739
2nd year of service and thereafter	121	113,801	116,384	119,026
Grade VII -				
1st year of service	124	117,318	119,981	122,705
2nd year of service and thereafter	126	119,898	122,620	125,403
Grade VIII -				
1st year of service	129	123,800	126,610	129,484
2nd year of service and thereafter	130	125,181	128,023	130,929

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

Transport Officers			
Classification and Grades	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Grade I -			
One	41,621	42,566	43,532
Two	43,074	44,052	45,052
Three	44,579	45,591	46,626
Four	46,140	47,187	48,258
Five	47,755	48,839	49,948
Grade 2			
One	47,755	48,839	49,948
Two	49,431	50,553	51,701
Three	51,157	52,318	53,506
Four	52,954	54,156	55,385
Five	54,803	56,047	57,319
Grade 3			
One	54,803	56,047	57,319
Two	56,721	58,009	59,326
Three	58,703	60,036	61,399
Four	60,759	62,138	63,549
Five	62,891	64,319	65,779
Grade 4			
One	62,891	64,319	65,779
Two	65,088	66,565	68,076
Three	67,366	68,895	70,459
Four	69,726	71,309	72,928
Five	72,256	73,896	75,573
Grade 5			
One	72,256	73,896	75,573
Two	74,690	76,385	78,119
Three	77,461	79,219	81,017
Four	80,013	81,829	83,687
Five	82,813	84,693	86,616
Grade 6			
One	82,813	84,693	86,616
Two	85,713	87,659	89,649
Three	88,709	90,723	92,782

Four	91,813	93,897	96,028
Five	95,028	97,185	99,391
Grade 7			
One	95,028	97,185	99,391
Two	98,355	100,588	102,871
Three	101,797	104,108	106,471
Four	105,357	107,749	110,195
Five	109,047	111,522	114,054
Grade 8			
One	109,047	111,522	114,054
Two	112,864	115,426	118,046
Three	119,922	122,644	125,428
Four	125,202	128,044	130,951
Five	129,585	132,527	135,535
Grade 9			
One	129,585	132,527	135,535
Two	136,546	139,646	142,816
Three	143,601	146,861	150,195
Four	148,884	152,264	155,720
Five	153,267	156,746	160,304

**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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Education Officer -				
1st year of service	43	53,405	54,617	55,857
2nd year of service	48	55,776	57,042	58,337
3rd year of service	54	58,928	60,266	61,634
4th year of service	60	62,411	63,828	65,277
5th year of service	66	66,332	67,838	69,378
6th year of service	71	69,637	71,218	72,835
7th year of service	75	72,242	73,882	75,559
8th year of service	79	75,116	76,821	78,565
9th year of service and thereafter	84	78,885	80,676	82,507
Senior Education Officer -				
1st year of service	98	90,877	92,940	95,050
2nd year of service and thereafter	101	93,586	95,710	97,883
Allowance after 12 months on the 9th year of service: \$ per annum	-	2,473	2,529	2,586
After a further 12 months: \$ per annum	-	2,473	2,529	2,586

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

Education Officer - Department of Education and Training			
Classification and Grades	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Education Officer			
Step 1	77,066	78,815	80,604
Step 2	81,168	83,011	84,895
Step 3	85,447	87,387	89,371
Step 4	89,737	91,774	93,857
Special Program Co-ordinator			
Step 1	96,096	98,277	100,508
Step 2	100,027	102,298	104,620
Senior Education Officer			
Step 1	104,410	106,780	109,204
Step 2	106,999	109,428	111,912
Chief Education Officer	116,367	119,009	121,711
Chief Research Officer	116,367	119,009	121,711
Quality Assurance Co-ordinator	122,842	125,631	128,483
Principal Education Officer	130,374	133,333	136,360
Principal Research Officer	130,374	133,333	136,360
Principal Officer	130,374	133,333	136,360
Curriculum Manager	130,374	133,333	136,360

Engineers Agreement No. 1734 of 1971

Engineers				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Grade I Diplomate Experience Since Qualifying				
In first year	46	54,742	55,985	57,256
After one year	50	56,897	58,189	59,510
After two years	56	60,069	61,433	62,828
After three years	63	64,384	65,846	67,341
After four years	70	68,949	70,514	72,115
After five years	76	73,037	74,695	76,391
Grade I Graduate Experience Since Qualifying				
In first year	50	56,897	58,189	59,510
After one year	56	60,069	61,433	62,828
After two years	63	64,384	65,846	67,341
After three years	70	68,949	70,514	72,115
After four years	76	73,037	74,695	76,391
Grade II				
1st year of service	82	77,441	79,199	80,997
2nd year of service	86	80,424	82,250	84,117
3rd year of service	89	82,925	84,807	86,732
4th year of service and thereafter	92	85,336	87,273	89,254

Grade III				
1st year of service	97	89,894	91,935	94,022
2nd year of service	100	92,687	94,791	96,943
3rd year of service	104	96,217	98,401	100,635
4th year of service and thereafter	107	99,161	101,412	103,714
Grade IV				
1st year of service	112	104,134	106,498	108,916
2nd year of service	115	107,189	109,622	112,110
3rd year of service and thereafter	117	109,317	111,798	114,336
Grade V				
1st year of service	121	113,801	116,384	119,026
2nd year of service and thereafter	123	116,042	118,676	121,370
Grade VI				
1st year of service	125	118,611	121,303	124,057
2nd year of service and thereafter	127	121,155	123,905	126,718

Escorts and Travelling Attendants Agreement No.2270 of 1980

Escorts and Travelling Attendants				
Classification and Grades	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$	
Travelling Attendant				
1st Year	42,312	43,272	44,254	
2nd Year	42,312	43,272	44,254	
3rd Year	42,714	43,684	44,676	
4th Year	44,120	45,122	46,146	
Travelling Attendant (Hourly Rate)				
1st Year	21.34	21.82	22.32	
2nd Year	21.34	21.82	22.32	
3rd Year	21.55	22.04	22.54	
4th Year	22.24	22.74	23.26	
Escorts				
1st Year	50,421	51,566	52,737	
2nd Year	50,421	51,566	52,737	
3rd Year	50,878	52,033	53,214	
4th Year	52,596	53,790	55,011	
Rate A Applicable Mon-Fri and all overtime/travelling time/weekdays and public holidays = Hrly rate of Travelling Attendant + 10% +4/48ths				
1st Year	25.44	26.02	26.61	
2nd Year	25.44	26.02	26.61	
3rd Year	25.67	26.25	26.85	
4th Year	26.51	27.11	27.73	
Rate B Applicable first 8 hours on Saturday = Hrly rate of Travelling Attendant + 50% +4/48ths				
1st Year	34.68	35.47	36.28	
2nd Year	34.68	35.47	36.28	
3rd Year	35.00	35.79	36.60	
4th Year	36.16	36.98	37.82	

Rate C Applicable first 8 hours on Sunday = Hrly rate of Travelling Attendant + 75% +4/48ths			
1st Year	40.45	41.37	42.31
2nd Year	40.45	41.37	42.31
3rd Year	40.84	41.77	42.72
4th Year	42.18	43.14	44.12
Rate D Applicable first 8 hours on a Public Holiday = Hrly Rate of Travelling Attendant + 150%+4/48ths			
1st Year	57.79	59.10	60.44
2nd Year	57.79	59.10	60.44
3rd Year	58.34	59.66	61.01
4th Year	60.26	61.63	63.03

**Gardening, Parks and Horticultural and Landscape Staff Amending Agreement No.2320 of 1981;
Gardening Parks and Horticultural and Landscape Staff Agreement No.2266 of 1980; Determination
No.767 of 12982**

Gardening, Parks and Horticultural and Landscape Staff				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Gardener Tradesman	37	50,514	51,661	52,834
Gardener Experienced	30	47,445	48,522	49,623
Garden Labourer	20	42,815	43,787	44,781
Garden Labourer, 1st class	23	44,627	45,640	46,676
Chief Propagator (Royal Botanical Gardens)	43	53,405	54,617	55,857
Groundsman	33	48,677	49,782	50,912
Horticultural and Landscape Officers:				
Horticultural Assistants -				
1st year of service	33	48,677	49,782	50,912
2nd year of service	36	50,036	51,172	52,334
3rd year of service	38	50,935	52,091	53,273
4th year of service	40	51,884	53,062	54,267
5th year of service	42	52,880	54,080	55,308
6th year of service	44	53,801	55,022	56,271
7th year of service	46	54,742	55,985	57,256
Promotion beyond 3rd year rate dependent upon possession of the Certificate of Horticulture				
Ranger	30	47,445	48,522	49,623
Senior Ranger (plus appropriate Leading Hand Allowance)	30	47,445	48,522	49,623
Foreman	61	63,043	64,474	65,938
Foreman Special Grade	65	65,558	67,046	68,568
Superintendent, Centennial Park	77	73,663	75,335	77,045
Supervisor, Royal Botanic Gardens and Mount Tomah				
1st year of service	68	67,501	69,033	70,600
2nd year of service	71	69,637	71,218	72,835
3rd year of service	73	70,958	72,569	74,216
Development Officer (Horticulture)				
	81	76,614	78,353	80,132
	82	77,441	79,199	80,997
	84	78,885	80,676	82,507

Living Collections Registrar Mount Tomah	46	54,742	55,985	57,256
	50	56,897	58,189	59,510
	53	58,418	59,744	61,100
	56	60,069	61,433	62,828

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

Car Drivers/Assistants				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Car Drivers - Driver/General Assistant	33	48,677	49,782	50,912
Departmental - Driver/Assistant	39	51,460	52,628	53,823
Departmental - Driver/Assistant (in Charge), Public Works Department	43	53,405	54,617	55,857
Ministerial Driver/Assistant				
* Salary Class 52 with allowance to Salary Class 122	39	51,460	52,628	53,823
	80	75,932	77,656	79,419

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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Artificer, Australian Museum and Art Gallery of NSW				
1st year of service	43	53,405	54,617	55,857
2nd year of service and thereafter	45	54,325	55,558	56,819
Clerk of Works - Various Departments				
1st year of service	68	67,501	69,033	70,600
2nd year of service	70	68,949	70,514	72,115
3rd year of service	73	70,958	72,569	74,216
4th year of service	75	72,242	73,882	75,559
5th year of service and thereafter	77	73,663	75,335	77,045
(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	74,520	76,212	77,942
2nd year of service	80	75,932	77,656	79,419
Electrical Foreman, Various				
Grade 2	64	65,011	66,487	67,996
Grade 3	68	65,011	66,487	67,996
Grade 5	77	73,663	75,335	77,045

Electrical Inspectors, Various				
1st year of service	75	72,242	73,882	75,559
2nd year of service	77	73,663	75,335	77,045
Estimator, Various Departments				
1st year of service	68	67,501	69,033	70,600
2nd year of service	70	68,949	70,514	72,115
Fitter Operators, Various				
On appointment	51	57,339	58,641	59,972
(i) NSW Electrician's Licence		47.04	48.11	49.20
(ii) Department of Industrial Relations First Class Refrigeration Certificate		14.87	15.21	15.56
(iii) Department of Industrial Relations Electrically Fired Boiler Attendant's Certificate		7.92	8.10	8.28
(iv) Department of Industrial Relations Open All Class Boiler Attendant's Certificate		14.88	15.22	15.57
(v) Refrigeration Mechanic's Certificate Course of the Sydney Technical College		14.88	15.22	15.57
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		51,460	52,628	53,823
(S.C. 57) 2nd year		52,880	54,080	55,308
Food School Assistant				
(S.C. 23) 1st year		42,090	43,045	44,022
(S.C. 24) 4th year		42,456	43,420	44,406
(S.C. 26) 7th year		42,815	43,787	44,781
Foreman Electrical				
Grade 2 (T83)	64	65,011	66,487	67,996
Grade 3 (T96)	68	67,573	69,107	70,676
Grade 5 (T126)	77	73,663	75,335	77,045
Other than Electrical -				
Grade 1 (T59)	57	60,599	61,975	63,382
Grade 2 (T72)	61	63,043	64,474	65,938
Grade 3 (T85)	65	65,558	67,046	68,568
Grade 4 (T111)	73	70,958	72,569	74,216
Grade 5 (T125)	77	73,663	75,335	77,045
Assistant Mechanical Foreman - (T72)	61	63,043	64,474	65,938
Property and Maintenance Officer, Youth And Community Services				
1st year of service	77	73,663	75,335	77,045
2nd year of service and thereafter	80	75,932	77,656	79,419
Property Inspector, Public Trust Office				
1st year of service	64	65,011	66,487	67,996
2nd year of service	67	67,010	68,531	70,087
3rd year of service	69	68,275	69,825	71,410
4th year of service and thereafter	73	70,958	72,569	74,216
Radio Technician, Police				
1st year of service	47	55,316	56,572	57,856
2nd year of service	48	55,776	57,042	58,337
3rd year of service and thereafter	50	56,897	58,189	59,510

Scientific Instrument Maker, Various Departments 1st year of service and thereafter	51	57,339	58,641	59,972
Senior Apprenticeship Supervisor, Department of Industrial Relations On appointment	78	74,520	76,212	77,942
Senior Electrical Inspector, Various Departments 1st year of service	83	78,197	79,972	81,787
2nd year of service	85	79,711	81,520	83,371
Senior Estimator, Various Departments	71	69,637	71,218	72,835
Senior Mechanical Inspector 1st year of service	83	78,197	79,972	81,787
2nd year of service and thereafter	85	79,711	81,520	83,371
Senior Radio Technician, Police and Forestry Commission 1st year of service	57	60,599	61,975	63,382
2nd year of service and thereafter	58	61,198	62,587	64,008
Senior Works Supervisors, Various Departments 1st year of service	83	78,197	79,972	81,787
2nd year of service and thereafter	85	79,711	81,520	83,371
Textile Maintenance Officer 1st year	44	53,801	55,022	56,271
2nd year	46	54,742	55,985	57,256
3rd year	47	55,316	56,572	57,856
4th year	49	56,351	57,630	58,938
Works Supervisors, Various Departments 1st year of service	78	74,520	76,212	77,942
2nd year of service and thereafter	80	75,932	77,656	79,419

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

Department of Education				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Gardener Glenfield Park SSP	27	46,174	47,222	48,294

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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
(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 Commission, Attorney General, Psychologist Department of Qualified Law Reform 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	53,405	54,617	55,857
2nd year of service	48	55,776	57,042	58,337
3rd year of service	54	58,928	60,266	61,634
4th year of service	60	62,411	63,828	65,277
5th year of service	66	66,332	67,838	69,378
6th year of service	71	69,637	71,218	72,835
7th year of service	75	72,242	73,882	75,559
8th year of service	79	75,116	76,821	78,565
9th year of service and thereafter	84	78,885	80,676	82,507
Clinical Psychologist Department of Health, Family and Community Services, Department of Attorney General				
1st year of service	79	75,116	76,821	78,565
2nd year of service	86	80,424	82,250	84,117
3rd year of service	91	84,553	86,472	88,435
4th year of service	96	89,000	91,020	93,086
5th year of service and thereafter	101	93,586	95,710	97,883
A Clinical Psychologist appointed to one of the following positions shall be paid as follows:				
Program Co-ordinator				
1st year of service	101	93,586	95,710	97,883
2nd year of service and thereafter	105	97,197	99,403	101,659
Senior Program Co-ordinator				
1st year of service	105	97,197	99,403	101,659
2nd year of service and thereafter	108	100,145	102,418	104,743
Program Director				
1st year of service	108	100,145	102,418	104,743
2nd year of service and thereafter	110	102,131	104,449	106,820
Project Director Department of Health NSW				

1st year of service	91	84,553	86,472	88,435
2nd year of service and thereafter	96	89,000	91,020	93,086
Rehabilitation Counsellor Workers Compensation Commission				
1st year of service	66	66,332	67,838	69,378
2nd year of service	71	69,637	71,218	72,835
3rd year of service and thereafter	75	72,242	73,882	75,559
Senior Rehabilitation Counsellor Workers Compensation Commission				
1st year of service	79	75,116	76,821	78,565
2nd year of service and thereafter	84	78,885	80,676	82,507
(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	93,586	95,710	97,883
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	97,197	99,403	101,659
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	97,197	99,403	101,659
Group (d) Chief Guidance Officer Department of Industrial Relations On Appointment	110	102,131	104,449	106,820
Chief Psychologist Corrective Services On Appointment	114	106,139	108,548	111,012
Assistant Director Division of Vocational Guidance Services Department of Industrial Relations On Appointment	115	107,189	109,622	112,110
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	112,831	115,392	118,011
Deputy Director, Division Of Vocational Guidance Services, Department of Industrial Relations On Appointment	125	118,611	121,303	124,057

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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Interpretive Assistants				
Year 1	43	53,405	54,617	55,857
Year 2	47	55,316	56,572	57,856

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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Laboratory Attendant (Junior)				
At 16 and under	4	26,507	27,109	27,724
At 17	6	30,080	30,763	31,461
At 18	8	34,164	34,940	35,733
At 19	11	38,672	39,550	40,448
At 20	18	42,090	43,045	44,022
Laboratory Attendant General Scale (Adult)				
1st year of service	24	45,066	46,089	47,135
2nd year of service	26	45,805	46,845	47,908
3rd year of service and thereafter	28	46,564	47,621	48,702
Laboratory Attendant Grade 1 (Adult)				
1st year of service	28	46,564	47,621	48,702
2nd year of service	31	47,823	48,909	50,019
3rd year of service and thereafter	33	48,677	49,782	50,912
Technical Officer (Scientific) Grade 1				
1st year of service	36	50,036	51,172	52,334
2nd year of service	38	50,935	52,091	53,273
3rd year of service	41	52,469	53,660	54,878
4th year of service	43	53,405	54,617	55,857
5th year of service	46	54,742	55,985	57,256
6th year of service and thereafter	50	56,897	58,189	59,510
7th year of service	53	58,418	59,744	61,100
8th year of service and thereafter	56	60,069	61,433	62,828
Technical Officer (Scientific) Grade II				
1st year of service	63	64,384	65,846	67,341
2nd year of service	66	66,332	67,838	69,378

3rd year of service	70	68,949	70,514	72,115
4th year of service	76	73,037	74,695	76,391
Senior Technical Officer (Scientific) Grade I				
1st year of service	81	76,614	78,353	80,132
2nd year of service	83	78,197	79,972	81,787
3rd year of service and thereafter	84	78,885	80,676	82,507
Senior Technical Officer (Scientific) Grade II				
1st year of service	84	78,885	80,676	82,507
2nd year of service	87	81,289	83,134	85,021
3rd year of service	89	82,925	84,807	86,732
4th year of service	92	85,336	87,273	89,254
5th year of service and thereafter	95	88,076	90,075	92,120
Trainee Technical Officer (Scientific)				
1st year	5	28,189	28,829	29,483
2nd year	7	31,973	32,699	33,441
3rd year	9	36,229	37,051	37,892
4th year	13	39,407	40,302	41,217

Legal Officers, Various Departments Agreement No.2375 of 1982

Legal Officers, Various Departments				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Legal Officers				
Grade I				
1st year of service	51	57,339	58,641	59,972
2nd year of service	55	59,512	60,863	62,245
3rd year of service	58	61,198	62,587	64,008
4th year of service	61	63,043	64,474	65,938
5th year of service	65	65,558	67,046	68,568
Grade II				
1st year of service	73	70,958	72,569	74,216
2nd year of service	78	74,520	76,212	77,942
3rd year of service	84	78,885	80,676	82,507
4th year of service	89	82,925	84,807	86,732
5th year of service	93	86,232	88,189	90,191
Grade III				
1st year of service	98	90,877	92,940	95,050
2nd year of service	101	93,586	95,710	97,883
3rd year of service	105	97,197	99,403	101,659
Grade IV				
1st year of service	112	104,134	106,498	108,916
2nd year of service	114	106,139	108,548	111,012
Grade V				
1st year of service	119	111,614	114,148	116,739
2nd year of service	121	113,801	116,384	119,026
Grade VI				
1st year of service	126	119,898	122,620	125,403
2nd year of service	128	122,425	125,204	128,046

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

Maintenance Officer State Library of NSW			
Classification	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Maintenance Officer			
1st year of service	54,609	55,849	57,117
2nd year of service	57,517	58,823	60,158

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

Media Monitors				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Media Monitor, Level 1				
1st year of service	61	63,043	64,474	65,938
2nd year of service	65	65,558	67,046	68,568
3rd year of service	69	68,275	69,825	71,410
4th year of service	74	71,521	73,145	74,805
Senior Media Monitor, Level 2				
1st year of service	78	74,520	76,212	77,942
2nd year of service	82	77,441	79,199	80,997
3rd year of service	86	80,424	82,250	84,117
4th year of service	89	82,925	84,807	86,732

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

Ministerial Drivers				
	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Ministerial Driver	39	51,460	52,628	53,823
Out of Hours Work Allowance (calculated as 34 hours at ordinary time of base salary)	-	46,043	47,088	48,157

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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Cadets/Trainees				
1st year of service	8	34,164	34,940	35,733
2nd year of service	11	38,672	39,550	40,448
3rd year of service	17	41,679	42,625	43,593
4th year of service	25	45,437	46,468	47,523
5th year of service	32	48,286	49,382	50,503
6th year of service	37	50,514	51,661	52,834
General Scale				
1st year of service	37	50,514	51,661	52,834
2nd year of service	44	53,801	55,022	56,271
3rd year of service	51	57,339	58,641	59,972
4th year of service	58	61,198	62,587	64,008
5th year of service	64	65,011	66,487	67,996
6th year of service	71	69,637	71,218	72,835
Grade 1				
1st year of service	72	70,232	71,826	73,456
2nd year of service	75	72,242	73,882	75,559
3rd year of service	78	74,520	76,212	77,942
Thereafter	81	76,614	78,353	80,132
Grade 2				
1st year of service	85	79,711	81,520	83,371
Thereafter	87	81,289	83,134	85,021
Grade 3				
1st year of service	90	83,746	85,647	87,591
Thereafter	95	88,076	90,075	92,120
Grade 4				
1st year of service	99	91,749	93,832	95,962
Thereafter	102	94,482	96,627	98,820
Grade 5				
1st year of service	108	100,145	102,418	104,743
Thereafter	111	103,128	105,469	107,863
Grade 6				
1st year of service	116	108,242	110,699	113,212
Thereafter	121	113,801	116,384	119,026

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

Administrative and Clerical Officers, Parliament House				
Classification and Grades	Common Salary Points	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Clerks General Scale				
1st year of service or 18	7	31,973	32,699	33,441
2nd year of service min. at 20	11	38,672	39,550	40,448

3rd year of service min. at 21	17	41,679	42,625	43,593
4th year of service	20	42,815	43,787	44,781
5th year of service	23	44,627	45,640	46,676
6th year of service	25	45,437	46,468	47,523
7th year of service	28	46,564	47,621	48,702
8th year of service	32	48,286	49,382	50,503
9th year of service	36	50,036	51,172	52,334
10th year of service	40	51,884	53,062	54,267
Officer with HSC at 19 paid not less than	9	36,229	37,051	37,892
Grade 1 -				
1st year of service	46	54,742	55,985	57,256
Thereafter	49	56,351	57,630	58,938
Grade 2 -				
1st year of service	52	57,922	59,237	60,582
Thereafter	55	59,512	60,863	62,245
Grade 3 -				
1st year of service	58	61,198	62,587	64,008
Thereafter	61	63,043	64,474	65,938
Grade 4 -				
1st year of service	64	65,011	66,487	67,996
Thereafter	67	67,010	68,531	70,087
Grade 5 -				
1st year of service	75	72,242	73,882	75,559
Thereafter	78	74,520	76,212	77,942
Grade 6 -				
1st year of service	82	77,441	79,199	80,997
Thereafter	85	79,711	81,520	83,371
Grade 7 -				
1st year of service	88	82,098	83,962	85,868
Thereafter	91	84,553	86,472	88,435
Grade 8 -				
1st year of service	95	88,076	90,075	92,120
Thereafter	98	90,877	92,940	95,050
Grade 9 -				
1st year of service	101	93,586	95,710	97,883
Thereafter	104	96,217	98,401	100,635
Grade 10 -				
1st year of service	108	100,145	102,418	104,743
Thereafter	111	103,128	105,469	107,863
Grade 11 -				
1st year of service	116	108,242	110,699	113,212
Thereafter	120	112,831	115,392	118,011
Grade 12 -				
1st year of service	126	119,898	122,620	125,403
Thereafter	130	125,181	128,023	130,929

Parliament House, Other Clerical Officers Determinations of the Presiding Officers

Other Clerical Officers, Parliament House				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Grade 1 -				
Group A -				
1st year of service or under 17	1	22,256	22,761	23,278
2nd year of service or 17	4	26,507	27,109	27,724
3rd year of service or 18	6	30,080	30,763	31,461
Group B -				
1st year of service or under 17	2	23,748	24,287	24,838
2nd year of service or 17	4	26,507	27,109	27,724
3rd year of service	6	30,080	30,763	31,461
Grade 1 -				
4th year of service 19	9	36,229	37,051	37,892
5th year of service 20	11	38,672	39,550	40,448
6th year of service	17	41,679	42,625	43,593
7th year of service	20	42,815	43,787	44,781
8th year of service	23	44,627	45,640	46,676
9th year of service	25	45,437	46,468	47,523
10th year of service	28	46,564	47,621	48,702
Grade 1/2 -				
Group C -				
1st year of service or under 17	3	25,000	25,568	26,148
2nd year of service or 17	6	30,080	30,763	31,461
3rd year of service or 18	9	36,229	37,051	37,892
Group D only -				
Officer with HSC at 19 paid not less than	9	36,229	37,051	37,892
4th year of service or 19	11	38,672	39,550	40,448
5th year of service or 20	17	41,679	42,625	43,593
6th year of service	20	42,815	43,787	44,781
7th year of service	23	44,627	45,640	46,676
8th year of service	25	45,437	46,468	47,523
9th year of service	28	46,564	47,621	48,702
10th year of service	32	48,286	49,382	50,503
11th year of service	36	50,036	51,172	52,334
12th year of service	40	51,884	53,062	54,267
Grade 3 -				
1st year of service	46	54,742	55,985	57,256
2nd year of service	49	56,351	57,630	58,938
Grade 3/4 -				
1st year of service	46	54,742	55,985	57,256
2nd year of service	49	56,351	57,630	58,938
3rd year of service	52	57,922	59,237	60,582
4th year of service	55	59,512	60,863	62,245
Grade 4 -				
1st year of service	52	57,922	59,237	60,582
2nd year of service	55	59,512	60,863	62,245
Grade 5 -				
1st year of service	58	61,198	62,587	64,008

2nd year of service	61	63,043	64,474	65,938
Grade 6 -				
1st year of service	64	65,011	66,487	67,996
2nd year of service	67	67,010	68,531	70,087
Grade 7 -				
1st year of service	75	72,242	73,882	75,559
2nd year of service	78	74,520	76,212	77,942
Grade 8 -				
1st year of service	82	77,441	79,199	80,997
2nd year of service	85	79,711	81,520	83,371

Parliamentary Attendant Staff, Determinations of the Presiding Officers

Parliamentary Attendant Staff				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Parliamentary Officer - Attendant, Grade 1				
1st year of service	32	48,286	49,382	50,503
2nd year of service	36	50,036	51,172	52,334
Thereafter	40	51,884	53,062	54,267
Grade 2				
1st year of service	41	52,469	53,660	54,878
Thereafter	43	53,405	54,617	55,857
Grade 3				
1st year of service (Level 1)	46	54,742	55,985	57,256
Thereafter (Level 2)	49	56,351	57,630	58,938
Grade 4	55	59,512	60,863	62,245
Grade 5	61	63,043	64,474	65,938

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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
**Parliamentary Officers Chef - Grade 4 (Head Chef)				
1st year	82	77,441	79,199	80,997
2nd year and thereafter	85	79,711	81,520	83,371
**Parliamentary Officer Chef - Grade 3 (Chef)	47	55,316	56,572	57,856
**Parliamentary Officer Chef - Grade 2 - (Assistant Chef)	37	50,514	51,661	52,834
Parliamentary Steward				
1st year	48	55,776	57,042	58,337
2nd year and thereafter	50	56,897	58,189	59,510
Dining Room Supervisor	40	51,884	53,062	54,267

Assistant Dining Room Supervisor	32	48,286	49,382	50,503
**Catering Supervisor (Cafeteria Supervisor)	34	49,134	50,249	51,390
**Catering Supervisor (Room Service Supervisor)	32	48,286	49,382	50,503
Senior Dining Room Attendant/Cleaner	29	47,043	48,111	49,203
Dining Room Attendant/Cleaner	27	46,174	47,222	48,294
Senior Bartender	30	47,445	48,522	49,623
Bartender	-	45,046	46,069	47,115
Kitchen Attendant	27	46,174	47,222	48,294
Kitchen Assistant	-	43,564	44,553	45,564
Stock Clerk -				
1st year	38	50,935	52,091	53,273
2nd year	40	51,884	53,062	54,267
3rd year and thereafter	43	53,405	54,617	55,857
Pantry Supervisor	34	49,134	50,249	51,390
Assistant Pantry Supervisor	30	47,445	48,522	49,623
**Cleaning Supervisor (Foreman Cleaner)	30	47,445	48,522	49,623
**Assistant Cleaning Supervisor				
(Assistant Foreman Cleaner)	-	45,046	46,069	47,115
General Useful	-	43,564	44,553	45,564
Stores Officer				
1st year	-	51,460	52,628	53,823
2nd year and thereafter	-	52,469	53,660	54,878
Housekeeper	-	42,366	43,328	44,312
*Senior Laundry Assistant	-	41,984	42,937	43,912
Laundry Assistant	-	41,567	42,511	43,476
Cleaner	-	41,567	42,511	43,476
**Horticulturalist Grade 2	32	48,286	49,382	50,503
(Gardener - experienced)				
*Attendant/Gatekeeper	-	43,564	44,553	45,564
*Parliament House Security Officer	41	52,469	53,660	54,878
*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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Parole Officer				
Min 3	58	61,198	62,587	64,008
Max 3	61	63,043	64,474	65,938
Min 4	64	65,011	66,487	67,996
Max 4	67	67,010	68,531	70,087
Min 5	75	72,242	73,882	75,559
Max 5	78	74,520	76,212	77,942
Min 6	82	77,441	79,199	80,997
Max 6	85	79,711	81,520	83,371

Unit Leader				
Min 7	88	82,098	83,962	85,868
Max 7	91	84,553	86,472	88,435
Min 8	95	88,076	90,075	92,120
Max 8	98	90,877	92,940	95,050
District Manager 4				
Min 7	88	82,098	83,962	85,868
Max 7	91	84,553	86,472	88,435
Min 8	95	88,076	90,075	92,120
District Manager 3				
Min 8	95	88,076	90,075	92,120
Max 8	98	90,877	92,940	95,050
Min 9	101	93,586	95,710	97,883
Max 9	104	96,217	98,401	100,635
District Manager 2				
Min 9	101	93,586	95,710	97,883
Max 9	104	96,217	98,401	100,635
Min 10	108	100,145	102,418	104,743
Max 10	111	103,128	105,469	107,863
District Manager 1				
Min 10	108	100,145	102,418	104,743
Max 10	111	103,128	105,469	107,863
Min 11	116	108,242	110,699	113,212
Max 11	120	112,831	115,392	118,011

Petty Sessions Officers – Local Courts Administration Determination 741 of 1982

Petty Sessions Officers - Local Courts Administration				
Classification and Grades	Common Salary	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Grade 1/2				
1st year of service	7	31,973	32,699	33,441
2nd year of service	11	38,672	39,550	40,448
3rd year of service	17	41,679	42,625	43,593
4th year of service	20	42,815	43,787	44,781
5th year of service	23	44,627	45,640	46,676
6th year of service	25	45,437	46,468	47,523
7th year of service	28	46,564	47,621	48,702
8th year of service	32	48,286	49,382	50,503
9th year of service	36	50,036	51,172	52,334
10th year of service	40	51,884	53,062	54,267
Officer with HSC at 19 paid not less than	9	36,229	37,051	37,892
General Scale				
Grade 3				
1st year of service Max 1	49	56,351	57,630	58,938
2nd year of service Min 2	52	57,922	59,237	60,582
Thereafter Max 2	55	59,512	60,863	62,245
Grade 4				
1st year of service Max 3	61	63,043	64,474	65,938
2nd year of service Min 4	64	65,011	66,487	67,996
Thereafter Max 4	67	67,010	68,531	70,087

Grade 5				
1st year of service Max 5	78	74,520	76,212	77,942
2nd year of service Min 6	82	77,441	79,199	80,997
Thereafter Max 6	85	79,711	81,520	83,371
Grade 6				
1st year of service Min 8	95	88,076	90,075	92,120
Thereafter Max 9	104	96,217	98,401	100,635
Grade 7				
1st year of service Min 11	116	108,242	110,699	113,212
Thereafter Min 12	126	119,898	122,620	125,403

Pharmacists Agreement 2441 of 1982

Pharmacists			
Classification and Grade	1.7.12	1.7.13	1.7.14
	Per annum	Per annum	Per annum
	2.50%	2.27%	2.27%
	\$	\$	\$
Pharmacist - Grade 1			
1st year	52,385	53,574	54,790
2nd year	54,342	55,576	56,838
3rd year	57,669	58,978	60,317
4th year	61,642	63,041	64,472
5th year	65,917	67,413	68,943
6th year	70,105	71,696	73,323
7th year	73,502	75,170	76,876
8th year	75,869	77,591	79,352
Pharmacist - Grade 2 After 2 yrs on maximum	78,133	79,907	81,721
Part-time Pharmacist, Pharmaceutical Advisor, Pharmaceutical Services Branch	42.00	43.00	44.00
1st year	84,881	86,808	88,779
2nd year	87,729	89,720	91,757
3rd year	90,180	92,227	94,321
4th year	92,635	94,738	96,889
Principal Pharmaceutical Advisor. Pharmaceutical Services Branch			
1st year	101,431	103,733	106,088
2nd year	103,988	106,349	108,763
Deputy Chief Pharmacist Pharmaceutical Services Branch			
1st year	107,434	109,873	112,367
2nd year	110,108	112,607	115,163
Chief Pharmacist, Pharmaceutical Services Branch		-	
1st year	118,581	121,273	124,026
2nd year	121,366	124,121	126,939
Chief Pharmacist, Group 1 & 3, Grade 5, Corrections Health Service		-	
1st year	101,425	103,727	106,082
2nd year	103,989	106,350	108,764

Pilots Forestry Commission, Determination No.843 of 1985

Pilots - Forestry Commission				
Classification and Grades	Common Salary Points	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Manager (Flight Operations) - Helicopter	104	96,217	98,401	100,635
Fixed Wing	99	91,749	93,832	95,962
Pilot (Fixed Wing) - 1st year	85	79,711	81,520	83,371
2nd year	87	81,289	83,134	85,021
3rd year	89	82,925	84,807	86,732
4th year	91	84,553	86,472	88,435
Pilot (Fixed Wing under 3360 kg)	82	77,441	79,199	80,997
Pilot (Helicopter) - 1st year	88	82,098	83,962	85,868
2nd year	91	84,553	86,472	88,435
3rd year	93	86,232	88,189	90,191
4th year	96	89,000	91,020	93,086
Where 4th Class Instrument Rating Required 1st year	89	82,925	84,807	86,732
2nd year	92	85,336	87,273	89,254
3rd year	95	88,076	90,075	92,120
4th year	97	89,894	91,935	94,022
Allowances per annum:				
Helicopter/Agriculture Pilots Allowance		4,797	4,906	5,017
Check and Training Allowance		5,749	5,880	6,013
Agricultural Rating Helicopter				
Crewman - 1st year	50	56,897	58,189	59,510
2nd year	55	59,512	60,863	62,245
3rd year	58	61,198	62,587	64,008
4th year	62	63,637	65,082	66,559

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

Psychologists, Community Offender Services - Department of Corrective Services				
Classification and Grades	Common Salary Points	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Senior Psychologist Year 1		103,969	106,329	108,743
Year 2		108,344	110,803	113,318
Year 3 and thereafter		112,716	115,275	117,892

Senior Specialist Psychologist				
Year 1		121,464	124,221	127,041
Year 2		124,954	127,790	130,691
Year 3 and thereafter		128,478	131,394	134,377
Community Based Incidental Allowance		2,634	2,694	2,755

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

Publicity Officers and Public Relations Officers				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Assistant Publicity Officers				
1st year of service	59	61,837	63,241	64,677
2nd year of service	62	63,637	65,082	66,559
Publicity Officers				
1st year of service	69	68,275	69,825	71,410
2nd year of service	72	70,232	71,826	73,456
3rd year of service and thereafter	74	71,521	73,145	74,805
Senior Publicity Officers, Dept of Education & Training				
1st year of service and thereafter	100	92,687	94,791	96,943
Public Relations Officer				
Grade II				
1st year of service	87	81,289	83,134	85,021
2nd year of service	89	82,925	84,807	86,732
3rd year of service and thereafter	91	84,553	86,472	88,435
Grade I				
1st year of service	103	95,352	97,516	99,730
2nd year of service	105	97,197	99,403	101,659
3rd year of service and thereafter	107	99,161	101,412	103,714
Allowance in lieu of overtime (per annum)	-	10,698	10,941	11,189

Scientific Officers Various Departments Agreement No.2433 of 1982

Scientific Officers, Various Departments				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Grade I				
1st year of service	46	54,742	55,985	57,256
2nd year of service	50	56,897	58,189	59,510
3rd year of service	56	60,069	61,433	62,828
4th year of service	63	64,384	65,846	67,341
5th year of service	70	68,949	70,514	72,115
6th year of service and thereafter	76	73,037	74,695	76,391
Grade II				
1st year of service	81	76,614	78,353	80,132
2nd year of service	84	78,885	80,676	82,507

3rd year of service	87	81,289	83,134	85,021
4th year of service and thereafter	91	84,553	86,472	88,435
Grade III				
1st year of service	95	88,076	90,075	92,120
2nd year of service	98	90,877	92,940	95,050
3rd year of service and thereafter	100	92,687	94,791	96,943
Grade IV				
1st year of service	105	97,197	99,403	101,659
2nd year of service	108	100,145	102,418	104,743
3rd year of service and thereafter	110	102,131	104,449	106,820
Grade V				
1st year of service	114	106,139	108,548	111,012
2nd year of service and thereafter	117	109,317	111,798	114,336
Grade VI				
1st year of service	120	112,831	115,392	118,011
2nd year of service	123	116,042	118,676	121,370

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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Security Officer	25	45,437	46,468	47,523
Senior Security Officer	30	47,445	48,522	49,623
Chief Security Controller - Sydney				
1st year	75	72,242	73,882	75,559
2nd year	78	74,520	76,212	77,942
Chief Security Officer Sydney -				
(S.C. 85) 1st year	60	62,411	63,828	65,277
(S.C. 92) 2nd year	64	65,011	66,487	67,996
Newcastle -				
(S.C. 80)	57	60,599	61,975	63,382

Social Workers, Various Departments Agreement No.2374 of 1982

Social Workers, Various Departments				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Social Worker, Community Services				
Consultant				
1st year of service	44	53,801	55,022	56,271
2nd year of service	49	56,351	57,630	58,938
3rd year of service	55	59,512	60,863	62,245
4th year of service	61	63,043	64,474	65,938
5th year of service	67	67,010	68,531	70,087
6th year of service	71	69,637	71,218	72,835

7th year of service	75	72,242	73,882	75,559
8th year of service	79	75,116	76,821	78,565
9th year of service and thereafter	84	78,885	80,676	82,507
Senior Allotment Officer	89	82,925	84,807	86,732
Community Services Officer	96	89,000	91,020	93,086
Social Worker Grade I	89	82,925	84,807	86,732
Senior Social Worker	96	89,000	91,020	93,086
Regional Social Work Adviser South Eastern, Orana and Far West and South Western Health Regions	89	82,925	84,807	86,732
Central Western, North Coast, Illawarra and New England Health Regions	96	89,000	91,020	93,086
Southern Metropolitan, Northern Metropolitan, Western Metropolitan and Hunter Health Regions	107	99,161	101,412	103,714

**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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Stores Officers				
Grade 1				
1st year of service	31	47,823	48,909	50,019
2nd year of service and thereafter	33	48,677	49,782	50,912
Grade 2				
1st year of service	34	49,134	50,249	51,390
2nd year of service and thereafter	35	49,532	50,656	51,806
Grade 3				
1st year of service	36	50,036	51,172	52,334
2nd year of service and thereafter	37	50,514	51,661	52,834
Grade 4				
1st year of service	39	51,460	52,628	53,823
2nd year of service	41	52,469	53,660	54,878
3rd year of service and thereafter	41	52,469	53,660	54,878
Stores and Despatch Officer Art Gallery of N.S.W.				
1st year of service	39	51,460	52,628	53,823
2nd year of service	40	51,884	53,062	54,267
3rd year of service and thereafter	41	52,469	53,660	54,878
Drug Checker and Counter Hand Commercial Services Group				
1st year of service	37	50,514	51,661	52,834
2nd year of service and thereafter	38	50,935	52,091	53,273
Area Supervisors Commercial Services Group				
1st year of service	46	54,742	55,985	57,256
2nd year of service and thereafter	48	55,776	57,042	58,337
Second O.I.C. (Other Areas) Commercial Services Group				
1st year of service	37	50,514	51,661	52,834
2nd year of service and thereafter	38	50,935	52,091	53,273

Area Supervisors (Shea's Creek Stores) Despatch Section, Government Supply Department				
1st year of service	52	57,922	59,237	60,582
2nd year of service and thereafter	55	59,512	60,863	62,245
Packing Section and Sheds 68-72 Commercial Services Group				
1st year of service	49	56,351	57,630	58,938
2nd year of service and thereafter	51	57,339	58,641	59,972
Section O.I.C. (Areas) Commercial Services Group				
1st year of service	41	52,469	53,660	54,878
2nd year of service and thereafter	43	53,405	54,617	55,857
Packing Section and Sheds 68-72 Commercial Services Group				
1st year of service	39	51,460	52,628	53,823
2nd year of service and thereafter	40	51,884	53,062	54,267
Assistant Inspector of Packing and Quality Control, Commercial Services Group	56	60,069	61,433	62,828
Inspector of Packing and Quality Control, Commercial Services Group	59	61,837	63,241	64,677
Controller of Order Processing, Commercial Services Group	59	61,837	63,241	64,677
Stores Controller, CMA	46	54,742	55,985	57,256
Assistant Stores Controller, CMA	40	51,884	53,062	54,267
Chief Stores Officer, Government Motor Garage				
1st year of service	46	54,742	55,985	57,256
2nd year of service	48	55,776	57,042	58,337
3rd year of service and thereafter	49	56,351	57,630	58,938

**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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Grade I				
1st year of service	50	56,897	58,189	59,510
2nd year of service	56	60,069	61,433	62,828
3rd year of service	63	64,384	65,846	67,341
4th year of service	70	68,949	70,514	72,115
5th year of service and thereafter	76	73,037	74,695	76,391
Grade II				
1st year of service	82	77,441	79,199	80,997
2nd year of service	86	80,424	82,250	84,117
3rd year of service	89	82,925	84,807	86,732
4th year of service and thereafter	92	85,336	87,273	89,254
Grade III				
1st year of service	97	89,894	91,935	94,022
2nd year of service	100	92,687	94,791	96,943
3rd year of service	104	96,217	98,401	100,635
4th year of service and thereafter	107	99,161	101,412	103,714

Grade IV				
1st year of service	112	104,134	106,498	108,916
2nd year of service	115	107,189	109,622	112,110
3rd year of service and thereafter	117	109,317	111,798	114,336
Grade V				
1st year of service	121	113,801	116,384	119,026
2nd year of service and thereafter	123	116,042	118,676	121,370

Technical Officers (Engineering) Determination No.803 of 1983

Technical Officers (Engineering)				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Grade 1				
1st year of service	48	55,776	57,042	58,337
2nd year of service	51	57,339	58,641	59,972
3rd year of service	54	58,928	60,266	61,634
4th year of service	56	60,069	61,433	62,828
5th year of service	59	61,837	63,241	64,677
Grade 2				
1st year of service	64	65,011	66,487	67,996
2nd year of service	66	66,332	67,838	69,378
3rd year of service	68	67,501	69,033	70,600
4th year of service	70	68,949	70,514	72,115
Grade 3				
1st year of service and thereafter	77	73,663	75,335	77,045
Senior Technical Officer				
Grade 1				
1st year of service	75	72,242	73,882	75,559
2nd year of service	77	73,663	75,335	77,045
3rd year of service	80	75,932	77,656	79,419
Grade 2				
1st year of service	83	78,197	79,972	81,787
2nd year of service	86	80,424	82,250	84,117
Grade 3				
	90	83,746	85,647	87,591

Technical Surveyors, All Departments Agreement No.2494 of 1986

Technical Surveyors, All Departments				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Assistant Technical Surveyors				
1st year of service	2	23,748	24,287	24,838
2nd year of service	5	28,189	28,829	29,483
3rd year of service	7	31,973	32,699	33,441
4th year of service	11	38,672	39,550	40,448
5th year of service	17	41,679	42,625	43,593

6th year of service	20	42,815	43,787	44,781
7th year of service	23	44,627	45,640	46,676
8th year of service	25	45,437	46,468	47,523
9th year of service	28	46,564	47,621	48,702
10th year of service	32	48,286	49,382	50,503
11th year of service	36	50,036	51,172	52,334
12th year of service	40	51,884	53,062	54,267
13th year of service	46	54,742	55,985	57,256
14th year of service	49	56,351	57,630	58,938
15th year of service	52	57,922	59,237	60,582
16th year of service	55	59,512	60,863	62,245
Officer with HSC at 19 paid not less than	9	36,229	37,051	37,892
Technical Surveyor				
Grade 1				
1st year of service	58	61,198	62,587	64,008
2nd year of service	61	63,043	64,474	65,938
3rd year of service	64	65,011	66,487	67,996
4th year of service	67	67,010	68,531	70,087
Grade 2				
1st year of service	73	70,958	72,569	74,216
2nd year of service	76	73,037	74,695	76,391
3rd year of service	80	75,932	77,656	79,419
4th year of service	83	78,197	79,972	81,787
Grade 3				
1st year of service	88	82,098	83,962	85,868
2nd year of service	91	84,553	86,472	88,435

**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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Grade 1				
Year 1	59	61,837	63,241	64,677
Thereafter	60	62,411	63,828	65,277
Grade 2				
Year 1	62	63,637	65,082	66,559
Thereafter	63	64,384	65,846	67,341
On call allowance	-	233.7	239	244

**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	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Timekeeper and/or Storekeeper				
Grade I				
1st year of service	34	49,134	50,249	51,390
2nd year of service	37	50,514	51,661	52,834
Grade II				
1st year of service	39	51,460	52,628	53,823
2nd year of service	42	52,880	54,080	55,308
Assistant to Supervisory Timekeeper On Appointment	43	53,405	54,617	55,857
Special Grade				
1st year of service	45	54,325	55,558	56,819
2nd year of service	46	54,742	55,985	57,256

Tracers, Various Departments Agreement No.2192 of 1975

Tracers, Various Departments				
Classification and Grades	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
General Scale				
1st year of service or under 17	2	23,748	24,287	24,838
2nd year of service or 17	4	26,507	27,109	27,724
3rd year of service or 18	6	30,080	30,763	31,461
4th year of service or 19	8	34,164	34,940	35,733
5th year of service or 20	10	38,320	39,190	40,080
6th year of service or 21	17	41,679	42,625	43,593
7th year of service	19	42,456	43,420	44,406
8th year of service	23	44,627	45,640	46,676
9th year of service	25	45,437	46,468	47,523
Grade 1				
1st year of service	26	45,805	46,845	47,908
2nd year of service	28	46,564	47,621	48,702
Grade 2				
1st year of service	31	47,823	48,909	50,019
2nd year of service	33	48,677	49,782	50,912
Grade 3				
1st year of service	35	49,532	50,656	51,806
2nd year of service	37	50,514	51,661	52,834
Grade 4				
1st year of service	39	51,460	52,628	53,823
2nd year of service	40	51,884	53,062	54,267

Visual Aids Officers Agreement No.1810 of 1971

Department of Education and Training/TAFE				
Classification	Common Salary Point	1.7.12 Per annum 2.50% \$	1.7.13 Per annum 2.27% \$	1.7.14 Per annum 2.27% \$
Non-Graduate				
1st year	41	52,469	53,660	54,878
2nd year	47	55,316	56,572	57,856
3rd year	52	57,922	59,237	60,582
4th year	57	60,599	61,975	63,382
5th year	62	63,637	65,082	66,559
6th year	66	66,332	67,838	69,378
7th year	79	68,275	69,825	71,410
8th year	71	69,637	71,218	72,835
Graduate				
1st year	43	53,405	54,617	55,857
2nd year	48	55,776	57,042	58,337
3rd year	54	58,928	60,266	61,634
4th year	60	62,411	63,828	65,277
5th year	66	66,332	67,838	69,378
6th year	71	69,637	71,218	72,835
7th year	75	72,242	73,882	75,559
8th year	79	75,116	76,821	78,565
9th year	84	78,885	80,676	82,507
Senior Visual Aids Officer				
1st year	81	76,614	78,353	80,132
2nd year	85	79,711	81,520	83,371
3rd year	89	82,925	84,807	86,732
4th year	94	87,159	89,138	91,161

5. This variation shall take effect from the first full pay period commencing on or after 1 July 2014.

M. J. WALTON *J, President.*
 I. TABBAA, Commissioner.
 P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

CROWN EMPLOYEES (PUBLIC SECTOR - SALARIES 2015) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Industrial Relations Secretary.

(No. IRC 178 of 2015)

Before The Honourable Justice Walton, President

8 April 2015

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

Clause No.	Subject Matter
1.	Title
2.	Definitions
3.	Salaries
4.	Allowances
5.	Salary Packaging Arrangements, including Salary Sacrifice to Superannuation
6.	Dispute Settlement Procedure
7.	Anti-Discrimination
8.	No Extra Claims
9.	Area, Incidence and Duration

Schedule A - List of Awards, Agreements and Determinations

Schedule B - Common Salary Points

PART B**MONETARY RATES****AWARDS****AGREEMENTS AND DETERMINATIONS****1. Title**

This award will be known as the Crown Employees (Public Sector - Salaries 2015) Award.

2. Definitions

In this Award:

- (i) "Association" means the Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales.
- (ii) "Employee" means and includes any person appointed to or performing the duties of any of the positions covered by the Awards, Agreements and Determinations listed in Schedule A to this Award.
- (iii) "Secretary" means the Industrial Relations Secretary, as established under the Government Sector Employment Act 2013.

3. Salaries

- (i) The salaries under this Award are payable to employees appointed to or performing the duties of any of the positions covered by the Awards, Agreements and Determinations listed in Schedule A to this Award.
- (ii) The salaries payable are prescribed in Part B, Monetary Rates, of this Award.
- (iii) The salaries prescribed in Part B reflect:
 - (a) a 2.5% increase to salaries payable with effect from the first full pay period to commence on or after 1 July 2015

4. Allowances

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

Additional Responsibilities Allowance

All Incidents of Employment Allowance

Charge Hand Allowance

Community Language Allowance

Diving Allowance

Environmental Allowance

Extraneous Duties Allowance

First Aid Allowance

Flying Allowance

In-Lieu of Overtime Allowance

Leading Hand Allowance

Licence Allowances covered in Trade Based Groups Agreement No. 2301 of 1981 and the Crown Employees (General Staff - Salaries) Award 2007

Officer-in-Charge Allowance

On-Call Allowance

Part-Time Building Managers/House Officers Allowance

Any Wage Related Allowances applicable to the Crown Employees (General Staff - Salaries) Award 2007

Qualifications Allowances - where the qualification is deemed to be a requisite for the position in question

Resident Officers Allowance

Shift Allowances

Special Rates Allowance

Supervision Allowance

Service Increments expressed as a separate sum

Word Processing Allowance

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

5. Salary Packaging Arrangements, Including Salary Sacrifice to Superannuation

- (i) The entitlement to salary package in accordance with this clause is available to:
- (a) ongoing full-time and part-time employees;
 - (b) temporary employees, subject to the Department or agency's convenience; and
 - (c) casual employees, subject to the Department or agency's convenience, and limited to salary sacrifice to superannuation in accordance with subclause (vii).
- (ii) For the purposes of this clause:
- (a) "salary" means the salary or rate of pay prescribed for the employee's classification by clause 3, Salaries, Part B of this Award, and any other payment that can be salary packaged in accordance with Australian taxation law.
 - (b) "post compulsory deduction salary" means the amount of salary available to be packaged after payroll deductions required by legislation or order have been taken into account. Such payroll deductions may include, but are not limited to, taxes, compulsory superannuation payments, HECS payments, child support payments, and judgement debtor/garnishee orders.
- (iii) By mutual agreement with the Secretary, an employee may elect to package a part or all of their post compulsory deduction salary in order to obtain:
- (a) a benefit or benefits selected from those approved by the Secretary; and
 - (b) an amount equal to the difference between the employee's salary, and the amount specified by the Secretary for the benefit provided to or in respect of the employee in accordance with such agreement.
- (iv) An election to salary package must be made prior to the commencement of the period of service to which the earnings relate.
- (v) The agreement shall be known as a Salary Packaging Agreement.
- (vi) Except in accordance with subclause (vii), a Salary Packaging Agreement shall be recorded in writing and shall be for a period of time as mutually agreed between the employee and the Secretary at the time of signing the Salary Packaging Agreement.
- (vii) Where an employee makes an election to sacrifice a part or all of their post compulsory deduction salary as additional employer superannuation contributions, the employee may elect to have the amount sacrificed:
- (a) paid into the superannuation fund established under the First State Superannuation Act 1992; or

- (b) where the employer is making compulsory employer superannuation contributions to another complying superannuation fund, paid into the same complying fund; or
 - (c) subject to the Department or agency's agreement, paid into another complying superannuation fund.
- (viii) Where the employee makes an election to salary sacrifice, the employer shall pay the amount of post compulsory deduction salary, the subject of election, to the relevant superannuation fund.
- (ix) Where the employee makes an election to salary package and where the employee is a member of a superannuation scheme established under the:
- (a) Police Regulation (Superannuation) Act 1906;
 - (b) Superannuation Act 1916;
 - (c) State Authorities Superannuation Act 1987; or
 - (d) State Authorities Non-contributory Superannuation Act 1987,

the employee's Department or agency must ensure that the employee's superable salary for the purposes of the above Acts, as notified to the SAS Trustee Corporation, is calculated as if the Salary Packaging Agreement had not been entered into.

- (x) Where the employee makes an election to salary package, and where the employee is a member of a superannuation fund other than a fund established under legislation listed in subclause (ix) of this clause, the employee's Department or agency must continue to base contributions to that fund on the salary payable as if the Salary Packaging Agreement had not been entered into. This clause applies even though the superannuation contributions made by the Department or agency may be in excess of superannuation guarantee requirements after the salary packaging is implemented.
- (xi) Where the employee makes an election to salary package:
- (a) subject to Australian Taxation law, the amount of salary packaged will reduce the salary subject to appropriate PAYG taxation deductions by the amount packaged; and
 - (b) any allowance, penalty rate, payment for unused leave entitlements, weekly worker's compensation or other payment, other than any payments for leave taken in service, to which an employee is entitled under this Award or any applicable Award, Act or statute which is expressed to be determined by reference to the employee's rate of pay, shall be calculated by reference to the rate of pay which would have applied to the employee under clause 3, Salaries, or Part B of this Award if the Salary Packaging Agreement had not been entered into.
- (xii) The Secretary may vary the range and type of benefits available from time to time following discussion with the Association. Such variations shall apply to any existing or future Salary Packaging Agreement from date of such variation.
- (xiii) The Secretary will determine from time to time the value of the benefits provided following discussion with the Association. Such variations shall apply to any existing or future Salary Packaging Agreement from the date of such variation. In this circumstance, the employee may elect to terminate the Salary Packaging Agreement.

6. Grievance and Dispute Settling Procedure

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

- (i) An employee is required to notify in writing their immediate manager, as to the substance of the dispute or difficulty, request a meeting to discuss the matter and, if possible, state the remedy sought.
- (ii) Where the grievance or dispute involves confidential or other sensitive material (including issues of harassment or discrimination under the Anti-Discrimination Act 1977) that makes it impractical for the employee to advise their immediate manager, the notification may occur to the next appropriate level of management, including, where required, to the appropriate Department Head or Delegate.
- (iii) The immediate manager, or other appropriate officer, shall convene a meeting in order to resolve the dispute or difficulty within two (2) days, or as soon as practicable, of the matter being brought to attention.
- (iv) If the matter remains unresolved with the immediate manager, the employee may request to meet the appropriate person at the next level of management in order to resolve the matter. This manager shall respond within two (2) days, or as soon as practicable. This sequence of reference to successive levels of management may be pursued by the employee until the matter is referred to the Department Head.
- (v) The Department Head may refer the matter to the Secretary for consideration.
- (vi) In the event that the matter remains unresolved, the Department Head shall provide a written response to the employee and any other party involved in the dispute or difficulty, concerning action to be taken, or the reasons for not taking action, in relation to the matter
- (vii) An employee, at any stage, may request to be represented by an Association representative.
- (viii) The employee or the Association on their behalf, or the Department Head may refer the matter to the Industrial Relations Commission of New South Wales if the matter is unresolved following the use of these procedures.
- (ix) The employee, Association, Department and Secretary shall agree to be bound by any lawful recommendation, order or determination by the Industrial Relations Commission of New South Wales in relation to the dispute.
- (x) Whilst the procedures outlined in (i) to (ix) are being followed, normal work undertaken prior to notification of the grievance or dispute shall continue unless otherwise agreed between the parties, or, in the case involving Occupational Health and Safety, if practicable, normal work shall proceed in such a manner as to avoid any risk to the health and safety of any employee or member of the public.

7. Anti-Discrimination

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

- (c) Any act or practice of a body established to propagate religion which is exempted under section 56(d) of the Anti-Discrimination Act 1977;
 - (d) A party to this award from pursuing matters of unlawful discrimination in any State or federal jurisdiction.
- (v) This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.
- (a) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
 - (b) Section 56(d) of the Anti-Discrimination Act 1977 provides:

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

8. No Extra Claims

- (i) Other than as provided for in the Industrial Relations Act 1996 and the Industrial Relations (Public Sector Conditions of Employment) Regulation 2014, there shall be no further claims/demands or proceedings instituted before the NSW Industrial Relations Commission for extra or reduced wages, salaries, rates of pay, allowances or conditions of employment with respect to the Employees covered by the Award that take effect prior to 30 June 2016 by a party to this Award.

9. Area, Incidence and Duration

- (i) This Award shall apply to employees employed in the classifications covered by the Awards, Agreements and Determinations listed in Schedule A of this Award.
- (ii) This Award shall not apply to:
 - (a) persons falling within the operation of the Livestock Health and Pest Authorities Salaries and Conditions Award and
 - (b) persons employed by Roads and Maritime Services.
- (iii) This Award rescinds and replaces the Crown Employees (Public Sector - Salaries 2008) Award published 5 April 2013 (375 I.G. 289).
- (iv) This Award shall take effect on and from 1 July 2015 and shall remain in force until 30 June 2016.

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

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

Crown Employees (Correctional Officers, Department of Attorney General and Justice - Corrective Services NSW) Award 2007 for Kempsey, Dillwynia and Wellington Correctional Centres

Crown Employees (Departmental Officers) Award

Crown Employees (Department of Attorney General and Justice - Attorney General's Division) (Reporting Services Branch) Sound Reporters Award 2007

Crown Employees (Department of Attorney General and Justice (Juvenile Justice) - 38 Hour week Operational Staff 2012) Reviewed Award

Crown Employees (Department of Education and Communities - Catering Officers) Award

Crown Employees (Department of Education and Communities - Centre Managers) Award

Crown Employees (Department of Education and Communities - Program Officers) Award

Crown Employees (Department of Education and Communities - Services Officers) Award

Crown Employees Department of Family and Community Services NSW (Aboriginal Housing Office) Award 2012

Crown Employees (Department of Finance and Services) Award 2012

Crown Employees (Department of Finance and Services - Waste Assets Management Corporation) Salaried Staff Award 2012

Crown Employees Food Safety Officers Award

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

Crown Employees (General Managers, Superintendents, Managers Security and Deputy Superintendents, Department of Attorney General and Justice - Corrective Services NSW) 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 2012

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) Reviewed Award 2012

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

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

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

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

Crown Employees (NSW Department of Finance and Services, Government Chief Information Office) Award 2012

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

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Casino Inspectors Transferred from Department of Gaming and Racing Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Domestic Services Officers Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Exhibition Project Managers and Project Officers) Australian Museum Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Fisheries Staff Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Forests NSW - Forestry Field Officers Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Forests NSW Senior Staff Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Geoscientists Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Land Information Officers Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Local Coordinator Allowance Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Mine Safety and Environment Officers Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Museum of Applied Arts and Sciences - Casual Guide Lecturers Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Operational Staff Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Professional Officers Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) Regulatory Officers Award

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) State Library Security Staff Award 2007

Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services) 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 (Office of Environment and Heritage and the Office of Environment Protection Authority) General Award

Crown Employees (Office of Environment and Heritage - Parks and Wildlife) Conditions of Employment 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) Reviewed Award 2009

Crown Employees (Public Service Training Wage) Reviewed Award 2008

Crown Employees (Research Scientists) Award 2007

Crown Employees (Rural Fire Service) Award

Crown Employees (School Administrative and Support Staff) Award

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

Crown Employees (Senior Officers Salaries) Award 2012

Crown Employees (Sheriff's Officers) Award 2007

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

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

Crown Employees (State Emergency Service) Region Controllers Award 2012

Crown Employees (Technical Officers - Treasury) Award

Crown Employees (Tipstaves to Justices) Award 2007

Crown Employees (Trades Assistants) Award

Taronga Conservation Society Australia Salaried Employees Award

Agreements and Determinations:

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

Architects etc. Agreement No. 1733 of 1971

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

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

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

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

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

Community Offender Support Program Centres, Department of Corrective Services Determination No. 960 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. 958 of 2008

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

Scientific Officers Various Departments Agreement No. 2433 of 1982

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

Social Workers, Various Departments Agreement No. 2374 of 1982

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

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

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

Technical Officers (Engineering) Determination No. 803 of 1983

Technical Surveyors, All Departments Agreement No. 2494 of 1986

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

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

Tracers, Various Departments, Agreement No.2192 of 1975

Visual Aids Officers Agreement No.1810 of 1971

SCHEDULE B

COMMON SALARY POINTS

- (i) History of the Crown Employees (Common Salary Points) Award:

This Schedule contains a summary of the Crown Employees (Common Salary Points) Award made 30 July 1990 published 1 October 1993 (276 I.G. 941) and Erratum published 3 December 1993 (277 I.G. 576).

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

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

Summary of the Crown Employees (Common Salary Points) Award

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

It took effect from the beginning of the first full pay period to commence on or after 1 July 1991. The annual salary rates applicable to the various classifications of employees were to be drawn from the common salary points prescribed by Table 4. The actual common salary points applicable to a particular classification of employees were to be prescribed by an award, agreement or determination. Annual salary rates prescribed by an award, agreement or determination that exceeded the rate prescribed by the highest common salary point were not affected by the award.

Table 1: Organisations

Table 2: Awards

Table 3: Classifications (by organisation) excluded

Table 4: Common salary points

(ii) Current Common Salary Points

These Common Salary Points apply only to the classifications contained in this Award, as appropriate. Prior relationships between salaries and Common Salary Points continue, but there is no extension of their use by the making of this Award. Where Common Salary Points have been identified in this Award the CSP Numbers have been noted next to the salary rates to assist calculation and checking.

COMMON SALARY POINTS		
		1.7.15 Per annum 2.50% \$
Common Salary Point:	1	23,860
	2	25,459
	3	26,802
	4	28,417
	5	30,220
	6	32,248
	7	34,277
	8	36,626
	9	38,839
	10	41,082
	11	41,459
	12	41,828
	13	42,247
	14	42,686
	15	43,088
	16	43,585
	17	44,683
	18	45,123
	19	45,516
	20	45,901
	21	46,339
	22	46,771
	23	47,843
	24	48,313
	25	48,711
	26	49,106
	27	49,501

	28	49,920
	29	50,433
	30	50,864
	31	51,269
	32	51,766
	33	52,185
	34	52,675
	35	53,101
	36	53,642
	37	54,155
	38	54,605
	39	55,169
	40	55,624
	41	56,250
	42	56,691
	43	57,253
	44	57,678
	45	58,239
	46	58,687
	47	59,302
	48	59,795
	49	60,411
	50	60,998
	51	61,471
	52	62,097
	53	62,627
	54	63,175
	55	63,801
	56	64,399
	57	64,967
	58	65,608
	59	66,294
	60	66,909
	61	67,586
	62	68,223
	63	69,025
	64	69,696
	65	70,282
	66	71,112
	67	71,839
	68	72,365
	69	73,195
	70	73,918
	71	74,656
	72	75,292
	73	76,071
	74	76,675
	75	77,448
	76	78,301
	77	78,971
	78	79,891
	79	80,529
	80	81,404
	81	82,135
	82	83,022
	83	83,832
	84	84,570
	85	85,455
	86	86,220

	87	87,147
	88	88,015
	89	88,900
	90	89,781
	91	90,646
	92	91,485
	93	92,446
	94	93,440
	95	94,423
	96	95,413
	97	96,373
	98	97,426
	99	98,361
	100	99,367
	101	100,330
	102	101,290
	103	102,223
	104	103,151
	105	104,200
	106	105,256
	107	106,307
	108	107,362
	109	108,429
	110	109,490
	111	110,560
	112	111,639
	113	112,713
	114	113,787
	115	114,913
	116	116,042
	117	117,194
	118	118,359
	119	119,657
	120	120,961
	121	122,002
	122	123,034
	123	124,404
	124	125,773
	125	127,158
	126	128,538
	127	129,886
	128	131,247
	129	132,721
	130	134,202

PART B**MONETARY RATES****AWARDS****Crown Employees (Administrative and Clerical Officers - Salaries) Award 2007**

Administrative and Clerical Officer		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Clerks General Scale		
Clerks General Scale step 1	4	28,417
Clerks General Scale step 2	6	32,248
Clerks General Scale step 3 - 1st year of service or 18 years	7	34,277
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	38,839
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	41,459
Clerks General Scale step 6 - Minimum for employee 21 years of age	17	44,683
Clerks General Scale step 7	20	45,901
Clerks General Scale step 8	23	47,843
Clerks General Scale step 9	25	48,711
Clerks General Scale step 10	28	49,920
Clerks General Scale step 11	32	51,766
Clerks General Scale step 12	36	53,642
Clerks General Scale step 13	40	55,624
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	-	58,003
Grade 1		
1st year of service	46	58,687
Thereafter	49	60,411
Grade 2		
1st year of service	52	62,097
Thereafter	55	63,801
Grade 3		
1st year of service	58	65,608
Thereafter	61	67,586
Grade 4		
1st year of service	64	69,696
Thereafter	67	71,839
Grade 5		
1st year of service	75	77,448
Thereafter	78	79,891
Grade 6		
1st year of service	82	83,022
Thereafter	85	85,455
Grade 7		
1st year of service	88	88,015

Thereafter	91	90,646
Grade 8		
1st year of service	95	94,423
Thereafter	98	97,426
Grade 9		
1st year of service	101	100,330
Thereafter	104	103,151
Grade 10		
1st year of service	108	107,362
Thereafter	111	110,560
Grade 11		
1st year of service	116	116,042
Thereafter	120	120,961
Grade 12		
1st year of service	126	128,538
Thereafter	130	134,202

**Crown Employees Ageing, Disability And Home Care - Department Of Family and Community Services
NSW (Community Living Award) 2010**

Classification and Grades	1.7.15 Per annum 2.50% \$
Disability Support Worker	
Year 1	49,799
Year 2	50,675
Year 3	52,002
Year 4	53,014
Year 5	54,015
Year 6	55,502
Year 7	56,466
Year 8	57,460
Year 9	59,383
Year 10	61,314
Team Leader - One Unit	
Year 1	88,015
Year 2	89,781
Team Leader - Two Units	
Year 1	90,646
Year 2	92,446
Community Support Worker	
Year 1	49,799
Year 2	50,675
Year 3	52,002
Year 4	53,014
Year 5	54,015
Community Worker	
Year 1	54,015
Year 2	55,502
Year 3	57,460
Year 4	60,789
Year 5	63,617
Year 6	66,799
Year 7	70,329
Year 8	73,712
Community Consultant	
Year 1	71,113

Year 2	74,658
Year 3	77,448
Year 4	80,528
Year 5	84,570

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	1.7.15 Per annum 2.50% \$
Residential Support Worker Level 2	
Year 1	53,014
Year 2	54,015
Year 3	55,502
Year 4	56,466
Year 5	57,460
Year 6	59,383
Disability Support Worker	
Year 5	54,015
Year 6	55,502
Year 7	56,466
Year 8	57,460
Year 9	59,383
Year 10	61,314

Allowances	1.7.15 Per annum 2.50% \$
(i) An officer who is required by the Department to accompany clients on excursions, etc, which necessitate overnight stays shall be paid in allowance equivalent to eight hours at ordinary rates for each overnight stay	
(ii) An officer who is nominated to supervise a team in a community based service, other than in a residential setting, shall be paid a Team Leader Allowance as follows:	
No of staff Supervised 5 to 10	3,827
No of staff Supervised 11 to 25	6,390
No of staff supervised 26 to 40	8,957
No of staff Supervised 40 +	10,219

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

Correctional Officers - Department of Corrective Services		
Classification and Grades	CSP NO.	1.7.15 Per annum 2.50% \$
Probationary Correctional Officer	45	58,239
Correctional Officer - 1st year	47	59,302
2nd year and thereafter	49	60,411
Correctional Officer, First Class -1st year	55	63,801
2nd year and thereafter	63	69,025
Senior Correctional Officer	69	73,195

Overseer - 1st year	55	63,801
2nd year and thereafter	63	69,025
Senior Overseer	69	73,195
Industries and Maintenance Allowance - Overseer 1st year		9,398
Overseer 2nd year and thereafter		4,171
Senior Overseer		8,207

Incidental Allowance -		1.7.15 Per annum 2.50%
Probationary Correctional Officer (in training)		n/a
Probationary Correctional Officer (on graduation)		957
Correctional Officer 1st year		1,437
Correctional Officer 2nd year and thereafter		1,921
Correctional Officer, First Class 1st year		2,871
Correctional Officer, First Class 2nd year and		2,871
Senior Correctional Officer		4,785
Overseer 1st year		2,871
Overseer 2nd year and thereafter		2,871
Senior Overseer		4,785

**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		1.7.15 Per annum 2.50% \$
General Manager		179,800
Manager of Security		151,686
Principal Correctional Officer		117,200
Chief Correctional Officer		109,704

Correctional Officers - Kempsey, Dillwynia and Wellington Correctional Centres		
	Common Salary Points	1.7.15 Per annum 2.50% \$
Senior Correctional Officer	69	73,195
Correctional Officer 1st Class Year 2	63	69,025
Correctional Officer 1st Class Year 2	55	63,801
Correctional Officer Year 2	49	60,411
Correctional Officer Year 1	47	59,302
Correctional Officer Probationary	45	58,239
Correctional Officer (Training)	45	58,239
Incidental Allowance: Senior Correctional Officer	-	4,785
Correctional Officer 1st Class Years 1 and 2	-	2,871
Correctional Officer Year 2	-	1,921
Correctional Officer Year 1	-	1,437
Correctional Officer Probationary	-	957

Principal Industry Officer Level 1	-	122,215
Principal Industry Officer Level 2	-	116,314
Chief Industry Officer	-	110,788
Senior Overseer	80	81,404
Overseer	69	73,195
Senior Overseer	-	4,785
Overseer	-	2,871

Crown Employees (Departmental Officers) Award

Departmental Officer		
Classifications and Grades		1.7.15 Per annum 2.50% \$
General Scale	Year 1	34,277
	Year 2	41,459
	Year 3	44,683
	Year 4	45,901
	Year 5	47,843
	Year 6	48,711
	Year 7	49,920
	Year 8	51,766
	Year 9	53,642
	Year 10	55,624
Grade 1-2 (Level 1)	Year 1	58,687
	Year 2	60,411
	Year 3	62,097
	Year 4	63,801
Grade 3-4 (Level 2)	Year 1	65,608
	Year 2	67,586
	Year 3	69,696
	Year 4	71,839
Grade 5-6 (Level 3)	Year 1	77,448
	Year 2	79,891
	Year 3	83,022
	Year 4	85,455
Grade 7-8 (Level 4)	Year 1	88,015
	Year 2	90,646
	Year 3	94,423
	Year 4	97,426
Grade 9-10 (Level 5)	Year 1	100,330
	Year 2	103,151
	Year 3	107,362
	Year 4	110,560
Grade 11 (Level 6)	Year 1	116,042
	Year 2	120,961
Grade 12 (Level 7)	Year 1	128,538
	Year 2	134,202
Senior Officer Grade 1 (Level 8)	Year 1	150,161
	Year 2	161,802
Senior Officer Grade 2 (Level 9)	Year 1	164,540
	Year 2	176,141
Senior Officer Grade 3 (Level 10)	Year 1	182,035
	Year 2	199,822

**Crown Employees (Department of Attorney General and Justice - Attorney General's Division)
(Reporting Services Branch) Sound Reporters Award 2007**

Multi-Skilled Reporters and Sound Reporters Dual Remote		
Classification and Grade	Common Salary Point	1.7.15 Per annum 2.50% \$
Trainee Multi-Skilled Sound Reporter Year 1	46	58,687
Multi-Skilled Sound Reporter Year 2	52	62,097
Multi-Skilled Sound Reporter Year 3	55	63,801
Multi-Skilled Sound Reporter Year 4	58	65,608
Multi-Skilled Sound Reporter Year 5	61	67,586
Sound Reporter Dual Remote	64	69,696

**Crown Employees (Department of Attorney General and Justice (Juvenile Justice) - 38 Hour week
Operational Staff 2012) Reviewed Award**

Classification and Grades	A & C Grade Equivalent	1.7.15 Per annum 2.50% \$
Unqualified Youth Officer - Level 1	GS Year 10	55,626
Youth Officer		
Level 2		
Year 1	Min 1	58,687
Year 2	Max 1	60,411
Year 3	Min 2	62,097
Level 3		
Year 1	Max 2	63,801
Shift Supervisor/Assistant Unit Manager - Level 4		
Year 1	Min 4	69,696
Year 2	Max 4	71,839
Year 3	Min 5	77,448
Year 4	Max 5	79,891
Unit Manager - Level 5		
Year 1	Min 6	83,022
Year 2	Max 6	85,455
Year 3	Min 7	88,015
Year 4	Max 7	90,646
Assistant Manager - Level 6		
Year 1	Min 8	94,423
Year 2	Max 8	97,426
Year 3	Min 9	100,330
Year 4	Max 9	103,151
Centre Manager - Level 7		
Year 1	Min 10	107,362
Year 2	Max 10	110,560
Centre Manager - Level 8		
Year 1	Min 11	116,042
Year 2	Max 11	120,961
Centre Manager - Level 9		
Year 1	Min 12	128,538
Year 2	Max 12	134,202
Vocational Instructor (Trade, Maintenance, Grounds)		
Level 1, Year 1	-	55,626
Level 2		
Year 1	-	58,687

Year 2	-	60,411
Year 3	-	62,097
Year 4	-	63,801
Kitchen Support Officer and Vocational Instructor (Cook)		
Level 1		
Year 1	-	45,901
Year 2	-	47,843
Level 2		
Year 1	-	58,687
Year 2	-	60,411
Year 3	-	62,097
Year 4	-	63,801
Logistics Officer		
Level 4		
Year 1	-	77,448
Year 2	-	79,891
Level 5		
Year 3	-	83,022
Year 4	-	85,455
Court Supervisor - Level 4		
Year 1	Min 4	69,696
Year 2	Max 4	71,839
Year 3	Min 5	77,448
Year 4	Max 5	79,891
Drug Detection Security and Intelligence Officer		
Level 2		
Year 1	Min 1	58,687
Year 2	Max 1	60,411
Year 3	Min 2	62,097
Level 3	Max 2	63,801
Allowances		
Chokage Allowance (per day)		4.70
Uniform Allowance (per week)		4.88
Trade Allowance (per annum)		1,780
Supervisory Allowance (per week)		48.78
Allocated Youth Officer Additional Responsibilities Allowance (per hour)		1.27

Crown Employees (Department of Education and Communities - Catering Officers) Award

Classification and Grades	1.7.15 Per annum 2.50% \$
Level 1	54,344
Level 2	56,062
Level 3	57,752
Level 4	59,614
Level 5	61,724
Catering Officers - Academy Allowance	
Senior Catering Officer	4,750
Catering Officer	2,292
Apprentice	1,835

Crown Employees (Department of Education and Communities - Centre Managers) Award

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

Allowance	1.7.15 Per annum 2.50% \$
Annual allowance (Clause 11)	10,775

Crown Employees (Department of Education and Communities - Program Officers) Award

Program Officers - Department of the Arts, Sport and Recreation	
Classification and Grades	1.7.15 Per annum 2.50% \$
Program Officers	
Level 1	54,966
Level 2	57,119
Level 3	60,343
Level 4	64,655
Level 5	66,808
Level 6	70,052
Level 7	73,276
Level 8	76,518
Level 9	79,741
Level 10	82,983
Level 11	86,202
Level 12	88,359
Program Officers - Temporary employees	1.7.15 Per day 2.50% \$
Level 1	210.99
Level 2	218.68
Level 3	230.77
Level 4	248.35
Level 5	256.03
Level 6	268.13
Level 7	281.31
Level 8	293.40
Level 9	305.49
Level 10	317.58
Level 11	330.76
Level 12	338.46
Program Officers - Casual Employees	1.7.15 Per day 2.50% \$
Level 1	237.02
Level 2	246.32
Level 3	260.23
Level 4	278.78
Level 5	288.14
Level 6	302.06
Level 7	315.97

Level 8	329.96
Level 9	343.85
Level 10	357.85
Level 11	371.74
Level 12	381.00
	1.7.15 Per day 2.50% \$
Assistant instructor (Per day)	57.77
Program Officer (Instructor)	184.20 223.45
Allowances	
Sport and recreation allowance - Permanent Program Officers (per annum)	10,775
Sport and recreation allowance- Temporary Program Officers (per day)	41.30
Night duty allowance - Casual Program Officers(per night)	88.17
Night duty allowance - Program Officer (Instructors) (per night)	42.54

Crown Employees (Department of Education and Communities - Services Officers) Award

Table 1 Salary Scale for Services Officers Prior to Competency Attainment	
Classification and Grades	1.7.15 Per annum 2.50% \$
Level 1	46,032
Level 2	48,552
Level 3	50,641
Level *4	52,734
	Per hour \$
Level 1	23.21
Level 2	24.48
Level 3	25.55
Level 4	26.61

Table 2 Salary Scale for Services Officers after Competency Attainment	
Classification and Grades	1.7.15 Per annum 2.50% \$
Level 1	47,413
Level 2	50,011
Level 3	52,165
Level *4	54,316
	Per hour \$
Level 1	23.94
Level 2	25.24
Level 3	26.31
Level 4	27.39

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

Table 3 Salary Scale for Assistant Services Officers	
Classification and Grades	1.7.15 Per annum 2.50% \$
Level 1	46,032
Level 2	48,552
	Per hour \$
Level 1	23.21
Level 2	24.48

**Crown Employees Department of Family and Community Services NSW (Aboriginal Housing Office)
Award 2012**

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

Crown Employees (Department of Finance and Services) Award 2012

Department of Commerce (other than GCIO, OFT, OIR, Businesslink)	
Classifications and Grades	1.7.15 Per annum 2.50% \$
DPWS Professional Staff -	
General Scale 1	34,749
General Scale HSC 19 years	39,373
General Scale 2 or age 20	42,025
General Scale 3 or age 21	45,292
General Scale 4	46,532
General Scale 5	48,494
General Scale 6	49,377
General Scale 7	50,605
General Scale 8	52,475
General Scale 9	54,378
General Scale 10	56,381
General Scale 11	58,040
General Scale 12	59,487
General Scale 13	61,236
Grade 1	
Year 1	61,829
Year 2	65,281
Year 3	69,967
Year 4	74,929
Year 5	79,372
Grade 2	
Year 1	84,160
Year 2	87,402
Year 3	90,114
Year 4	92,740
Grade 3	
Year 1	97,695
Year 2	100,727
Year 3	104,563
Year 4	107,763

Grade 4	
Year 1	113,166
Year 2	116,481
Year 3	118,806
DPWS Senior Professional Staff -	
Senior 1	
Year 1	123,672
Year 2	126,108
Senior 2	
Year 1	128,902
Year 2	131,669
Senior 3	
Year 1	134,538
Year 2	136,041
DPWS Project Staff	
Grade 1	
Year 1	73,400
Year 2	74,626
Grade 2	
Year 1	79,415
Year 2	81,703
Grade 3	
Year 1	84,220
Year 2	86,729
Grade 4	
Year 1	89,240
DPWS Senior Management	
Grade 1	
Year 1	147,483
Year 2	154,919
Grade 2 -	
Year 1	162,346
Year 2	169,783
DPWS Staff -	
General Scale 1	34,749
General Scale HSC 19 yrs	39,373
General Scale 2 or age 20	42,025
General Scale 3 or age 21	45,292
General Scale 4	46,532
General Scale 5	48,494
General Scale 6	49,377
General Scale 7	50,605
General Scale 8	52,475
General Scale 9	54,378
General Scale 10	56,381
* Personal	58,040
Grade 1 -	
Year 1	59,487
Year 2	61,236
Grade 2 -	
Year 1	62,949
Year 2	64,669
Grade 3 -	
Year 1	66,507
Year 2	68,515
Grade 4 -	
Year 1	70,653
Year 2	72,821

Grade 5 - Year 1 Year 2	78,509 80,991
Grade 6 - Year 1 Year 2	84,160 86,624
Grade 7 - Year 1 Year 2	89,224 91,894
Grade 8 - Year 1 Year 2	95,716 98,764
Grade 9 - Year 1 Year 2	101,705 104,563
Grade 10 - Year 1 Year 2	108,839 112,076
Grade 11 - Year 1 Year 2	117,632 122,620
Grade 12 - Year 1 Year 2	130,300 136,041
DPWS Technical Staff (A)	
General Scale 1 or 16 years	28,809
General Scale 2 or 17 years	32,691
General Scale 3 or 18 years	34,749
General Scale 4 or 20 years	39,373
General Scale 5 or 21 years	42,025
General Scale 6	45,292
General Scale 7	46,532
General Scale 8	48,494
General Scale 9	49,377
General Scale 10	50,605
General Scale 11	52,475
General Scale 12	54,378
General Scale 13	56,381
General Scale 14	58,040
Grade I - Year 1 Year 2 Year 3 Year 4 Year 5	60,618 62,321 64,039 65,281 67,204
Grade II - Year 1 Year 2 Year 3 Year 4	70,653 72,086 73,360 74,929
Grade III - Year 1	80,050
DPWS Senior Technical (A) -	
Senior I - Year 1 Year 2 Year 3	78,509 80,050 82,516
Senior II -	

Year 1	84,974
Year 2	87,402
Senior III - Year 1	91,006
Senior Officer - Grade 1 - Year 1	151,962
Year 2	163,603
Grade 2 - Year 1	166,340
Year 2	177,942
Grade 3 - Year 1	183,837
Year 2	201,622

**Crown Employees (Department of Finance and Services - Waste Assets Management Corporation)
Salaried Staff Award 2012**

WAMC OFFICER

Grade	Year	Per annum 1.7.15 2.50% \$
WAMC Officer General Scale	1	34,904
WAMC Officer General Scale	2	42,219
WAMC Officer General Scale	3	45,500
WAMC Officer General Scale	4	46,744
WAMC Officer General Scale	5	48,724
WAMC Officer General Scale	6	49,607
WAMC Officer General Scale	7	50,836
WAMC Officer General Scale	8	52,716
WAMC Officer General Scale	9	54,625
WAMC Officer General Scale	10	56,643
WAMC Officer Grade 1	1	59,763
	2	61,522
WAMC Officer Grade 2	1	63,235
	2	64,971
WAMC Officer Grade 3	1	66,813
	2	68,825
WAMC Officer Grade 4	1	70,977
	2	76,689
WAMC Officer Grade 5	1	78,871
	2	81,357
WAMC Officer Grade 6	1	84,545
	2	87,026
WAMC Officer Grade 7	1	89,632
	2	92,310
WAMC Officer Grade 8	1	96,157
	2	99,214
WAMC Officer Grade 9	1	102,174
	2	105,042
WAMC Officer Grade 10	1	109,335
	2	112,591
WAMC Officer Grade 11	1	118,172
	2	123,182
WAMC Officer Grade 12	1	130,897
	2	136,662

WAMC SENIOR OFFICER

Grade	Year	Per annum 1 July 2015 \$
WAMC Senior Officer Grade 1	1	152,920
	2	164,773
WAMC Senior Officer Grade 2	1	167,560
	2	179,374
	1	185,378
WAMC Senior Officer Grade 3	2	203,492

Crown Employees Food Safety Officers Award

Food Safety Officers		
Classification and Grades	Common Salary Points	1.7.15 2.50% \$ Per annum
Grade 1, Year 1	-	59,549
Year 2	-	61,254
Year 3	55	63,801
Grade 2, Year 1	-	67,655
Year 2	-	73,573
Year 3	82	83,022
Grade 3, Year 1	-	89,331
Year 2	-	92,534
Year 3	98	97,426
Grade 4, Year 1	-	101,737
Year 2	-	105,255
Year 3	111	110,560
Grade 5, Year 1	116	116,042
Year 2	120	120,961
Grade 6, Year 1	126	128,538
Year 2	130	134,202

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

General Assistants in Schools - Department of Education and Training		
Classification and Grades	Common Salary Points	1.7.15 Per annum 2.50% \$
Full-time Permanent - Junior On employment	-	31,861
After 12 months or at 20 years Adult	-	40,963
Year 1	19	45,516
Year 2	20	45,901
Year 3	22	46,771
Year 4	23	47,843
Year 5	25	48,711

Part-time Permanent (up to 35.5 hpw)		1.7.15 Per hour 2.50% \$
Junior On employment After 12 months or at 20 years		17.68 22.72
Adult Full-time (38 hpw) Temporary - Unloaded Junior On employment After 12 months or at 20 years Adult		25.95 16.09 20.66 22.94
Full-time Temporary - Loaded Junior On employment After 12 months or at 20 years Adult		17.41 22.36 24.90
Part-time Temporary (up to 35.5 hpw) Unloaded Junior On employment After 12 months or at 20 years Adult		17.68 22.72 25.95
Loaded Junior On employment After 12 months or at 20 years Adult		19.16 24.62 28.10

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 1.7.2015 2.50% \$
General Manager	179,800
Superintendent	164,979
Manager Security	151,686
Deputy Superintendent	141,309

Crown Employees (General Staff - Salaries) Award 2007

General Staff - Salaries		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Artist's Model, TAFE (draped)	33	52,185
(undraped)	39	55,169
Assistant, Enrolled Nurses Training Program, TAFE (part-time)		
1st year	23	47,843
2nd year	25	48,711
3rd year	28	49,920
Assistant Food & Beverage Controller, Ryde TAFE		
1st year	42	56,691
2nd year	48	59,795

Assistant Operations Controller, Port Macquarie, Campbelltown, TAFE		
1st year	39	55,169
2nd year	42	56,691
Assistant Operations Manager, TAFE (Hamilton, Ryde, Werrington)		
1st year	59	66,294
2nd year	61	67,586
3rd year	64	69,696
4th year	67	71,839
Assistant Operations Manager, TAFE (East Sydney)		
1st year	56	64,399
2nd year	60	66,909
Catering Services Manager, Kurri Kurri, Ryde, TAFE		
1st year	70	73,918
2nd year	75	77,448
Catering Supervisor, Kurri Kurri, Ryde, TAFE		
1st year	52	62,097
2nd year	55	63,801
Class Preparation Assistant Tourism & Hospitality/Rural Studies; Floristry, Catering and Bakery, TAFE		
1st year	23	47,843
2nd year	25	48,711
3rd year	26	49,106
Class Preparation Assistant Hairdresser, TAFE		
1st year	17	44,683
2nd year	20	45,901
3rd year	22	46,771
Corrective Services NSW Canteen Worker	9	38,839
Duty Manager, Ryde, TAFE	57	64,967
Fitter-Operator, TAFE	51	61,471
Food and Beverage Controller, TAFE (Hamilton)	39	55,169
	42	56,691
Food School Assistant, TAFE		
Years 1 - 3	18	45,123
Year 4 - 6	19	45,516
Year 7	20	45,901
Foreman, TAFE		
Electrical Grade 2	64	69,696
Electrical Grade 3	68	72,365
Electrical Grade 5	77	78,971
Other than Electrical		
Grade 1	57	64,967
Grade 2	61	67,586
Grade 3	65	70,282
Grade 4	73	76,071
Grade 5	77	78,971
Assistant Mechanical Foreman, TAFE	61	67,586
General Assistant/Caretaker, TAFE	25	48,711
Guest Services Agent, Ryde, TAFE		
1st year	34	52,675
2nd year	36	53,642
House Officer, TAFE, Sydney		
1st year	44	57,678
2nd year	47	59,302
3rd year	49	60,411
House Officer, TAFE, Newcastle		
1st year	41	56,250
2nd year	42	56,691
3rd year	43	57,253

House Supervisor (Goulburn, Kurri Kurri), TAFE		
1st year	39	55,169
2nd year	41	56,250
Kitchen Assistant (part-time), TAFE	18	45,123
Laboratory Craftsman, TAFE		
Grade 1, 1st year	40	55,624
Grade 1, 2nd year	41	56,250
Grade 1, 3rd year	43	57,253
Grade 1, 4th year	44	57,678
Grade 2, 1st year	45	58,239
Grade 2, 2nd year	46	58,687
Grade 2, 3rd year	47	59,302
Senior Laboratory Craftsman	55	63,801
Operations Controller Campbelltown/Port Macquarie/Orange, TAFE		
1st year	52	62,097
2nd year	55	63,801
Operations Manager - Food School/ Horticulture/Technical Support/ Purchasing and Stores Controller - East Sydney, Ryde, TAFE		
1st year	75	77,448
2nd year	78	79,891
3rd year	82	83,022
4th year	85	85,455
Hamilton/Wollongong		
1st year	72	75,292
2nd year	75	77,448
3rd year	78	79,891
4th year	82	83,022
Operations Manager (Brookvale, Dubbo, Loftus, Werrington) TAFE		
1st year	66	71,112
2nd year	77	78,971
Operations Supervisor - Food School, Kingscliff, Wollongong, TAFE		
1st year	52	62,097
2nd year	55	63,801
Senior Housekeeper, Ryde, TAFE		
1st year	57	64,967
2nd year	63	69,025
Scientific Instrument Maker, TAFE	51	61,471
Steel Production Assistant (formerly Cold Saw Operator) TAFE	25	48,711
Steel Production Supervisor (formerly Charge Hand, Cold Saw (Operator), TAFE	40	55,624
Stores Attendant, Hairdressing, TAFE		
1st year	22	46,771
2nd year	23	47,843
3rd year	25	48,711
Technical Assistant (Art, Ceramics, TV Studio) TAFE		
Years 1 - 3	32	51,766
Years 4 - 6	34	52,675
Year 7	35	53,101
Technical Assistant (Design)		
1st year	35	53,101
2nd year	37	54,155
3rd year	39	55,169
Technical Assistant (Electrical Engineering/Applied Electricity), TAFE		
1st year	50	60,998
2nd year	52	62,097
3rd year	54	63,175
Technical Assistant (Mechanical Engineering/Civil Engineering Building)		

1st year	46	58,687
2nd year	47	59,302
Technical Assistant (Vehicle Building)		
1st year	46	58,687
2nd year	47	59,302
Technical Assistant (Refrigeration and Air Conditioning), TAFE	32	51,766
Technical Assistant (Rural Studies), TAFE		
1st year	34	52,675
2nd year	36	53,642
3rd year	39	55,169
4th year	41	56,250
5th year	44	57,678
6th year	47	59,302
7th year	50	60,998
8th year	53	62,627
9th year	56	64,399
10th year	59	66,294
11th year	61	67,586
Community Liaison Officer/Aboriginal Community Liaison Officer, Department of Education and Training (DET)	57	64,967
Farm Foreman, DET		
Grade A		
1st year	39	55,169
2nd year	41	56,250
3rd year	43	57,253
Grade B		
1st year	45	58,239
2nd year	47	59,302
3rd year	51	61,471
House Officer, DET		
1st year	34	52,675
2nd year	36	53,642
3rd year	39	55,169
Maintenance Officer, DET		
1st year	24	48,313
2nd - 7th year	25	48,711
8th year	26	49,106
Photographic Assistant, DET		
1st year	22	46,771
2nd year	23	47,843
3rd year	25	48,711
4th year	26	49,106
Matrons and Sub-Matrons, DET		
Matron		
1st year	45	58,239
Thereafter	46	58,687
Sub-Matron		
1st year	39	55,169
Thereafter	40	55,624
Storeman/Attendant, Hurlstone/Yanco Agricultural High School, DET		
1st year	17	44,683
2nd year	18	45,123
3rd year and 4th year	20	45,901
5th year	22	46,771
Technical Assistant (Art, Ceramics, TV Studio)		
Years 1 - 3	32	51,766
Years 4 - 6	34	52,675
Year 7	35	53,101

Assistant, Dept of Infrastructure Planning and Natural Resources (DIPNR)		
Junior - under 17 (50% of Grade 1, Yr 1)		22,561
Aged 17 (60% of Grade 1, Yr 1)		27,073
Aged 18 (70% of Grade 1, Yr 1)		31,585
Aged 19 (80% of Grade 1, Yr 1)		36,098
Aged 20 (90% of Grade 1, Yr)		40,611
Grade 1		
1st year	18	45,123
2nd year	22	46,771
3rd year	25	48,711
4th year	29	50,433
5th year	32	51,766
Grade 2		
1st year	34	52,675
2nd year	36	53,642
3rd year	37	54,155
4th year	39	55,169
Grade 3		
1st year	46	58,687
2nd year	52	62,097
Field Services Staff, DIPNR Field Supervisor		
1st year	48	59,795
2nd year	51	61,471
3rd year	53	62,627
4th year	55	63,801
5th year	58	65,608
Field Service Manager, Years 1-3 only		
Other locations (not specified)		
1st year	66	71,112
2nd year	67	71,839
3rd year	69	73,195
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	77,448
Regional Field Services Manager	83	83,832
Drillers (Central West Region employees only), DIPNR		
Driller's Assistant	22	46,771
Roster Allowance		5,423
Trainee Drilling Officer	25	48,711
Roster Allowance		5,651
Drilling Officer - Level 1	38	54,605
Roster Allowance		6,335
Drilling Officer - Level 2	40	55,624
Roster Allowance		6,453
Drilling Officer - Level 3	43	57,253
Roster Allowance		6,642
Drilling Officer - Level 4	48	59,795
Roster Allowance		6,937
Drilling Officer - Level 5	53	62,627
Roster Allowance		7,264
Senior Drilling Officer	57	64,967
Roster Allowance		7,535
Overseers, DIPNR		
Grade 1 (ex Dept of Water Resources only)	60	66,909
Grade II	61	67,586

Grade III	65	70,282
Grade IV	73	76,071
Grade V	77	78,971
Plant Managers, DIPNR		
Grade 1 (Workshop Supervisors, Goulburn, Inverell, Scone & Wagga Wagga)	65	70,282
Grade 2 (Workshop Manager, Wellington & Fleet Managers, Tamworth & Wagga Wagga)		
Year 1	69	73,195
Year 2	70	73,918
Assistant Education Officers, Powerhouse Museum	43	57,253
	47	59,302
House Officer, Powerhouse Museum	43	57,253
	44	57,678
Museum Officer, Powerhouse Museum	18	45,123
	19	45,516
	20	45,901
	21	46,339
	23	47,843
Photographer		
Grade 1 - Years 1-3 (various agencies)		
1st year	39	55,169
2nd year	41	56,250
3rd year	43	57,253
Grade 2*		
1st year	49	60,411
2nd year	51	61,471
*Progression from Photographer Grade 1 to Photographer Grade 2 (see Sch A of award)		
Photographers Grade 3** Years 1-3		
1st year	63	69,025
2nd year	65	70,282
3rd year	69	73,195
**Grade 3 requirements in Sch A of award		
Photographic Assistant	22	46,771
	23	47,843
	25	48,711
	26	49,106
Preparator, Powerhouse Museum		
Grade I - Years 1-3	45	58,239
	48	59,795
	51	61,471
Grade II - Years 1-2	55	63,801
	59	66,294
Senior Preparator, Powerhouse Museum	63	69,025
	65	70,282
Stores Officer, Powerhouse Museum		
Grade 1	31	51,269
	33	52,185
Grade 2	34	52,675
	35	53,101
Grade 3	36	53,642
	37	54,155
Grade 4	39	55,169
	41	56,250
Transport Officer, Powerhouse Museum	47	59,302
	49	60,411
Field Assistant, Dept of Mineral Resources		

Year 1	26	49,106
Year 2	28	49,920
Year 3	31	51,269
Year 4	32	51,766
Year 5	34	52,675
Regional Mining Officer, Dept of Mineral Resources	58	65,608
	61	67,586
	64	69,696
	67	71,839
Regional Mining Officer, Lightning Ridge, Dept of Mineral Resources	75	77,448
	79	80,529
	82	83,022
	85	85,455
Craftsman/Framer, Art Gallery	32	51,766
Gallery Services Officer, Art Gallery	18	45,123
	20	45,901
Supervisor, Gallery Services Officers, Art Gallery	23	47,843
Senior Gallery Services Officer	43	57,253
	45	58,239
	47	59,302
	49	60,411
Installation Officer, Art Gallery	26	49,106
	29	50,433
	32	51,766
Senior Installation Officer, Art Gallery	32	51,766
	35	53,101
Display Technician, Art Gallery		
Grade 1	45	58,239
	48	59,795
	51	61,471
Grade 2	55	63,801
	59	66,294
Senior Display Technician	63	69,025
	65	70,282
Bar Manager, Police Academy	34	52,675
Building Manager, NSW Police	60	66,909
	61	67,586
	63	69,025
Driving Instructor, NSW Police College	68	72,365
	69	73,195
	72	75,292
General Assistant, NSW Police College	19	45,516
	20	45,901
	22	46,771
	23	47,843
	25	48,711
Groom, Mounted Police	16	43,585
	18	45,123
Maintenance Attendant, Goulburn Police College	22	46,771
Senior Basement Attendant, Police Headquarters	29	50,433
	31	51,269
	32	51,766
	34	52,675
Storeman/Attendant, Police Headquarters	17	44,683
Uniform Fitter and Advisory Officer, NSW Police	37	54,155
Police Armourer		
Year 1	51	61,471
Year 2	55	63,801

Year 3	58	65,608
Year 4	59	66,294
General Assistant, State Library	23	47,843
Photographic Operator, State Library	23	47,843
	26	49,106
Museum Assistant, Historic Houses Trust		
Grade 1 Years 1 to 4	20	45,901
	21	46,339
	25	48,711
	27	49,501
Grade 2, Years 1 to 5	30	50,864
	31	51,269
	34	52,675
	35	53,101
	36	53,642
Museum Guide, Historic Houses Trust	28	49,920
Years 1 to 6	30	50,864
	32	51,766
	34	52,675
	36	53,642
	39	55,169
Chief Guide, Historic Houses Trust	48	59,795
	51	61,471
Timber Inspectors, State Forests		
Chief Timber Inspector	92	91,485
Deputy Chief Timber Inspector	77	78,971
	80	81,404
Senior Timber Inspector	67	71,839
	68	72,365
	69	73,195
Timber Inspector	45	58,239
	47	59,302
	49	60,411
	51	61,471
	53	62,627
	56	64,399
	58	65,608
Entrance Attendant, Royal Botanic Gardens	30	50,864

Herbarium Assistants, Royal Botanic Gardens		
Grade 1	18	45,123
	22	46,771
	25	48,711
	29	50,433
	32	51,766
Grade 2	34	52,675
	36	53,642
	37	54,155
	39	55,169
Centre Supervisor, State Sports Centre	37 (+10% all purpose allow.)	54,155
Centre Supervisor, State Sports Centre	40	55,624
Events Technical Officer, State Sports Centre	58	65,608
Maintenance Officer, State Sports Centre	55	63,801
Facilities Manager, State Sports Centre	111	110,560
Assistant Facilities Manager, State Sports Centre	67	71,839

General Assistant, WorkCover	19	45,516	
	20	45,901	
	22	46,771	
	23	47,843	
	25	48,711	
Day Attendant, Australian Museum	18	45,123	
	19	45,516	
	20	45,901	
	21	46,339	
	23	47,843	
Preparator Australian Museum Assistant Preparator (55)	29	50,433	
	34	52,675	
	39	55,169	
	43	57,253	
Cadet Preparator (56)	21	46,339	
	25	48,711	
Chief Preparator	82	83,022	
	84	84,570	
Preparator (57) Grade I	46	58,687	
	49	60,411	
	52	62,097	
	Grade II	56	64,399
		60	66,909
Senior Preparator	63	69,025	
	65	70,282	
Cleaner/Messenger/Courtkeeper - Sheriff's Office, Attorney-General's Dept	30	50,864	
Courtkeeper and Cleaner, Darlinghurst, Attorney-General's Dept	27	49,501	
Courtkeeper/Cleaner and Messenger Bathurst, Attorney-General's Dept	25	48,711	
Courtkeeper/Cleaner and Messenger	25	48,711	
Queanbeyan, (Local Court), Attorney-General's Dept Security Attendant, Attorney-General's Dept (formerly Assistant Service Officer)	17	44,683	
	18	45,123	
	20	45,901	
	22	46,771	
Basement Attendant, Attorney-General's Dept (formerly Assistant Service Officer)	23	47,843	
Property Inspector, Public Trust Office	64	69,696	
	67	71,839	
	69	73,195	
	73	76,071	

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

Historic Houses Trust - Gardens - Horticulture and Trades Staff	
Classification and Grades	1.7.15 Per annum 2.50% \$
Horticultural/Trades Officer	
Level One	43,088
Level Two Year 1	47,843
Level Two Year thereafter	49,106
Level Three Year 1	50,864
Level Three Year thereafter	52,675

Level Four Year 1	54,605
Level Four Year thereafter	56,250
Level Five Year 1	58,239
Level Five Year thereafter	59,795
Level Six Year 1	61,471
Level Six Year thereafter	63,175
Level Seven Year 1	64,967
Level Seven Year thereafter	66,909
Level Eight Year 1	69,025
Level Eight Year thereafter	71,839
Level Nine Year 1	74,656
Level Nine Year thereafter	77,448
Level Ten Year 1	79,891
Level Ten Year thereafter	82,135
Level Eleven Year 1	88,900
Level Eleven Year thereafter	94,423

Crown Employees (Home Care Service of New South Wales - Administrative Staff) Award 2012

Home Care Service of New South Wales Administrative Staff		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Home Care Gradings and Pay Scales -		
Grade 1 -		
Step 1	29	50,433
Step 2	33	52,185
Grade 2 -		
Step 1	35	53,101
Step 2	38	54,605
Grade 3 -		
Step 1	40	55,624
Step 2	43	57,253
Grade 4 -		
Step 1	45	58,239
Step 2	49	60,411
Grade 5 -		
Step 1	52	62,097
Step 2	56	64,399
Grade 6 -		
Step 1	58	65,608
Step 2	62	68,223
Grade 7 -		
Step 1	64	69,696
Step 2	68	72,365
Grade 8 -		
Step 1	70	73,918
Step 2	74	76,675
Grade 9 -		
Step 1	76	78,301
Step 2	79	80,529
Grade 10 -		
Step 1	81	82,135
Step 2	84	84,570
Grade 11 -		
Step 1	86	86,220
Step 2	89	88,900

Grade 12 - Step 1	90	89,781
Step 2	94	93,440
Grade 13 - Step 1	96	95,413
Step 2	100	99,367
Grade 14 - Step 1	102	101,290
Step 2	105	104,200
Grade 15 - Step 1	107	106,307
Step 2	110	109,490
Grade 16 - Step 1	112	111,639
Step 2	115	114,913
Grade 17 - Step 1	117	117,194
Step 2	120	120,961
Grade 18 - Step 1	121	122,002
Step 2	124	125,773
Grade 19 - Step 1	126	128,538
Step 2	130	134,202

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

Table 1 - Rates of Pay

Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Interpreting/Translating Officer		
Year 1	49	60,411
Year 2	56	64,399
Year 3	63	69,025
Interpreter/Translator		
Year 1	56	64,399
Year 2	63	69,025
Year 3	70	73,918
Year 4	76	78,301
Year 5	81	82,135
Senior Interpreter/Translator		
Year 1	84	84,570
Year 2	87	87,147
Year 3	91	90,646

Table 2 - Casual Rates of Pay

Casual Interpreter	1.7.15
Year 1	
Base Hourly Rate (Unloaded)	35.25
Hourly Rate (Base + 20% + 34.5%)	54.47
Base Overtime Rate (Base + 34.5%)	47.42

Year 2	
Base Hourly Rate (Unloaded)	37.80
Hourly Rate (Base + 20% + 34.5%)	58.40
Base Overtime Rate (Base + 34.5%)	50.85
Year 3	
Base Hourly Rate (Unloaded)	40.48
Hourly Rate (Base + 20% + 34.5%)	62.51
Base Overtime Rate (Base + 34.5%)	54.44
Year 4	
Base Hourly Rate (Unloaded)	42.88
Hourly Rate (Base + 20% + 34.5%)	66.24
Base Overtime Rate (Base + 34.5%)	57.67
Year 5	
Base Hourly Rate (Unloaded)	44.96
Hourly Rate (Base + 20% + 34.5%)	69.46
Base Overtime Rate (Base + 34.5%)	60.47
Casual Translator	
Year 1	
Standard Document Translation	27.23
Non Standard Document Translation	
First 200 words or part thereof	54.47
Then 100 words thereafter or part thereof	27.23
Editing	
First 200 words or part thereof	40.86
Then 100 words thereafter or part thereof	20.43
Proof Reading	
First 200 words or part thereof	27.23
Then 100 words thereafter or part thereof	13.61
Checking	
First 200 words or part thereof	40.86
Then 100 words thereafter or part thereof	20.43
Year 2	
Standard Document Translation	29.20
Non Standard Document Translation	
First 200 words or part thereof	58.40
Then 100 words thereafter or part thereof	29.20
Editing	
First 200 words or part thereof	43.81
Then 100 words thereafter or part thereof	21.89
Proof Reading	
First 200 words or part thereof	29.20
Then 100 words thereafter or part thereof	14.60
Checking	
First 200 words or part thereof	43.81
Then 100 words thereafter or part thereof	21.89
Year 3	
Standard Document Translation	31.27
Non Standard Document Translation	
First 200 words or part thereof	62.51
Then 100 words thereafter or part thereof	31.27
Editing	
First 200 words or part thereof	46.89
Then 100 words thereafter or part thereof	23.45
Proof Reading	
First 200 words or part thereof	31.27
Then 100 words thereafter or part thereof	15.64
Checking	
First 200 words or part thereof	46.89

Then 100 words thereafter or part thereof	23.45
Year 4	
Standard Document Translation	33.13
Non Standard Document Translation	
First 200 words or part thereof	66.24
Then 100 words thereafter or part thereof	33.13
Editing	
First 200 words or part thereof	49.68
Then 100 words thereafter or part thereof	24.85
Proof Reading	
First 200 words or part thereof	33.13
Then 100 words thereafter or part thereof	16.56
Checking	
First 200 words or part thereof	49.68
Then 100 words thereafter or part thereof	24.85
Year 5	
Standard Document Translation	34.77
Non Standard Document Translation	
First 200 words or part thereof	69.45
Then 100 words thereafter or part thereof	34.77
Editing	
First 200 words or part thereof	52.12
Then 100 words thereafter or part thereof	26.05
Proof Reading	
First 200 words or part thereof	34.77
Then 100 words thereafter or part thereof	17.38
Checking	
First 200 words or part thereof	52.12
Then 100 words thereafter or part thereof	26.05

Crown Employees (Jenolan Caves Reserve Trust Division) Salaries Award

Jenolan Caves Reserve Trust Officers	
Classification and Grades	1.7.15 Per annum 2.50% \$
Administration Officer	54,947
Administration Officer (Special)	56,946
Business Development Manager	103,152
Caretaker Jenolan Cottages	52,866
Manager Caving Operations	83,022
Director	150,161
Guide - Grade 1	52,866
Guide - Grade 2	54,947
Maintenance Officer	49,853
Karst Resources Officer	79,322
Senior Finance Officer	88,011
Guide - Grade 3	59,041
System Administrator/Finance Officer	79,322
Team Leader - Electrical	68,731
Team Leader - Maintenance	68,731
Trades Officer	56,946
Trades Officer - Electrical (W/ends)	64,837
Visitor Services Officer (Tickers - PT)*	52,866
*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) Reviewed Award 2012

Legal Officers		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Legal Officers		
Grade I		
1st year of service	51	61,471
2nd year of service	55	63,801
3rd year of service	58	65,608
4th year of service	61	67,586
5th year of service	65	70,282
Grade II		
1st year of service	73	76,071
2nd year of service	78	79,891
3rd year of service	84	84,570
4th year of service	89	88,900
5th year of service	93	92,446
Grade III		
1st year of service	98	97,426
2nd year of service	101	100,330
3rd year of service	105	104,200
Grade IV		
1st year of service	112	111,639
2nd year of service	114	113,787
Grade V		
1st year of service	119	119,657
2nd year of service	121	122,002
Grade VI		
1st year of service	126	128,538
2nd year of service	128	131,247

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

Classification and Grades	Salary Point	1.7.15 Per annum 2.50% \$
Librarians and Archivists		
Grade 1		
Year 1	46	58,687
Year 2	52	62,097
Year 3	58	65,608
Year 4	64	69,696
Year 5	69	73,195
Year 6	74	76,675
Grade 2		
Year 1	78	79,891
Year 2	82	83,022
Year 3	87	87,147
Year 4	91	90,646

Grade 3		
Year 1	96	95,413
Year 2	99	98,361
Year 3	103	102,223
Year 4	107	106,307
Grade 4		
Year 1	110	109,490
Year 2	113	112,713
Year 3	116	116,042
Year 4	119	119,657
Grade 5		
Year 1	122	123,034
Year 2	125	127,158
Year 3	128	131,247
Year 4	-	135,700
Library Assistant		
Year 1	20	45,901
Year 2	25	48,711
Year 3	32	51,766
Year 4	40	55,624
Year 5	44	57,678
Library Technician		
Grade 1		
Year 1	46	58,687
Year 2	52	62,097
Year 3	58	65,608
Year 4	64	69,696
Grade 2		
Year 1	75	77,448
Year 2	78	79,891
Year 3	82	83,022
Year 4	87	87,147

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

Classification	Grade	Year	1.7.15 Per annum 2.50%
			\$
LHI Officer	1	1	49,837
		2	52,059
		3	53,347
LHI Officer	2	1	54,768
		2	55,311
		3	57,705
LHI Officer	3	1	58,673
		2	60,323
		3	62,320
LHI Officer	4	1	64,131
		2	67,176
		3	69,747
LHI Officer	5	1	71,230
		2	73,266
		3	77,517

LHI Officer	5A	1	77,518
		2	79,790
		3	89,497
		4	93,116
		5	95,993
		6	99,177
LHI Officer	6	1	79,790
		2	89,497
		3	93,116
LHI Officer	7	1	95,993
		2	99,177
		3	105,517
LHI Officer	8	1	108,578
		2	113,830
		3	118,545
LHI Senior Officer	1	1	131,047
		2	136,710

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

Classification and Grades	1.7.15 Per annum 2.50% \$
Schedule A	
Transport Driver Up to 2,950 kilograms	48,070
Over 2,950 kilos and up to 4,650 kilos*	48,462
Over 4,650 kilos and up to 7,700 kilos*	48,874
Over 7,700 kilos and up to 10,800 kilos*	49,373
Over 10,800 kilos and up to 12,350 kilos*	49,799
Over 12,350 kilos and up to 15,5000 kilos*	50,193
Over 15,500 kilos and up to 21,000 kilos*	50,685
Over 21,000 kilos and up to 22,450 kilos*	51,101
*Manufacturer's Gross Vehicle Mass	
Extra Hand	48,070
Services Support Officer - Grade 1	44,171
Grade 2	45,360
Grade 3	46,839
Apprentice Cook - 1st six months (50%)	24,037
2nd six months (70%)	33,651
3rd six months (80%)	38,457
4th six months (85%)	40,861
5th six months (90%)	43,263
6th six months (95%)	45,667
Hunter Residences - Head Chef	64,904
Chef	57,460
Metro Residences - Head Chef	52,369
Deputy Head Chef	50,193
Chef	49,373
Other Residences - Head Chef	50,193
Deputy Head Chef	49,373

Chef	48,070
Outdoor Attendant Sewerage Works - Peat Island	50,193
Gardener (Tradesperson)	53,017
Gardener (non-Tradesperson)	49,799
Instructor Woodwork - Without Qualifications - 1st Year	57,458
Without Qualifications - 2nd Year	58,548
With Qualifications - 1st Year	58,679
With Qualifications - 2nd Year	60,184
With Qualifications - Thereafter	60,794
Technical Instructor Without Qualifications - 1st Year	54,011
2nd Year	54,450
Thereafter	55,067
Technical Instructor With Qualifications - 1st Year	56,051
2nd Year	56,466
Thereafter	57,458
Therapy Aide - 1st Year	47,688
2nd Year	48,878
Thereafter	50,190
Supervisor - Linen Distribution - Rydalmere	50,676
Marsden, Grosvenor	48,418

Schedule B - Special Allowances	
(i) Services Support Officers Grade 2 additional duties allowance (per week)	15.21
(ii) Sewerage works and grease traps allowance \$3.40 Per week (the allowance is not automatically adjusted in the future)	
(iii) Sewerage chokages allowance (per day)	9.12
(iv) Drivers and Extra Hands who handle wet and dry garbage shall be paid an allowance (per hour)	0.49
(v) Staff members required to handle linen of a nauseous nature (other than in sealed bags) (per shift)	4.32
(vi) Leading Hand Allowance (Per Week)	
In charge of 2 to 5 other officers	31.37
In charge of 6 to 10 other officers	44.72
In charge of 11 to 15 other officers	56.94
In charge of 16 to 19 other officers	69.73
(vii) A Boiler Attendant required to attend more than one high pressure boiler (per annum)	826.06
(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 (per hour)	0.77
(ii) Confined Spaces (per hour)	0.95
(iii) Dirty Work (per hour)	0.77

(iv) Height Money (per hour) Staff members working at a height of 7.5 metres from the ground, deck, floor or water And for every additional 3 metres	0.77 0.23
(v) Hot Places (per hour) 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	0.77
the temperature exceeds 54 degrees Celsius	0.95
(vi)(a) Insulation Material (per hour) 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	0.62
Where the insulating material is silicate	0.95
(b) Asbestos (per hour) A staff member required to work with any materials containing asbestos and where safeguards include the mandatory wearing of protective equipment	0.77
(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 (per hour)	0.77
(2) Where a staff member is required to work in the rain (per hour)	0.77
(b) A staff member is called upon to work knee-deep in mud or water (per day)	5.98
(viii) Acid Furnaces, Stills, etc. (per hour)- A staff member engaged on the construction or alteration or repairs to boilers, flues, furnaces, retorts, kilns, ovens, ladles and similar refractory work	3.88
(ix) Depth Money (per hour) - A staff member engaged in tunnels, cylinders, caissons, coffer dams and sewer work and in underground shafts exceeding 3 metres in depth	0.77
(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 (per hour)	5.55
After four hours (per hour)	1.11
(xi) Spray Application - carried out in other than a properly constructed booth	0.77
(xi) Spray Application - carried out in other than a properly constructed booth	0.77
(xii) Roof Work (per hour)	0.95
(xiii) Explosive Powered Tools Staff members required to use explosive powered tools shall be paid (per hour)	0.04
With a minimum payment per day	1.77
(xiv) Toxic and Obnoxious Substances (per hour) (a) A staff member engaged in either the preparation and/or the application of toxic or epoxy based materials	0.95
(b) In addition, staff members applying such material in buildings where the air-conditioning plant is not operating.	0.64
(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	0.77
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Schedule D - Existing staff as at 19/4/99	
Outdoor Attendant (Other) 11th year and thereafter Current incumbents only (per annum)	47,690

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

After Hour Service	1.7.15 Per annum 2.50% \$
Monday 5.00 pm to Saturday 9.00 am	96.93
Saturday 9.00 am to Sunday 9.00 am	145.39
Sunday 9.00 am to Monday 9.00 am	145.39
Public Holiday	145.39
Other Rates and Allowances Disturbance Rate	29.04

Crown Employees (NSW Department of Finance and Services, Government Chief Information Office) Award 2012

Classifications and grades	Common Salary Point	1.7.15 Per annum 2.50% \$
General scale		
year 1	7	34,277
year 2	11	41,459
year 3	17	44,683
year 4	20	45,901
year 5	23	47,843
year 6	25	48,711
year 7	28	49,920
year 8	32	51,766
year 9	36	53,642
year 10	40	55,624
Grade 1-2		
year 1	46	58,687
year 2	49	60,411
year 3	52	62,097
year 4	55	63,801
Grade 3-4		
year 1	58	65,608
year 2	61	67,586
year 3	64	69,696
year 4	67	71,839
Grade 5-6		
year 1	75	77,448
year 2	78	79,891
year 3	82	83,022
year 4	85	85,455

Grade 7-8		
year 1	88	88,015
year 2	91	90,646
year 3	95	94,423
year 4	98	97,426
Grade 9-10		
year 1	101	100,330
year 2	104	103,151
year 3	108	107,362
year 4	111	110,560
Grade 11		
year 1	116	116,042
year 2	120	120,961
Grade 12		
year 1	126	128,538
year 2	130	134,202
Senior officer grade 1		
year 1	-	150,161
year 2	-	161,802
Senior officer grade 2		
year 1	-	164,540
year 2	-	176,141
Senior officer grade 3		
year 1	-	182,035
year 2	-	199,822

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

Classification	Common Salary Point	1.7.15 Per annum 2.50% \$
Graphic Service Operator Class 2		
Commencing Salary	46	58,687
After completion of stage 1 training	49	60,411
After completion of stage 2 training	52	62,097
After completion of stage 3 training	55	63,801
Graphic Service Operator Class 1		
Commencing Salary	58	65,608
After completion of stage 1 training	61	67,586
After completion of stage 2 training	64	69,696
After completion of stage 3 training	67	71,839
After completion of stage 4 training	75	77,448
After completion of stage 5 training	78	79,891
Graphic Services Operator - Shift Supervisor		
Commencement salary	88	88,015
Year 2	91	90,646
Year 3	95	94,423
Year 4	98	97,426

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Casino Inspectors Transferred from Department of Gaming and Racing Award**

Casino Inspectors		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Preliminary Training Rates - Inspectors		
Inspector - 1st Year of Service	64	69,696
Inspector - 2nd Year of Service	67	71,839
Inspector - 3rd Year of Service	75	77,448
Thereafter	78	79,891
Salary Rates - Inspectors		
Inspector - 1st Year of Service		90,607
Inspector - 2nd Year of Service		93,388
Inspector - 3rd Year of Service		100,683
Thereafter		103,859
Preliminary Training Rates - Supervising Inspectors		
Supervising Inspector - 1st year of Service	88	88,015
Supervising Inspector - 2nd year of Service	91	90,646
Supervising Inspector - 3rd year of Service	95	94,423
Thereafter	98	97,426
Salary Rates - Supervising Inspector		
Supervising Inspector - 1st year of Service	-	114,420
Supervising Inspector - 2nd year of Service	-	117,840
Supervising Inspector - 3rd year of Service	-	122,752
Thereafter	-	126,654

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Domestic Services Officers Award**

Domestic Services Officers		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
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	44,683
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	47,843
Level 3 Security Officer Grade 2, Assistant House Supervisor Supervisor, Security Officer Grade 3	31	51,269
Level 4 House Supervisor	44	57,678

Level 5 Manager Catering and Accommodation	70	73,918
Apprentice Cook (Per week)		
1st Year	-	474.06
2nd Year	-	625.76
3rd Year	-	773.98
4th Year	-	905.90
Other Rates and Allowances		
Qualification Commercial Cookery Trade Course Stage I (per annum)		831.89
Qualification Commercial Cookery Trade Course Stage II and III (per annum)		1,669
Broken Shift (per day)	-	14.05

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Exhibition Project Managers and Officers Australian Museum Award**

Exhibition Project Managers and Project Officers Australian Museum		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Exhibition Project Officer		
Skill Level 1	46	58,687
Skill Level 2	52	62,097
Skill Level 3	58	65,608
Skill Level 4	64	69,696
Skill Level 5	67	71,839
Skill Level 6	78	79,891
Skill Level 7	83	83,832
Skill Level 8	88	88,015
Exhibition Project Manager		
Year 1	95	94,423
Year 2	98	97,426
Year 3	102	101,290

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Fisheries Staff Award**

Fisheries Staff		
Administrative and Clerical Officers	Common Salary Point	1.7.15 Per annum 2.50% \$
General Scale		
Year 1	9	38,839
Year 2	17	44,683
Year 3	25	48,711
Year 4	32	51,766
Year 5	40	55,624
Clerical Officers - Grade 1/2		
Year 1	9	38,839
Year 2	17	44,683
Year 3	25	48,711
Year 4	32	51,766
Year 5	40	55,624

Fisheries Officers - Grade 1		
Year 1	52	62,097
Grade 2		
Year 1	58	65,608
Year 2	64	69,696
Grade 3		
Year 1	64	69,696
Year 2	67	71,839
District Fisheries Officer		
Year 1	78	79,891
Year 2	85	85,455
Supervising Fisheries Officer		
Year 1	101	100,330
Year 2	104	103,151
Clause 4 (i)(a) Fisheries Officers receive a salary loading of 13.7%		
Fisheries Scientific Technicians		
Grade 1		
Year 1	-	42,894
Year 2	-	45,776
Year 3	-	48,711
Year 4	-	51,556
Year 5	-	54,444
Year 6	-	57,326
Grade 2		
Year 1	-	59,633
Year 2	-	62,768
Year 3	-	65,909
Grade 3		
Year 1	-	69,046
Year 2	-	72,602
Year 3	-	78,298
Grade 4		
Year 1	-	79,716
Year 2	-	82,123
Year 3	-	84,570
Grade 5		
Year 1	-	87,670
Year 2	-	90,810
Year 3	-	94,423
Fisheries Maintenance Technician		
Grade 1		
Year 1	-	42,894
Year 2	-	45,777
Year 3	-	48,711
Year 4	-	51,556
Year 5	-	54,444
Year 6	-	57,326
Grade 2		
Year 1	-	59,633
Year 2	-	62,768
Year 3	-	65,909
Grade 3		
Year 1	-	69,046
Year 2	-	72,602
Year 3	-	78,298
Grade 4		
Year 1	-	79,716
Year 2	-	82,123

Year 3	-	84,570
Grade 5		
Year 1	-	87,670
Year 2	-	90,810
Year 3	-	94,423
Fish Hatchery Staff		
Assistant Manager		
Year 1	-	59,633
Year 2	-	62,768
Year 3	-	65,911
Manager		
Year 1	-	69,046
Year 2	-	72,602
Year 3	-	78,301
Clause 4 (i)(c) Fish Hatchery Staff receive a salary loading of 11.05%		
Senior Manager	-	
Year 1	-	139,442
Year 2	-	152,910
Other Rates and Allowances		
Brief Description		
Regional Dive Coordinator		1989
Regional Dive Officer		1,395

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Forests NSW - Forestry Field Officers Award**

Forestry Field Officers - Forests NSW	Common Salary Point	1.7.15 Per annum 2.50% \$
Classification and grades		
Forest Assistant		
Grade 1		
First Year	36	53,642
Second Year	42	56,691
Third Year	46	58,687
Fourth Year	50	60,998
Fifth Year	63	69,025
Grade 2		
First Year	70	73,918
Second Year	77	78,971
Forester		
Grade 1		
First Year	50	60,998
Second Year	63	69,025
Third Year	70	73,918
Fourth Year	77	78,971
Fifth Year	87	87,147
Sixth Year	94	93,440
Grade 2		
First Year	99	98,361
Second Year	103	102,223
Third Year	105	104,200
Grade 3	109	108,429
Grade 4	111	110,560
Grade 5	113	112,713

Grade 6		
First Year	126	128,538
Second Year	128	131,247
Grade 7	130	134,202

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Geoscientists Award**

Geoscientists		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Geoscientists		
Grade I		
1st year of service	47	59,302
2nd year of service	51	61,471
3rd year of service	57	64,967
4th year of service	64	69,696
5th year of service	71	74,656
6th year of service and thereafter	77	78,971
Grade II		
1st year of service	82	83,022
2nd year of service	85	85,455
3rd year of service	89	88,900
4th year of service and thereafter	94	93,440
Senior		
1st year of service	97	96,373
2nd year of service	99	98,361
3rd year of service	102	101,290
4th year of service and thereafter	105	104,200
Principal		
1st year of service	111	110,560
2nd year of service and thereafter	114	113,787
Assistant Director, Geological Survey		
1st year of service	119	119,657
2nd year of service	124	125,773
3rd year of service and thereafter	128	131,247

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Land Information Officers Award**

Land Information Officers		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Land Information Officer Level 1		
Year 1	20	45,901
Year 2	27	49,501
Year 3	36	53,642
Year 4	46	58,687
Land Information Officer Level 2		
Year 1	52	62,097
Year 2	57	64,967
Year 3	62	68,223

Land Information Officer Level 3		
Year 1	67	71,839
Year 2	71	74,656
Year 3	75	77,448
Year 4	78	79,891
Land Information Officer Level 4		
Year 1	82	83,022
Year 2	85	85,455
Year 3	88	88,015
Land Information Officer Level 5		
Year 1	91	90,646
Year 2	94	93,440
Year 3	98	97,426
Land Information Officer Level 6		
Year 1	101	100,330
Year 2	105	104,200
Year 3	108	107,362
Year 4	111	110,560
Land Information Officer Level 7		
Year 1	116	116,042
Year 2	120	120,961
Year 3	126	128,538
Year 4	130	134,202

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Local Coordinator Allowance Award**

	1.7.15 Per annum 2.50% \$
Staff Administered by Local Office Coordinator	
Full Allowance -	
Up to three staff	2,309
Up to six staff	3,460
Up to ten staff	4,617
More than ten staff	6,926
Partial Allowance -	
Up to three staff	1,153
Up to six staff	1,730
Up to ten staff	2,309
More than ten staff	3,462

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Mine Safety and Environment Officers Award**

Classification and Grades	Classification and Grade	Common Salary Point	1.7.15 Per annum 2.50% \$
Inspector Grade 1			
Mine Safety Officer	Level 1	50	60,998
Inspector (Information and Analysis)	Level 2	57	64,967
Inspector (Mining)	Level 3	63	69,025
Inspector (Environment)	Level 4	69	73,195
	Level 5	75	77,448
	Level 6	80	81,404
	Level 7	92	91,485

	Level 8	102	101,290
	Level 9	112	111,639
Inspector Grade 2 - Inspector (Review, Enforcement and Systems)	Level 1		127,104
Inspector (Environment)	Level 2	-	131,376
Inspector (Mining)	Level 3	-	135,554
Mine Safety Officer	Level 4	-	138,964
	Level 5	-	143,588
	Level 6	-	147,120
Inspector Grade 3 - Inspector (Management and/or Systems)	Level 1		162,174
Inspector (Mining)	Level 2		168,181
Inspector (Environment)	Level 3		174,744
	Level 4		181,217
	Level 5		187,691
Inspector Grade 4- Regional Manager Grade 4	Level 1		190,232
Assistant Director	Level 2		197,282
Deputy Chief Inspector Grade 4			

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Operational Staff Award**

Operational Staff			
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$	
Junior			
Under 17	-		33,151
at 17 years	-		40,254
Grade 1			
Step 1	-		47,355
Step 2	26		49,106
Step 3	29		50,433
Step 4	33		52,185
Grade 2			
Step 1	36		53,642
Step 2	39		55,169
Step 3	43		57,253
Step 4	46		58,687
Grade 3			
Step 1	46		58,687
Step 2	50		60,998
Step 3	53		62,627
Grade 4			
Step 1	56		64,399
Step 2	60		66,909
Step 3	63		69,025
Grade 5			
Step 1	63		69,025
Step 2	66		71,112
Step 3	70		73,918
Grade 6			
Step 1	73		76,071
Step 2	76		78,301
Step 3	80		81,404

Apprentices Full-time (Weekly Rate)		
Year 1	-	474.10
Year 2	-	625.80
Year 3	-	797.25
Year 4	-	905.90
Chokage, etc.(per day), allowance per day or part thereof	-	8.86
Maintenance Operator - Licence and Registration		
Allowances (Per annum)		
Electricians Licence A Grade	-	2,466
B Grade	-	1,326
Registration Allowance	-	1,856
(a) Plumber's Licence	-	2,438
(b) Gasfitter's Licence	-	2,438
(c) Drainer's Licence	-	2,103
(d) Plumber's/Gasfitter's Licence	-	3,253
(e) Gasfitter's/Drainer's Licence	-	3,253
(f) Plumber's/Drainer's Licence	-	3,253
(g) Plumber's/Gasfitter's/Drainer's Licence	-	4,490
Leading Hand Allowance	-	2,150
Broken Shift (per day)	-	13.69
Occupational First Aid Per week)	-	24.33
First Aid Allowance (per week)	-	16.33
Refrigeration Allowance (per annum)	-	650.98

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Museum of Applied Arts and Sciences - Casual Guide Lecturers Award**

Casual Guide Lecturers - Museum of Applied Arts and Sciences	
Classification	1.7.15 Per hour 2.0% \$
Casual Guide Lecturer	43.43

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Professional Officers Award**

Professional Officers		
Classification and Grades	Salary Class	1.7.15 Per annum 2.50% \$
Grade 1		
Year 1	46	58,687
Year 2	50	60,998
Year 3	56	64,399
Year 4	64	69,696
Year 5	70	73,918
Year 6	76	78,301
Grade 2		
Year 1	81	82,135
Year 2	84	84,570
Year 3	87	87,147
Year 4	91	90,646
Grade 3		
Year 1	95	94,423
Year 2	98	97,426
Year 3	100	99,367

Year 4	103	102,223
Grade 4		
Year 1	107	106,307
Year 2	110	109,490
Year 3	113	112,713
Grade 5		
Year 1	116	116,042
Year 2	118	118,359
Grade 6		
Year 1	121	122,002
Year 2	124	125,773
Grade 7		
Year 1	127	129,886
Year 2	130	134,202
Grade 8		
Year 1	132	140,757
Year 2	133	147,850
Grade 9		
Year 1	134	155,332
Year 2	135	163,193
OIC Veterinary Laboratory Allowance		6,926

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Regulatory Officers Award**

Classification and Grades	Common Salary Point	1.7.1 Per annum 2.50% \$
Grade 1, Year 1	29	50,433
Grade 1, Year 2	33	52,185
Grade 1, Year 3	37	54,155
Grade 2, Year 1	42	56,691
Grade 2, Year 2	50	60,998
Grade 2, Year 3	56	64,399
Grade 3, Year 1	62	68,223
Grade 3, Year 2	70	73,918
Grade 3, Year 3	74	76,675
Grade 4, Year 1	78	79,891
Grade 4, Year 2	81	82,135
Grade 5, Year 1	85	85,455
Grade 5, Year 2	88	88,015
Grade 6, Year 1	95	94,423
Grade 6, Year 2	98	97,426
Grade 7, Year 1	100	99,367
Grade 7, Year 2	103	102,223
Grade 8, Year 1	107	106,307
Grade 8, Year 2	110	109,490
Grade 8, Year 3	113	112,713
Allowances		
One person crossing relief allowance	-	5,407
One person crossing telephone allowance	-	2,672

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
State Library Security Staff Award**

Security Staff - State Library	
Classification	1.7.15 Per annum 2.50% \$
1st year of service	61,451
2nd year of service	63,641
3rd year of service	65,446
4th year of service	67,416

**Crown Employees (NSW Department of Trade and Investment, Regional Infrastructure and Services)
Technical Staff Award**

Technical Staff		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Technical Assistant - Junior		
Under 17	n/a	24,554
Age 17	n/a	29,463
Age 18	n/a	34,375
Age 19	n/a	39,288
Age 20	n/a	44,197
Grade 1		
1st Year	26	49,106
2nd Year	29	50,433
3rd Year and thereafter	33	52,185
Grade 2		
1st Year	36	53,642
2nd Year and thereafter	39	55,169
Grade 3		
1st Year	43	57,253
2nd Year and thereafter	46	58,687
Technical Officer - Grade 1		
1st Year	46	58,687
2nd Year	50	60,998
3rd Year	53	62,627
4th Year and thereafter	56	64,399
Grade 2		
1st Year	64	69,696
2nd Year	67	71,839
3rd Year	70	73,918
4th Year and thereafter	76	78,301
Grade 3		
1st Year	81	82,135
2nd Year	84	84,570
3rd Year	87	87,147
4th Year and thereafter	91	90,646

Grade 4		
1st Year	95	94,423
2nd Year	98	97,426
3rd Year	100	99,367
4th Year and thereafter	103	102,223
Grade 5		
1st Year	107	106,307
2nd Year	110	109,490
3rd Year and thereafter	113	112,713
Technical Co-ordinator Allowance	-	2,636

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

Administrative Officer and Temporary Employee Classifications	
Classification and Grades	1.7.15 Per annum 2.50% \$
Armourer, Police	
1st year of service	69,025
2nd year of service	70,282
3rd year of service	71,839
4th year of service and thereafter	73,195
Senior Armourer, Police	
1st year of service	76,675
2nd year of service	78,301
3rd year of service and thereafter	80,529
Administrative and Clerical Clerks General Scale	28,417
Clerks General Scale step 1	
Clerks General Scale step 2	32,248
Clerks General Scale step 3	34,277
- 1st year of service or 18 years	
Clerks General Scale step 4	38,839
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	
Clerks General Scale step 5	41,459
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	
Clerks General Scale step 6	44,683
Minimum for employee 21 years of age	
Clerks General Scale step 7	45,901
Clerks General Scale step 8	47,843
Clerks General Scale step 9	48,711
Clerks General Scale step 10	49,920
Clerks General Scale step 11	51,766
Clerks General Scale step 12	53,642
Clerks General Scale step 13	55,624
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	58,003
Grade 1	
1st year of service	58,687
Thereafter	60,411

Grade 2 1st year of service Thereafter	62,097 63,801
Grade 3 1st year of service Thereafter	65,608 67,586
Grade 4 1st year of service Thereafter	69,696 71,839
Grade 5 1st year of service Thereafter	77,448 79,891
Grade 6 1st year of service Thereafter	83,022 85,455
Grade 7 1st year of service Thereafter	88,015 90,646
Grade 8 1st year of service Thereafter	94,423 97,426
Grade 9 1st year of service Thereafter	100,330 103,151
Grade 10 1st year of service Thereafter	107,362 110,560
Grade 11 1st year of service Thereafter	116,042 120,961
Grade 12 1st year of service Thereafter	128,538 134,202
Bar Manager, Police College 1st year of service Thereafter	58,239 59,302
Building Manager (Sydney Police Centre) 1st year of service 2nd year of service	73,918 74,656
PT Building Manager Allowance	1,351
Clerical Officer - translated to Administrative and Clerical Clerks classification - see Table 2 of the award	
Clinical Pharmacologist	145,697
Computer Systems Officer (CSO)	
CSO Level 1 - Non Graduate	
Year 1A	34,277
Year 1B	41,459
Year 1C	44,683
Year 1D	45,901
Year 1E	47,843
Year 1F	48,711
Year 2	51,766
Year 3	60,411
Year 4	63,801
CSO Level 1 - Graduate	
Year 1A (Any degree)	51,766
Year 1B (Degree - Computer Sciences)	53,642
Year 2	71,839

Year 3	79,891
CSO Level 2	
Year 1	67,586
Year 2	71,839
Year 3	79,891
CSO Level 3	
Year 1	83,022
Year 2	85,455
Year 3	88,015
Year 4	90,646
Year 5	94,423
Year 6	97,426
CSO Level 4	
Year 1	100,330
Year 2	103,151
Year 3	107,362
Year 4	110,560
CSO Level 5	
Year 1	116,042
Year 2	120,961
CSO Level 6	
Year 1	128,538
Year 2	134,202

Departmental Professional Officer	
Grade I -	
1st year of service	58,687
2nd year of service	60,998
3rd year of service	64,399
4th year of service	69,025
5th year of service	73,918
6th year of service and thereafter	78,301
Grade II -	
1st year of service	82,135
2nd year of service	84,570
3rd year of service	87,147
4th year of service and thereafter	90,646
Grade III -	
1st year of service	94,423
2nd year of service	97,426
3rd year of service	99,367
4th year of service and thereafter	103,151
Grade IV -	
1st year of service	107,362
2nd year of service and thereafter	109,490
Grade V -	
1st year of service	113,787
2nd year of service and thereafter	116,042
Grade VI -	
1st year of service	119,657
2nd year of service and thereafter	122,002
Grade VII -	
1st year of service	125,773
2nd year of service and thereafter	128,538
Grade VIII -	
1st year of service	132,721
2nd year of service and thereafter	134,202

Director of Music (Police Band)	
1st year	79,891
2nd year	82,135
3rd year	84,570
4th year	87,147
5th year and thereafter	89,172
Loading	
1st year	7,989
2nd year	8,212
3rd year	8,457
4th year	8,716
5th year and thereafter	8,978
Car Drivers	
Driver/General Assistant	52,185
Departmental - Driver/Assistant	55,169
Police Executive Driver/Assistant	
1st year and thereafter	55,137
All incidence of employment allowance	51,020
Clothing Allowance \$600 per annum	
Driving Instructor	
1st year	72,365
2nd year	73,195
3rd year and thereafter	75,292
Engineer	
Grade I Diplomat Experience Since Qualifying	
In first year	58,687
After one year	60,998
After two years	64,399
After three years	69,025
After four years	73,918
After five years	78,301
Grade I Graduate Experience Since Qualifying	
In first year	60,998
After one year	64,399
After two years	69,025
After three years	73,918
After four years	78,301
Grade II	
1st year of service	83,022
2nd year of service	86,220
3rd year of service	88,900
4th year of service and thereafter	91,485
Grade III	
1st year of service	96,373
2nd year of service	99,367
3rd year of service	103,151
4th year of service and thereafter	106,307
Grade IV	
1st year of service	111,639
2nd year of service	114,913
3rd year of service and thereafter	117,194
Grade V	
1st year of service	122,002
2nd year of service and thereafter	124,404
Grade VI	
1st year of service	127,158
2nd year of service and thereafter	129,886
General Assistant (NSW Police Academy)	

1st year	45,516
2nd year	45,901
3rd year	46,771
4th year	47,843
5th year and thereafter	48,711
Groom, Mounted Police	
1st year	43,585
2nd year and there after	45,123
Imaging Technician	
1st year	65,608
2nd year	67,586
3rd year	69,696
4th year and thereafter	71,839
Interpreters and Translators	
Interpreter/Translator	
Year 1	64,399
Year 2	69,025
Year 3	73,918
Year 4	78,301
Year 5	82,135
Senior Interpreter/Translator	
Year 1	84,570
Year 2	87,147
Year 3	90,646
Legal Officers	
Grade I	
1st year of service	61,471
2nd year of service	63,801
3rd year of service	65,608
4th year of service	67,586
5th year of service	70,282
Grade II	
1st year of service	76,071
2nd year of service	79,891
3rd year of service	84,570
4th year of service	88,900
5th year of service	92,446
Grade III	
1st year of service	97,426
2nd year of service	100,330
3rd year of service	104,200
Grade IV	
1st year of service	111,639
2nd year of service	113,787
Grade V	
1st year of service	119,657
2nd year of service	122,002
Grade VI	
1st year of service	128,538
2nd year of service	131,247
Librarians and Archivists	
Grade 1	
Year 1	58,687
Year 2	62,097
Year 3	65,608
Year 4	69,696
Year 5	73,195
Year 6	76,675

Grade 2	
Year 1	79,891
Year 2	83,022
Year 3	87,147
Year 4	90,646
Grade 3	
Year 1	95,413
Year 2	98,361
Year 3	102,223
Year 4	106,307
Grade 4	
Year 1	109,490
Year 2	112,713
Year 3	116,042
Year 4	119,657
Grade 5	
Year 1	123,034
Year 2	127,158
Year 3	131,247
Year 4	135,700
Library Assistant	
Year 1	45,901
Year 2	48,711
Year 3	51,766
Year 4	55,624
Year 5	57,678
Library Technician	
Grade 1	
Year 1	58,687
Year 2	62,097
Year 3	65,608
Year 4	69,696
Grade 2	
Year 1	77,448
Year 2	79,891
Year 3	83,022
Year 4	87,147
Maintenance Attendant, Police Academy	46,771
Maintenance Officer Trades	69,696
Manager Trades	
1st year	97,426
2nd year and there after	98,361
On call Allowance (per hour)	0.92
Assistant Manager Trades	
1st year	79,891
2nd year and there after	81,404
On call Allowance (per hour)	0.92
Pathology Exhibit Courier	53,642
Photogrammetrist	
General Scale	
1st year	34,277
2nd year	41,459
3rd year	44,683
4th year	45,901
5th year	47,843
6th year	48,711
7th year	49,920
8th year	51,766

9th year	53,642
10th year	55,624
11th year	58,687
12th year	60,411
13th year	62,097
14th year	63,801
Officer with HSC aged 19 and over paid not less than	38,839
Class 1	
1st year	65,608
2nd year	67,586
3rd year	69,696
4th year	71,839
Class 2	
1st year	77,448
2nd year	79,891
Class 3	
1st year	83,022
2nd year	85,455
Class 4	
1st year	88,015
2nd year	90,646
Class 5	
1st year	94,423
2nd year	97,426
Class 6	
1st year	100,330
2nd year	103,151
Class 7	
1st year	107,362
2nd year	110,560

Public Relations Officer	
Assistant Publicity Officers	
1st year of service	66,294
2nd year of service	68,223
Publicity Officers	
1st year of service	73,195
2nd year of service	75,292
3rd year of service and thereafter	76,675
Public Relations Officer	
Grade II	
1st year of service	87,147
2nd year of service	88,900
3rd year of service and thereafter	90,646
Grade I	
1st year of service	102,223
2nd year of service	104,200
3rd year of service and thereafter	106,307
Allowance in lieu of overtime (per annum)	12,901
Radio Technician,	
1st year of service	59,302
2nd year of service	59,795
3rd year of service and thereafter	60,998
Radio Technician, Senior	
1st year of service	64,967
2nd year of service and thereafter	65,608

Scientific Officer	
Grade I	
1st year of service	58,687
2nd year of service	60,998
3rd year of service	64,399
4th year of service	69,025
5th year of service	73,918
6th year of service and thereafter	78,301
Grade II	
1st year of service	82,135
2nd year of service	84,570
3rd year of service	87,147
4th year of service and thereafter	90,646
Grade III	
1st year of service	94,423
2nd year of service	97,426
3rd year of service and thereafter	99,367
Grade IV	
1st year of service	104,200
2nd year of service	107,362
3rd year of service and thereafter	109,490
Grade V	
1st year of service	113,787
2nd year of service and thereafter	117,194
Grade VI	
1st year of service	120,961
2nd year of service	124,404
Senior Basement Attendant, Police Headquarters	
1st year of service	50,433
2nd year of service	51,269
3rd year of service	51,766
4th year of service and thereafter	52,675
Senior Officers	
Grade 1	
Year 1	150,161
Year 2	161,802
Grade 2	
Year 1	164,540
Year 2	176,141
Grade 3	
Year 1	182,035
Year 2	199,822
Stenographers and Machine Operators (Present Occupants Only)	
1st year (up to 17 years)	25,459
2nd year (or 17 years)	30,220
3rd year (or 18 years)	34,277
4th year (or 19 years)	38,839
5th year (or 20 years)	41,082
6th year (or 21 years)	45,516
7th year	46,771
8th year	48,313
9th year	52,185
10th year	53,101
11th year	54,605
12th year	55,624
Grade 1	
1st year	58,687
2nd year	60,411

Grade 2	
1st year	62,097
2nd year	63,801
Grade 3	
1st year	65,608
2nd year	67,586
Storeman Attendant	44,683
Stores Officers	
Grade 1	
1st year of service	51,269
2nd year of service and thereafter	52,185
Grade 2	
1st year of service	52,675
2nd year of service and thereafter	53,101
Grade 3	
1st year of service	53,642
2nd year of service and thereafter	54,155
Grade 4	
1st year of service	55,169
2nd year of service	56,250
3rd year of service and thereafter	56,250
Technical Officer	
Grade 1	
1st year of service	59,795
2nd year of service	61,471
3rd year of service	63,175
4th year of service	64,399
5th year of service	66,294
Grade 2	
1st year of service	69,696
2nd year of service	71,112
3rd year of service	72,365
4th year of service	73,918
Grade 3	
1st year of service and thereafter	78,971
Senior Technical Officer	
Grade 1	
1st year of service	77,448
2nd year of service	78,971
3rd year of service	81,404
Grade 2	
1st year of service	83,832
2nd year of service	86,220
Grade 3	89,781
Technical Officer, Maintenance Services	82,135
Technician	
Class 1	
1st year of service	55,624
2nd year of service	57,253
Class 2	
1st year of service	60,411
2nd year of service	62,097
Class 3	
1st year of service	65,608
2nd year of service	66,909
Class 4	
1st year of service	68,223
2nd year of service	69,025
Transport Officer	56,250

Transport Officer, Mechanical	
Year 1	65,608
Year 2	66,294
Year 3	66,909
Year 4	67,586
Uniform Fitter and Advisory Officer	54,155
Allowances	
On call allowances (per hour)	0.92
Community Language Allowance Scheme (per annum)	
Base level rate	1,312
Higher level rate	1,971
Flying Allowance (per hour)	19.76
First Aid Allowance (per annum)	
Holders of basic qualification	845.03
Holders of current occupational first aid certificate	1,269

Crown Employees (NSW Police Force Communications Officers) Award

Communications Officer - NSW Police Force Classifications	Common Salary Point	1.7.15 Per annum 2.50% \$
Communications Officer		
Trainee	35	53,101
1st year	40	55,624
2nd year	46	58,687
3rd year	49	60,411
4th year	55	63,801
5th year	58	65,608
Senior Communications Officer		
1st year	64	69,696
2nd year	67	71,839
Shift Co-ordinators		
1st year	75	77,448
2nd year	78	79,891
3rd year	82	83,022
4th year	85	85,455
Radio and Communications Operators		
4th year	52	62,097
5th year	55	63,801

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

Special Constables (Police Bands) NSW Police Force Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Bandsperson		
1st year of service	41	56,250
2nd year of service	43	57,253
3rd year of service	45	58,239
4th year of service	47	59,302
5th year of service	52	62,097
6th year of service and thereafter	54	63,175
Senior Special Constable	-	65,551
Allowance - Doubling		1,043

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

Special Constables (Security) NSW Police Force	
Classification and Grades	1.7.15 Per week 2.50% \$
Special Constable (Security) 1st year of service 2nd year of service 3rd year of service and thereafter	940.30 956.50 974.90
Special Constable (Security) First Class 1st year of service and Thereafter	992.10
Senior Special Constable (Security) 1st year of service 2nd year of service and Thereafter	1,061.90 1,085.30
Special Constable (Security), Field Supervisor 1st year of service 2nd year of service and Thereafter	1,214.30 1,240.50
Other rates and allowances Full time Special Constables (Security) Monday to Friday Shift Allowance	64.20
Full time Special Constables (Security), Saturday and Sunday Shift Allowance	181.30

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

Environment Officers - Department of Environment and Climate Change New South Wales	
Classification and Grades	1.7.15 Per annum 2.50% \$
Class 1 1 2 3 4 5 6 7	34,608 41,811 45,892 48,697 50,852 53,624 59,258
Class 2 1 2 3 4	59,258 60,998 62,616 64,955
Class 3 1 2 3 4	62,616 64,955 68,204 70,257
Class 4 1 2 3 4	68,204 70,257 73,175 76,049

Class 5	
1	73,175
2	76,049
3	78,953
4	81,383
Class 6	
1	78,953
2	81,383
3	84,548
4	87,120
Class 7	
1	84,548
2	87,120
3	89,755
4	93,415
Class 8	
1	89,755
2	93,415
3	96,343
4	101,261
Class 9	
1	96,343
2	101,261
3	104,172
4	107,327
Class 10	
1	104,172
2	107,327
3	111,607
4	114,879
Class 11	
1	111,607
2	114,879
3	118,318
4	122,999
Class 12	
1	118,318
2	122,999
3	127,125
4	129,854
Class 13	
1	127,125
2	129,854
3	134,161
4	136,168
Class 14	
1	134,161
2	136,168
3	142,474
4	148,785
Class 15	
1	142,474
2	148,785
3	155,095
4	161,399
Other Rates and Allowances - Brief Description	
AHIS weekly allowance: inconvenience and 6 incoming calls after/before normal working hours	
	446.70

For each call above 6 incoming calls in an AHIS roster period; not limited	21.80
Extra per public holiday falling on a weekday	137.00
Out of hours disturbance (AHIS Supervising Officers)	44.00

Crown Employees (Office of Environment and Heritage - Parks and Wildlife) Conditions of Employment Award

Ranger Classifications	
Classification and Grades	1.7.15 Per annum 2.50% \$
Trainee Rangers	
1st year of service	52,563
2nd year of service	53,507
3rd year of service	55,119
4th year of service	56,106
5th year of service	56,691
6th year of service	57,511
Rangers	
Grade 1	
1st level	57,511
2nd level	59,774
3rd level	63,108
4th level	67,638
5th level	74,551
6th level	78,914
Grade 2	
1st year	80,485
2nd year	82,874
3rd year	85,396
4th year	88,831
Senior Ranger	
1st year & thereafter	95,471
Assistant District Manager	
Grade 1	98,316
Grade 2	105,208
Grade 3	113,712
Grade 4	118,535
District Manager	
Grade 1	101,084
Grade 2	108,346
Grade 3	118,535
Grade 4	125,962
Grade 5	131,511
Project/Research Officer Classification	
Grade 1	
1st year	59,562
2nd year	61,472
3rd year	67,059
4th year	72,300
5th year	77,505
Grade 2*	
1st year	83,022
2nd year	85,451
3rd year	88,015

Grade 3*	
1st year	92,446
2nd year	95,413
3rd year	98,367
4th year	100,327
Grade 4*	
1st year	101,288
2nd year	104,200
Grade 5	
1st year	109,485
2nd year	114,129
Grade 6	
1st year	121,277
2nd year	122,550
* Progression criteria applies	
Project Officer (Aboriginal Positions)	
Grade 1	
1st year	59,562
2nd year	61,472
3rd year	67,059
4th year	72,300
5th year	77,505
Grade 2*	
1st year	83,022
2nd year	85,451
3rd year	88,015
Grade 3*	
1st year	92,446
2nd year	95,413
3rd year	98,367
4th year	100,327
Grade 4*	
1st year	101,288
2nd year	104,200
Grade 5	
1st year	109,485
2nd year	114,129
Grade 6	
1st year	121,277
2nd year	122,550
*Progression criteria applies	
Field Officer Classification	
Field Officer Base Grade 1/2	
Employees Engaged on or after 1 July 2007	
Grade 1	
Year 1	45,178
Year 2	46,319
Grade 2	
Year 1	47,387
Year 2	49,597
Field Officer Grade 1/4	
Employees Engaged on or after 1 July 2007	
Grade 1	
1st year	45,178
2nd year	46,319
Grade 2	
1st year	47,387
2nd year	49,597

Grade 3 (A) 1st year 2nd year	56,594 57,591
Grade 4 (A) 1st year 2nd year Field Officer Grade B3/B4 Employees engaged on or before 30 June 2007	59,204 60,272
Grade 3 (B) 1st year 2nd year	56,594 57,591
Grade 4 (B) 1st year 2nd year	59,204 60,272
Senior Field Officer and Senior Field Officer (Plant)	
Grade 1 1st year 2nd year	61,612 62,659
Grade 2 1st year 2nd year	63,926 65,264
Field Supervisor Classification and Grades Grade 1 1st year 2nd year Grade 2 1st year 2nd year	67,502 69,050 70,597 72,145
Senior Field Supervisor Classification and Grades Grade 1 1st year 2nd year Grade 2 1st year 2nd year	78,271 80,194 82,119 84,041

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	1.7.15 Per annum 2.50%
		\$
Professional Officer SHFA PO4	- - -	163,202 156,900 150,467
Hard Barrier PO3	- 128	136,479 131,247
Hard Barrier	124 - 117	125,773 122,108 117,193

Hard Barrier		
PO2	115	114,913
	-	110,474
	108	107,362
Hard Barrier		
PO1	-	101,169
	97	96,373
	94	93,438
	90	89,781
Hard Barrier		
PO Entry Level	84	84,570
	80	81,404
	76	78,301
	69	73,195
	59	66,294
Administration Officer SHFA		
AO7	130	134,202
	126	128,538
	120	120,961
	116	116,042
Hard Barrier		
AO6	111	110,560
	108	107,362
	104	103,151
Hard Barrier		
AO5	98	97,426
	95	94,423
	91	90,646
Hard Barrier		
AO4	85	85,455
	82	83,022
	78	79,891
Hard Barrier		
AO3	67	71,839
	61	67,586
Hard Barrier		
AO2	55	63,801
	49	60,411
Hard Barrier		
AO1	40	55,624
	32	51,766
	28	49,920
Hard Barrier		
AO Entry Level	23	47,843
	17	44,683
	11	41,459
	-	36,612
Operational Officer SHFA		
OO4	98	97,426
	95	94,423
	91	90,646
Hard Barrier		
OO3	85	85,455
	82	83,022
	78	79,891
Hard Barrier		
OO2	67	71,839
	61	67,586

Hard Barrier		
OO1	55	63,801
	49	60,411
	40	55,624
Hard Barrier		
OO Entry Level	32	51,766
	28	49,920
	23	47,843
	17	44,683
	11	41,459
	-	36,612
Control Room Operator SHFA	55	63,801

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

Inspectors - WorkCover Authority		
Classification		1.7.15 Per annum 2.50% \$
Inspectorial Stream	Managerial Stream	
Progression Level		
Level 1		90,162
Level 2		92,629
Level 3		97,903
Senior Inspector 1		101,729
Senior Inspector 2		102,686
Principal Inspector 1	District Coordinator 1	104,777
Principal Inspector 2		105,758
	District Coordinator 2	106,849
Assistant State Inspector 1		110,580
Assistant State Inspector 2		111,620
State Inspector 1	Team Coordinator 1	118,100
State Inspector 2		119,211
	Team Coordinator 2	120,437
	State Coordinator 1	123,662
	State Coordinator 2	124,828
	Team Manager 1	139,209
	Team Manager 2	153,793

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

Classification and Grades		1.7.15 Per annum 2.50% \$
Horticultural Apprentice Year 1	-	26,207
Horticultural Apprentice Year 2	-	34,943
Horticultural Apprentice Year 3	-	43,680
Horticultural Apprentice Year 4	27	49,501
Level 1	15	43,088
Level 2, Year 1 (Minimum)	23	47,843
Level 2, (Maximum)	26	49,106
Level 3 Year 1, (Minimum)	30	50,864
Level 3, (Maximum)	34	52,675

Level 4, Year 1, (Minimum)	38	54,605
Level 4, (Maximum)	41	56,250
Level 5, Year 1, (Minimum)	45	58,239
Level 5, (Maximum)	48	59,795
Level 6, Year 1, (Minimum)	51	61,471
Level 6, (Maximum)	54	63,175
Level 7, Year 1, (Minimum)	57	64,967
Level 7, (Maximum)	60	66,909
Level 8, Year 1, (Minimum)	63	69,025
Level 8, Maximum	67	71,839
Level 9, Year 1, (Minimum)	71	74,656
Level 9, (Maximum)	75	77,448
Level 10, Year 1, (Minimum)	78	79,891
Level 10, (Maximum)	81	82,135
Level 11, Year 1, (Minimum)	89	88,900
Level 11, (Maximum)	95	94,423
Level 12, Year 1, (Minimum)	109	108,429
Level 12, (Maximum)	112	111,639
Level 13, Year 1, (Minimum)	115	114,913
Level 13, (Maximum)	118	118,359
Level 14, Year 1, (Minimum)	121	122,002
Level 14, (Maximum)	124	125,773
Level 15, Year 1, (Minimum)	127	129,886
Level 15, (Maximum)	130	134,202

Crown Employees (Parliamentary Electorate Officers) Award

Parliamentary Electorate Officers		
Classification and Grades	Common salary point	1.7.15 Per annum 2.50% \$
Grade 1		
Year or 18 years	7	34,277
Year 2 min at 20 years	11	41,459
Year 3, min at 21 years	17	44,683
Year 4	20	45,901
Year 5	23	47,843
Year 6	25	48,711
Year 7	28	49,920
Year 8	32	51,766
Year 9	36	53,642
Year 10	40	55,624
Grade 2		
Year 1	64	69,696
Year 2	67	71,839
Year 3	75	77,448
Year 4	78	79,891
Grade 1 Special Salary Scale		
Year 1	52	62,097
Year 2	55	63,801
Year 3	58	65,608
Year 4	61	67,586
Research Assistant to independent Members of the Legislative Assembly	98	97,426
Allowances		
Electorate Officer, Grade 1	-	5,081
Electorate Officer, Grade 1 Special Salary Scale	-	6,094
Electorate Officer, Grade 2	-	8,125

Crown Employees (Parliament House Conditions of Employment) Award 2010

Allowances	1.7.15 2.50% \$
Allowance in lieu of overtime Sessional Staff Above Clerk Grade 8 (per occasion)	373.43

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

Physiotherapists, Occupational Therapists, Speech Pathologists and Music Therapists		
Classification and Grade	Common Salary Point	1.7.15 Per annum 2.50% \$
Physiotherapists - Grade 1		
1st year of service	46	58,687
2nd year of service	50	60,998
3rd year of service	56	64,399
4th year of service	63	69,025
5th year of service	70	73,918
6th year of service	76	78,301
7th year of service	81	82,135
Grade 2	85	85,455
Grade 3	92	91,485
Grade 4	95	94,423
Grade 5	98	97,426
Grade 6	100	99,367
Grade 7	103	102,223
Occupational Therapists Grade 1		
1st year of service	46	58,687
2nd year of service	50	60,998
3rd year of service	56	64,399
4th year of service	63	69,025
5th year of service	70	73,918
6th year of service	76	78,301
7th year of service	81	82,135
Grade 2	85	85,455
Grade 3	92	91,485
Grade 4	95	94,423
Grade 5	98	97,426
Grade 6	100	99,367
Speech Pathologist - Grade 1		
1st year of service	46	58,687
2nd year of service	50	60,998
3rd year of service	56	64,399
4th year of service	63	69,025
5th year of service	70	73,918
6th year of service	76	78,301
7th year of service	81	82,135
Grade 2	85	85,455
Grade 3	92	91,485
Grade 4	95	94,423
Grade 5	98	97,426

Music Therapists		
1st year of service	31	51,269
2nd year of service	38	54,605
3rd year of service	43	57,253
4th year of service	49	60,411
5th year of service	54	63,175
6th year of service	59	66,294
7th year of service	63	69,025
Sole Allowance - 3(ii)(a)		2,469
Part-time Student Unit Supervisor Allowance for each student per supervised shift - refer formula in award at 3(ii)(b)		8.96

Crown Employees Planning Officers Award 2008

Classification and Grades	Common salary point	1.7.15 Per annum 2.50% \$
Student Planner		
Year 1	CSP 23	47,843
Year 2	CSP 28	49,920
Year 3	CSP 32	51,766
Year 4	CSP 40	55,624
Planning Officer (Professional)		
Level 1(a)		
Year 1	CSP 59	66,294
Year 2	CSP 69	73,195
Year 3	CSP 76	78,301
Year 4	CSP 80	81,404
Year 5	CSP 84	84,570
Progression/ promotion soft barrier (clause 4.7.2)		
Level 1(b)		
Year 1	CSP 90	89,781
Year 2	CSP 94	93,440
Year 3	CSP 97	96,373
Year 4	-	101,169
Level 2		
Year 1	CSP 108	107,362
Year 2	-	110,474
Year 3	CSP115	114,913
Level 3		
Year 1	CSP 117	117,194
Year 2	-	122,108
Year 3	CSP 124	125,773
Progression/ promotion soft barrier (clause 4.9.2)		
Year 4	CSP 128	131,247
Year 5	-	136,479
Level 4		
Year 1	-	150,467
Year 2	-	156,771
Year 3	-	163,202
Level 5		
Year 1	-	171,864
Year 2	-	176,141

Crown Employees (Psychologists) Award

Psychologists	
Classification and Grade	1.7.15 Per annum 2.50% \$
Psychologist - 1st year	61,680
2nd year	65,019
3rd year	68,350
4th year	72,517
5th year	76,687
6th year	80,855
7th year	85,022
8th year	88,357
9th year and thereafter	91,689
Senior Psychologist - 1st year	96,692
2nd year	100,861
3rd year and thereafter	105,026
Specialist Psychologist - 1st year	88,357
2nd year	93,356
3rd year	98,360
4th year	103,360
5th year and thereafter	108,358
Senior Specialist Psychologist - 1st year	113,362
2nd year	116,696
3rd year and thereafter	120,032
Chief Psychologist - 1st year	125,836
Principal Psychologist - 1st year and thereafter	136,701
Environmental Allowance (Corrective Services and Juvenile Justice)	2,824

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

Allowances	1.7.15 2.50% \$
On call allowance	0.92
Community Language Allowance Scheme Base level rate	1,312
Higher level rate	1,972
Flying Allowance	19.68
First Aid Allowance Holders of basic qualification	845
Holders of current occupational first aid certificate	1,269

Crown Employees (Public Service Training Wage) Reviewed Award 2008

Wage Rates for Part-Time and School-Based Trainees

So the wage rate in Year 10 is:

$$\frac{\$290.80 \times (15 - 3.5)}{28} = \$119.44 \text{ plus any applicable penalty rates under the relevant industrial instrument}$$

Table 1 - Full-Time Weekly Wage Rates

Effective from the first full pay period to commence on or after 1 July 2015

Diploma

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

Classification	1.7.2015
Trainee Diploma level	673.63

Skill Level A -

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

Highest Year of Schooling Completed			
	Year 10 1.7.2015	Year 11 1.7.2015	Year 12 1.7.2015
School leaver	297.35	327.80	392.99
Plus 1 year out of school	327.80	392.99	458.38
Plus 2 years	392.99	458.38	531.67
Plus 3 years	458.38	531.67	608.24
Plus 4 years	531.67	608.24	608.24
Plus 5 years or more	608.24	608.24	608.24

Skill Level B -

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

Highest Year of Schooling Completed			
	Year 10 1.7.2015	Year 11 1.7.2015	Year 12 1.7.2015
School leaver	297.35	327.69	380.79
Plus 1 year out of school	327.80	380.79	438.19
Plus 2 years	380.79	438.19	514.65
Plus 3 years	438.19	514.65	586.81
Plus 4 years	514.65	586.81	586.81
Plus 5 years or more	586.81	586.81	586.81

Skill Level C -

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

Highest Year of Schooling Completed	Year 10 1.7.2015	Year 11 1.7.2015	Year 12 1.7.2015
Highest Year of Schooling Completed			
School leaver	297.35	327.69	377.41
Plus 1 year out of school	327.69	377.41	424.66
Plus 2 years	377.41	424.66	473.04
Plus 3 years	424.66	473.04	529.41
Plus 4 years	473.04	529.41	529.41
Plus 5 years or more	529.41	529.41	529.41

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

School-Based Traineeships -		
Year of Schooling	Year 11 1.7.2015	Year 12 1.7.2015
School based traineeships Skill Levels A, B, and C	297.35	327.69

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

Table 2 - Hourly Wage Rates

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

Trainees who have left school:

Diploma

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

Classification	1.7.2015 \$
Trainee Diploma level - part-time	24.06

Skill Level A -

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

Highest Year of Schooling Completed	Year 10 1.7.2015	Year 11 1.7.2015	Year 12 1.7.2015
School Leaver	10.61	11.70	14.04
Plus 1 year out of School	11.70	14.04	16.36
Plus 2 years	14.04	16.36	18.99
Plus 3 years	16.36	18.99	21.73
Plus 4 years	18.99	21.73	21.73
Plus 5 years or more	21.73	21.73	21.73

Skill Level B -

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

Highest Year of Schooling Completed

	Year 10 1.7.2015	Year 11 1.7.2015	Year 12 1.7.2015
School Leaver	10.61	11.70	13.58
Plus 1 year out of School	11.70	13.58	15.65
Plus 2 years	13.58	15.68	18.37
Plus 3 years	15.65	18.37	20.96
Plus 4 years	18.37	20.96	20.96
Plus 5 years or more	20.97	20.96	20.96

Skill Level C -

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

Highest Year of Schooling Completed

	Year 10 1.7.2015	Year 11 1.7.2015	Year 12 1.7.2015
School Leaver	10.61	11.70	13.47
Plus 1 year out of School	11.70	13.47	15.19
Plus 2 years	13.47	15.19	16.90
Plus 3 years	15.19	16.90	18.91
Plus 4 years	16.90	18.91	18.91
Plus 5 years or more	18.91	18.91	18.91
		1.7.2015	1.7.2015
School-Based Trainees:		\$	\$
Wage levels A, B and C		10.61	11.70

Appendix A - Skill Levels

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

Crown Employees (Research Scientists) Award 2007

Research Scientists		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Research Scientist - 1st year of service	86	86,220
2nd year of service	91	90,646
3rd year of service	96	95,413
4th year of service	100	99,367
Efficiency Barrier - 5th year of service	105	104,200
6th year of service	109	108,429
7th year of service	113	112,713
Senior Research Scientist - 1st year of service	115	114,913
2nd year of service	118	118,359
3rd year of service	121	122,002
Efficiency Barrier - 4th year of service	124	125,773
5th year of service	127	129,886
Principal Research Scientist - 1st year of service	130	134,202
2nd year of service	-	137,271
3rd year of service	-	140,757
Senior Principal Research Scientist - 1st year of service	-	150,904
2nd year of service	-	161,883
Efficiency Barrier - 3rd year of service	-	175,675

Crown Employees (Rural Fire Service) Award**RFS Officers**

These rates are inclusive of Annual Leave Loading

Classification and Grades	1.7.15 Per annum 2.50% \$
RFS Officer Level 1	
Year 1	34,741
Year 2	42,017
Year 3	45,286
Year 4	46,524
Year 5	48,490
Year 6	49,368
Year 7	50,592
Year 8	52,467
Year 9	54,364
Year 10	56,371
RFS Officer Level 2	
Year 1	59,478
Year 2	61,226

RFS Officer Level 3 Year 1 Year 2	62,934 64,659
RFS Officer Level 4 Year 1 Year 2	66,494 68,498
RFS Officer Level 5 Year 1 Year 2	70,638 72,808
RFS Officer Level 6 Year 1 Year 2	78,491 80,968
RFS Officer Level 7 Year 1 Year 2	84,141 86,607
RFS Officer Level 8 Year 1 Year 2	89,204 91,872
RFS Officer Level 9 Year 1 Year 2	95,698 98,739
RFS Officer Level 10 Year 1 Year 2	101,683 104,544
RFS Officer Level 11 Year 1 Year 2	108,812 112,052
RFS Officer Level 12 Year 1 Year 2	117,605 122,597
RFS Officer Level 13 Year 1 Year 2	130,274 136,011
RFS Officer Level 14 Year 1 Year 2	152,189 163,988
RFS Officer Level 15 Year 1 Year 2	166,759 178,516
RFS Officer Level 16 Year 1 Year 2	184,492 202,515

RFS Officers (OCSC) These rates are inclusive of Annual Leave Loading

Classification and Grades	1.7.15 Per annum 2.50%
	\$
RFS Officer Level A (OCSC Operator) Year 1 Year 2 Year 3 Year 4 Year 5 Year 6 Year 7 Year 8	38,839 41,459 44,683 45,901 47,843 48,711 49,920 51,766

Year 9	53,642
Year 10	55,624
RFS Officer Level B (OCSC Senior Operator)	
Year 1	58,687
Year 2	60,411
Year 3	62,097
Year 4	63,801

Crown Employees (School Administrative and Support Staff) Award

Schedule 1 - School Administrative and Support Staff (other than Aboriginal Education Officers) - Rates of Pay

1.1 Permanent School Administrative and Support Staff

	1.7.15 Per hour 2.50% \$
School Support Officer	24.73
School Administrative Officer	27.77
School Administrative Manager -	
Level 1	32.12
Level 2	32.99
Level 3	33.93
Level 4	34.96
School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter) - (for progression on these rates see clause 6)	
Junior	17.67
Following 12 months of service or at age 20	20.88
1st year	25.42
2nd year	25.88
3rd year	27.70
4th year	29.53
School Learning Support Officer (Pre-school) - (for progression on these rates see clause 6)	
Junior	17.67
Following 12 months of service or at age 20	20.88
1st year	24.51
2nd year	24.96
3rd year	25.42
4th year	25.88

1.2 Long-term Temporary School Administrative and Support Staff

	1.7.15 Per hour 2.50% \$
School Support Officer	26.20
School Administrative Officer	29.37
School Administrative Manager -	
Level 1	33.98
Level 2	34.92
Level 3	35.93
Level 4	36.98

School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter) - (for progression on these rates see clause 6) Junior Following 12 months of service or at age 20 1st year 2nd year 3rd year 4th year	18.64 22.09 26.94 27.37 29.27 31.23
School Learning Support Officer (Pre-school) - (for progression on these rates see clause 6) Junior Following 12 months of service or at age 20 1st year 2nd year 3rd year 4th year	18.64 22.09 25.96 26.40 26.94 27.37

1.3 Short-term Temporary School Administrative and Support Staff

	1.7.15 Per hour 2.50% \$ p/h
School Support Officer	28.46
School Administrative Officer	31.94
School Administrative Manager Level 1 Level 2 Level 3 Level 4	36.94 37.96 39.05 40.20
School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter) - (for progression on these rates see clause 6) Junior Following 12 months of service or at age 20 1st year 2nd year 3rd year 4th year	20.32 24.00 29.25 29.77 31.87 33.93
School Learning Support Officer (Pre-school) - (for progression on these rates see clause 6) Junior Following 12 months of service or at age 20 1st year 2nd year 3rd year 4th year	20.32 24.00 28.22 28.73 29.25 29.77

Schedule 2 - Aboriginal Education Officers - Rates of Pay

(For progression on these rates see subclause 6.3)

2.1 Permanent Aboriginal Education Officer

	1.7.15 Per hour 2.50% \$/h
Year 1	30.37
Year 2	31.26
Year 3	32.14
Year 4	33.03

2.2 Long-term Temporary Aboriginal Education Officer

	1.7.15 Per hour 2.50% \$/h
Year 1	32.13
Year 2	33.08
Year 3	34.00
Year 4	34.93

2.3 Short-term Temporary Aboriginal Education Officer

	1.7.12 Per hour 2.50% \$/h
Year 1	34.93
Year 2	35.96
Year 3	36.96
Year 4	37.97

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

Classification	1.7.15 Per annum 2.50% \$
Commissioned Correctional Officers: Senior Assistant Superintendent - 7 day or any 5/7 days	117,200
Assistant Superintendent - 7 day or any 5/7 days	109,704
Senior Assistant Superintendent - 5 day	110,788
Assistant Superintendent - 5 day	103,291
Commissioned Industries Officers:	
Regional Business Manager - 5 day	
Year 1	124,463
Year 2	127,661
Year 3	133,141
Year 4	138,061
Operations Manager	132,448

Manager of Industries Level 1 - 5 day	122,215
Manager of Industries Level 2 - Any 5 of 7 days	122,728
Manager Centre Services and Employment Manager of Industries Level 2 - 5 day	116,314
Manager Business Unit - any 5/7 days	117,200
Manager Business Unit - 5 day	110,788

Crown Employees (Senior Officers Salaries) Award 2007

Senior Officers	
Classification and Grades	1.7.15 Per annum 2.50% \$
Grade 1	
Year 1	150,161
Year 2	161,802
Grade 2	
Year 1	164,540
Year 2	176,141
Grade 3	
Year 1	182,035
Year 2	199,822

Crown Employees (Sheriff's Officers) Award 2007

Sheriff's Officers		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Chief Inspector		
Year 2	85	85,455
Year 1	82	83,022
Inspector		
Year 2	78	79,891
Year 1	75	77,448
Sergeant		
Year 4	67	71,839
Year 3	64	69,696
Year 2	61	67,586
Year 1	58	65,608
Sheriff's Officer		
Year 4	55	63,801
Year 3	52	62,097
Year 2	49	60,411
Year 1	46	58,687
Probationary Sheriff's Officer	36	53,642

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

Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Operations Communications Centre Senior Team Leader, Clerk Grade 5/6 1st year of service	75	77,448
2nd year of service	78	79,891
3rd year of service	82	83,022
Thereafter	85	85,455
Operations Communications Centre Team Leader, Clerk Grade 3/4 1st year of service	58	65,608
2nd year of service	61	67,586
3rd year of service	64	69,696
Thereafter	67	71,839
Operations Communications Centre Call Operator, Clerks General Scale Step 1	4	28,417
Step 2	6	32,248
Step 4	9	38,839
Step 5	11	41,459
Step 6	17	44,683
Step 7	20	45,901
Step 8	23	47,843
Step 9	25	48,711
Step 10	28	49,920
Step 11	32	51,766
Step 12	36	53,642
Step 13	40	55,624

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

Learning and Development Officers - Full-time, State Emergency Service		
Classification	Common Salary Point	1.7.15 Per annum 2.50% \$
1st year of service	82	83,022
2nd year of service	85	85,455
3rd year of service	88	88,015
Thereafter	91	90,646

Crown Employees (State Emergency service) Region Controllers Award 2012

Region Controllers - State Emergency Services		
Classification	Common Salary Point	1.7.15 Per annum 2.50% \$
SALARIES OF FULL-TIME REGION CONTROLLERS		
1st year of service	101	100,330
2nd year of service	104	103,151
3rd year of service	108	107,362
Thereafter	111	110,560

Crown Employees (Technical Officers - Treasury) Award

Technical Officers - Treasury	
Classification and Grades	1.7.15 Per annum 2.50% \$
Technical Officers - Treasury Grade 1	142,435 148,785 155,343 161,802
Technical Officers - Treasury Grade 2	164,435 170,997

Crown Employees (Tipstaves to Justices) Award 2007

Tipstaff - Attorney General's Department		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
1st year of service	40	55,624
2nd year of service	42	56,691
3rd year of service	44	57,678
Tipstaff to the Chief Justice	46	58,687

Crown Employees (Trades Assistants) Award

Trades Assistants	
Classification and Grades	1.7.15 Per week 2.50% \$
Classification -	
Blacksmith's striker	872.60
Cold saw operator	879.45
Driller (stationary machines)	872.60
Dresser and grinder (portable machines)	887.90
Dresser, shot blast or sand blast-	
(a) who operates from outside a properly enclosed cabin	879.45
(b) other	917.30
Dogman and/or crane chaser	887.90
Forger's assistant	872.60
Fork Lift Driver (TAFE)	940.60
Assistant Furnaceperson	879.45
General assistant assisting tradespersons or employed in a metal and/or electrical workshop (TAFE)	872.60
General assistant, other (TAFE)	865.10
General assistant/tool storeperson assisting tradespersons or employed in a metal and or electrical workshop (less than 20 hpw toolstore duties) (TAFE)	887.90
General assistant/tool storeperson, other (less than 20 hpw toolstore duties) (TAFE)	916.80
Hammer driver	879.45
Heat treater operative	887.90

Machinist second class (Metal Trades)	926.20
Operator of straight line oxy-acetylene Cutting machine	887.90
Pipe fitter	926.20
Rigger and/or splicer (other than construction work)	956.50
Rigger and/or splicer (construction work)	974.30
Spray painter (ironwork) and/or brush hand	887.90
Tool and/or material storeman	917.30
Tool Storeperson (Classroom only, TAFE)	926.20
Trades assistant (Metal Trades)	872.60
Trades assistant (Electrical Trades)	896.30
Trades assistant	879.45
Cupola furnaceperson (foundries)	926.20
Allowances:	
Cold Places per hour	0.75
Confined Spaces per hour	0.95
Dirty Work per hour	0.75
Height Money per hour:	
- At a height of 7.5 m	0.75
- For every additional 3m	0.22
Hot Places per hour:	
- 46C-54C	0.75
- Above 54C	0.95
Insulation Material per hour:	
- Pumice or other recognised insulator	0.75
- Silicate	0.95
Smoke Boxes etc per hour:	
- Working on repairs to smoke boxes, furnaces etc	0.49
- Working on repairs inside oil-fired boilers	1.87
Wet Places per hour	0.75
Working on a boat or punt per day	2.92
Working knee deep in mud or water per day	5.97
Acid, furnaces, stills, etc per hour	3.84
Towers per hour	0.75
Depth money per hour	0.75
Swing Scaffolds:	
- First four hours (fixed rate)	5.57
- Each hour thereafter	1.13
- Solid plasterers per hour	0.22
Septic Tanks per day	8.97
Distant Places per day:	
- Area re paragraph 4.17.1	1.47
- Area re paragraph 4.17.2	2.39
- Area re paragraph 4.17.3	2.39
Epoxy Materials per hour	0.95
- Applying to air-conditioned buildings per hour	0.65
- Employees in close proximity per hour	0.75
Foundry per hour	0.56
Asbestos Eradication per hour	2.52
First Aid per day	3.30

Taronga Conservation Society Australia Salaried Employees Award

Classification and Grades	Common salary point	1.7.15 Per annum 2.50% \$
Clerks -		
General Scale -		
1st year (up to 18 years)	7	34,277
2nd year (or 20 years)	11	41,459
3rd year	17	44,683
4th year	20	45,901
5th year	23	47,843
6th year	25	48,711
7th year	28	49,920
8th year	32	51,766
9th year	36	53,642
10th year	40	55,624
At 19 years + (HSC)	9	38,839
Grade 1 -		
1st year	46	58,687
2nd year	49	60,411
Grade 2 -		
1st year	52	62,097
2nd year	55	63,801
Grade 3 -		
1st year	58	65,608
2nd year	61	67,586
Grade 4 -		
1st year	64	69,696
2nd year	67	71,839
Grade 5 -		
1st year	75	77,448
2nd year	78	79,891
Grade 6 -		
1st year	82	83,022
2nd year	85	85,455
Grade 7 -		
1st year	88	88,015
2nd year	91	90,646
Grade 8 -		
1st year	95	94,423
2nd year	98	97,426
Grade 9 -		
1st year	101	100,330
2nd year	104	103,151
Grade 10 -		
1st year	108	107,362
2nd year	111	110,560
Grade 11 -		
1st year	116	116,042
2nd year	120	120,961
Grade 12 -		
1st year	126	128,538
2nd year	130	134,202
Stenographers and Machine Operators		
1st year (up to 17 years)	2	25,459
2nd year (or 17 years)	5	30,220

3rd year (or 18 years)	7	34,277
4th year (or 19 years)	9	38,839
5th year (or 20 years)	10	41,082
6th year (or 21 years)	19	45,516
7th year	22	46,771
8th year	24	48,313
9th year	33	52,185
10th year	35	53,101
11th year	38	54,605
12th year	40	55,624
Grade 1 -		
1st year	46	58,687
2nd year	49	60,411
Grade 2 -		
1st year	52	62,097
2nd year	55	63,801
Grade 3 -		
1st year	58	65,608
2nd year	61	67,586
Clerical Assistants -		
1st year (or under 17 years)	1	23,860
2nd year (or 17 years)	3	26,802
3rd year (or 18 years)	6	32,248
4th year (or 19 years)	8	36,626
5th year (or 20 years)	9	38,839
6th year (or 21 years)	15	43,088
7th year	17	44,683
8th year	20	45,901
9th year	22	46,771
Class 1 -		
1st year	25	48,711
2nd year	28	49,920
Class 2 -		
1st year	32	51,766
2nd year	35	53,101
Class 3 -		
1st year	37	54,155
2nd year	40	55,624
Class 4 -		
1st year	42	56,691
2nd year	44	57,678
Typists and Communications Assistants -		
1st year (or under 17)	2	25,459
2nd year (or 17 years)	4	28,417
3rd year (or 18 years)	6	32,248
4th year (or 19 years)	8	36,626
5th year (or 20 years)	10	41,082
6th year (or 21 years)	17	44,683
7th year	19	45,516
8th year	22	46,771
Senior Typist -		
1st year	25	48,711
2nd year	28	49,920
Garden Labourer - (Applies to employees engaged prior 1 July 2010)		
Grade 1	15	43,088
Grade 2	18	45,123
Grade 3	21	46,339

Horticulturalist Labourer - (Applies to employees engaged prior 1 July 2010)		
Grade 1	25	48,711
Grade 2	30	50,864
Grade 3	35	53,101
Horticulturalist Level 1 - (Applies to employees engaged prior 1 July 2010)		
Grade 1	42	56,691
Grade 2	45	58,239
Horticulturalist Level 2 (Applies to employees engaged prior 1 July 2010)		
Grade 1	48	59,795
Grade 2	50	60,998
Horticultural Technician (Applies to employees engaged prior 1 July 2010)		
Grade 1	55	63,801
Grade 2	57	64,967
Senior Horticultural Technician (Applies to employees engaged prior 1 July 2010)		
Grade 1	63	69,025
Grade 2	67	71,839
Horticultural Apprentice (Applies to employees engaged post 1 July 2010)		
1st Year		23,699
2nd Year		28,009
3rd Year		32,316
4th Year		38,781
Gardener (Applies to employees engaged post 1 July 2010)		
Grade 1	15	43,088
Grade 2	18	45,123
Grade 3	21	46,339
Horticulturalist (Applies to employees engaged post 1 July 2010)		
Grade 1		54,841
Grade 2		56,485
Grade 3		58,180
Grade 4		60,997
Horticultural Supervisor (Applies to employees engaged post 1 July 2010)		
Grade 1		64,764
Grade 2		66,708
Grade 3		68,708
Keeper Grade 4 (Specialist) Level 2 (only available to employees employed permanently as a Keeper on 8 December 2005)	75	77,448
Trainee Keeper -		
Level 1	-	41,133
Level 2	-	43,873
Level 3	-	46,616
Level 4	-	49,357
Keeper -		
Level 1	-	54,842
Level 2	-	57,582
Level 3	-	60,324
Level 4	-	63,068
Senior Keeper -		
Level 1	-	65,809
Level 2	-	71,293
Keeping Unit Supervisor -		
Year 1	-	79,520
Year 2	-	81,166
Year 3	-	82,809

Publicity and Assistant Publicity Officer -		
Public Relations Officer -		
Grade 1 -		
1st year	87	87,147
2nd year	89	88,900
3rd year	91	90,646
Grade 2 -		
1st year	103	102,223
2nd year	105	104,200
3rd year	107	106,307
Publicity Officer -		
1st year	69	73,195
2nd year	72	75,292
3rd year	74	76,675
Assistant Publicity Officer -		
1st year	59	66,294
2nd year	62	68,223
Gate Receptionists	38	54,605
Designers (Exhibitions and Publications) Applies to employees engaged prior 1 July 2010		
1st year	37	54,155
2nd year	39	55,169
3rd year	42	56,691
4th year	46	58,687
5th year	49	60,411
6th year	51	61,471
7th year	53	62,627
8th year	56	64,399
9th year	60	66,909
10th year	64	69,696
11th year	67	71,839
12th year and thereafter	71	74,656
Junior Designer		
Grade 1		46,743
Grade 2		48,613
Grade 3		50,556
Grade 4		52,578
Designer		
Grade 1		54,155
Grade 2		56,589
Grade 3		59,137
Grade 4		61,799
Grade 5		64,578
Senior Designer		
Grade 1		67,812
Grade 2		71,200
Grade 3		74,758
Allowances:		
Casual first aid allowance (per shift)		16.21
Laundry Allowance for staff other than Gate Receptionists (per week)		6.77
Laundry Allowance for Gate Receptionists (per week)		12.21

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

Adventure Facilitator	1.7.15 Per annum 2.50% \$
Year 1	88,015
Year 2	90,646
Year 3	94,423
Year 4	97,426

Architects etc. Agreement No. 1733 of 1971

Architects Classification and Grades	Common salary point	1.7.15 Per annum 2.50% \$
Grade I		
1st year of service	46	58,687
2nd year of service	50	60,998
3rd year of service	56	64,399
4th year of service	63	69,025
5th year of service	70	73,918
6th year of service and thereafter	76	78,301
Grade II		
1st year of service	82	83,022
2nd year of service	86	86,220
3rd year of service	89	88,900
4th year of service and thereafter	92	91,485
Grade III		
1st year of service	97	96,373
2nd year of service	100	99,367
3rd year of service	104	103,151
4th year of service and thereafter	107	106,307
Grade IV		
1st year of service	112	111,639
2nd year of service	115	114,913
3rd year of service and thereafter	117	117,194
Grade V		
1st year of service	121	122,002
2nd year of service and thereafter	123	124,404
Grade VI		
1st year of service	125	127,158
2nd year of service	127	129,886

**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	1.7.15 Per annum 2.50% \$
Artists Australian Museum and Museum of Applied Arts and Sciences		
Grade I		
1st year of service	28	49,920
2nd year of service	31	51,269
3rd year of service	34	52,675
4th year of service	37	54,155
5th year of service	39	55,169
6th year of service	43	57,253
7th year of service and thereafter	46	58,687
Grade II		
1st year of service	49	60,411
2nd year of service	51	61,471
3rd year of service and thereafter	53	62,627
Grade III		
1st year of service	58	65,608
2nd year of service and thereafter	61	67,586
Keeper Of Exhibits (Non Graduate)		
Museum of Applied Arts & Sciences		
1st year of service	44	57,678
2nd year of Service	47	59,302
3rd year of service	51	61,471
4th year of service	53	62,627
5th year of service	58	65,608
6th year of service and thereafter	58	65,608
Designers (Exhibitions and Publications)		
1st year of service	37	54,155
2nd year of service	39	55,169
3rd year of service	42	56,691
4th year of service	46	58,687
5th year of service	49	60,411
6th year of service	51	61,471
7th year of service	53	62,627
8th year of service	56	64,399
9th year of service	60	66,909
10th year of service	64	69,696
11th year of service	67	71,839
12th year of service	71	74,656
Senior Designer (Exhibitions and Publications) National Parks and Wildlife Service		
On Appointment	77	78,971
Exhibitions Officer, Australian Museum		
Grade I		
1st year of service	56	64,399
2nd year of service	60	66,909
3rd year of service	64	69,696
4th year of service	67	71,839
5th year of service and thereafter	71	74,656
Grade II		
1st year of service	75	77,448

2nd year of service	77	78,971
Chief, Exhibitions Department Museum of Applied Arts and Sciences 1st year of service	92	91,485

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	1.7.15 Per annum 2.50% \$
Level 1 At 18 years of age	7	34,277
Level 1 At 19 years of age with HSC	9	38,839
Level 2 Or minimum at 20 years	11	41,459
Level 3 Or minimum at 21 years	17	44,683
Level 4	20	45,901
Level 5	23	47,843
Level 6	25	48,711
Level 7	28	49,920
Level 8	32	51,766
Level 9	36	53,642
Level 10	40	55,624

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

Cartographers, Engineering Survey Drafting Officers,		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
General Scale		
1st year	7	34,277
2nd year	11	41,459
3rd year	17	44,683
4th year	20	45,901
5th year	23	47,843
6th year	25	48,711
7th year	28	49,920
8th year	32	51,766
9th year	36	53,642
10th year	40	55,624
11th year	46	58,687
12th year	49	60,411
13th year	52	62,097
14th year	55	63,801

Officer with HSC aged 19 and over paid not less than	9	38,839
Class 1		
1st year	58	65,608
2nd year	61	67,586
3rd year	64	69,696
4th year	67	71,839
Class 2		
1st year	75	77,448
2nd year	78	79,891
Class 3		
1st year	82	83,022
2nd year	85	85,455
Class 4		
1st year	88	88,015
2nd year	91	90,646
Class 5		
1st year	95	94,423
2nd year	98	97,426
Class 6		
1st year	101	100,330
2nd year	104	103,151
Class 7		
1st year	108	107,362
2nd year	111	110,560

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

Department of Corrective Services	
Classification and Grades	1.7.15 Per annum 2.50% \$
Sessional Specialist HIV/Health Promotion (The rates are inclusive of a 15% casual loading for Monday to Friday work, plus 1/12th in lieu of recreation leave.	75.26
Environmental Allowance for working within a correctional centre	1.74

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

Community Offender Support Program Centres DCS		
Classification and Grades	Common Salary Point No	1.7.15 Per annum 2.50% \$
Throughcare and Placement Officer:		
1st year	88	88,015
2nd year	91	90,646
3rd year	95	94,423
Thereafter	98	97,426
Accommodation Support Worker:		
1st year	75	77,448
2nd year	78	79,891
3rd year	82	83,022
Thereafter	85	85,455
Assistant Support Worker:		
1st year	46	58,687
2nd year	49	60,411

3rd year	52	62,097
Thereafter	55	63,801

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	1.7.15 Per annum 2.50% \$
Trainee Computer Operator		
At 18 and under	7	34,277
At 19	9	38,839
At 20	11	41,459
At 21	17	44,683
Computer Operator - Grade 1		
1st year of service	20	45,901
2nd year of service	23	47,843
3rd year of service	25	48,711
4th year of service and thereafter	28	49,920
Computer Operator - Grade 2		
1st year of service	32	51,766
2nd year of service	36	53,642
3rd year of service and thereafter	40	55,624
Senior Computer Operator - Grade 1		
1st year of service	46	58,687
2nd year of service	49	60,411
3rd year of service	52	62,097
4th year of service	55	63,801
Senior Computer Operator - Grade 2		
1st year of service	58	65,608
2nd year of service	61	67,586
3rd year of service	64	69,696
4th year of Service	67	71,839

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

Classification and Grades	1.7.15 Per annum 2.50% \$
Operations Manager - Clerk 11/12	
1st year of service	116,042
2nd year of service	120,961
3rd year of service	128,538
Thereafter	134,202
Assistant Operations Manager - Clerk 9/10	
1st year of service	100,330
2nd year of service	103,151
3rd year of service	107,362
Thereafter	110,560
Senior Case Worker - Clerk 5/6	
1st year of service	77,448
2nd year of service	79,891
3rd year of service	83,022
Thereafter	85,455

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

Classification and Grades	1.7.15 per annum 2.50% \$
Assistant Manager	
1st year of service	92,760
2nd year of service	95,368
3rd year of service	99,261
Thereafter	102,220
Co-ordinator Program Support & Security	
1st year of service	81,374
2nd year of service	83,809
3rd year of service	87,300
Thereafter	90,075
Senior Program Support Officer	
1st year of service	71,604
2nd year of service	73,862
3rd year of service	76,757
Thereafter	79,009
Program Support Officer	
1st year of service	60,658
2nd year of service	62,487
3rd year of service	64,437
Thereafter	66,418

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

Classification and Grades	1.7.15 per annum 2.50% \$
Co-ordinator Program Support & Security	
1st year of service	88,015
2nd year of service	90,646
3rd year of service	94,423
Thereafter	97,426
Senior Program Support Officer	
1st year of service	77,448
2nd year of service	79,891
3rd year of service	83,022
Thereafter	85,455
Program Support Officer	
1st year of service	65,608
2nd year of service	67,586
3rd year of service	69,696
Thereafter	71,839
Mobile Work Camps Allowance (per day)	139.56

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

Classification and Grades	1.7.15 Per annum 2.50% \$
Senior Program Support Officer 1st year of service 2nd year of service 3rd year of service Thereafter	77,448 79,891 83,022 85,455
Program Support Officer 1st year of service 2nd year of service 3rd year of service Thereafter	65,608 67,586 69,696 71,839

**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	1.7.15 Per annum 2.50% \$
Team Leader (Administrative and Clerical Officer Grade 7/8) 1st year of service Thereafter	88,015 90,646
Grade 8 1st year of service Thereafter Allowance	94,423 97,426 23,653
Bail Coordinator (Administrative and Clerical Officer Grade 7/8) Grade 5 1st year of service Thereafter	77,448 79,891
Grade 6 1st year of service Thereafter Allowance	83,022 85,455 21,400

Conservators, Cultural Institutions Agreement No.2504 of 1987

Conservators, Cultural Institutions		
Classifications and Grade	Common Salary Point	1.7.15 Per annum 2.50% \$
Assistant Conservator - Class 1 1st year of service 2nd year of service 3rd year of service 4th year of service 5th year of service 6th year of service	40 42 44 47 49 52	55,624 56,691 57,678 59,302 60,411 62,097

Class 2		
1st year of service	55	63,801
2nd year of service	56	64,399
3rd year of service	58	65,608
Conservator - Grade 1		
1st year of service	62	68,223
2nd year of service	64	69,696
3rd year of service	66	71,112
4th year of service	68	72,365
5th year of service	70	73,918
Grade 2		
1st year of service	74	76,675
2nd year of service	79	80,529
3rd year of service	83	83,832
4th year of service	87	87,147
5th year of service	91	90,646
Grade 3		
1st year of service	94	93,440
2nd year of service	97	96,373
3rd year of service	99	98,361
Head Conservator		
1st year of service	105	104,200
2nd year of service	108	107,362
3rd year of service	110	109,490

**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	1.7.15 Per annum 2.50% \$
Co-ordinator	61	67,586
Director	104	103,151

**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	1.7.15 Per annum 2.50% \$
Co-ordinator, Visual Arts	102	101,290
Environmental Allowance	-	2,824
All Incidents Allowance	-	9,713

Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987

Curatorial Staff		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Assistant Curator/Assistant Registrar - Grade I 1st year of service	40	55,624

2nd year of service	46	58,687
3rd year of service	51	61,471
4th year of service	57	64,967
5th year of service and thereafter	62	68,223
Assistant Curator/Assistant Registrar - Grade II		
1st year of service	64	69,696
2nd year of service	67	71,839
3rd year of service	70	73,918
4th year of service	73	76,071
5th year of service and thereafter	75	77,448
Curator/Registrar - Grade I		
1st year of service	77	78,971
2nd year of service	82	83,022
3rd year of service	86	86,220
4th year of service	91	90,646
5th year of service and thereafter	95	94,423
Curator/Registrar - Grade II		
1st year of service	99	98,361
2nd year of service	102	101,290
3rd year of service	105	104,200
4th year of service	108	107,362
5th year of service	110	109,490
Senior Curator Senior Registrar	114	113,787

Departmental Professional Officers Determination No.866 of 1987

Departmental Professional Officers - All Departments		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Grade I -		
1st year of service	46	58,687
2nd year of service	50	60,998
3rd year of service	56	64,399
4th year of service	63	69,025
5th year of service	70	73,918
6th year of service and thereafter	76	78,301
Grade II -		
1st year of service	81	82,135
2nd year of service	84	84,570
3rd year of service	87	87,147
4th year of service and thereafter	91	90,646
Grade III -		
1st year of service	95	94,423
2nd year of service	98	97,426
3rd year of service	100	99,367
4th year of service and thereafter	104	103,151
Grade IV -		
1st year of service	108	107,362
2nd year of service and thereafter	110	109,490
Grade V -		
1st year of service	114	113,787
2nd year of service and thereafter	116	116,042
Grade VI -		
1st year of service	119	119,657
2nd year of service and thereafter	121	122,002

Grade VII - 1st year of service	124	125,773
2nd year of service and thereafter	126	128,538
Grade VIII - 1st year of service	129	132,721
2nd year of service and thereafter	130	134,202

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

Transport Officers	
Classification and Grades	1.7.15 Per annum 2.50% \$
Grade I - One	44,620
Two	46,178
Three	47,792
Four	49,464
Five	51,197
Grade 2 One	51,197
Two	52,994
Three	54,844
Four	56,770
Five	58,752
Grade 3 One	58,752
Two	60,809
Three	62,934
Four	65,138
Five	67,423
Grade 4 One	67,423
Two	69,778
Three	72,220
Four	74,751
Five	77,462
Grade 5 One	77,462
Two	80,072
Three	83,042
Four	85,779
Five	88,781
Grade 6 One	88,781
Two	91,890
Three	95,102
Four	98,429
Five	101,876
Grade 7 One	101,876
Two	105,443
Three	109,133
Four	112,950
Five	116,905

Grade 8	
One	116,905
Two	120,997
Three	128,564
Four	134,225
Five	138,923
Grade 9	
One	138,923
Two	146,386
Three	153,950
Four	159,613
Five	164,312

**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	1.7.15 Per annum 2.50% \$
Education Officer - 1st year of service	43	57,253
2nd year of service	48	59,795
3rd year of service	54	63,175
4th year of service	60	66,909
5th year of service	66	71,112
6th year of service	71	74,656
7th year of service	75	77,448
8th year of service	79	80,529
9th year of service and thereafter	84	84,570
Senior Education Officer - 1st year of service	98	97,426
2nd year of service and thereafter	101	100,330
Allowance after 12 months on the 9th year of service: \$ per annum	-	2,651
After a further 12 months: \$ per annum	-	2,651

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

Education Officer - Department of Education and Training	
Classification and Grades	1.7.15 Per annum 2.50% \$
Education Officer Step 1	82,619
Step 2	87,017
Step 3	91,605
Step 4	96,203
Special Program Co-ordinator Step 1	103,021
Step 2	107,235
Senior Education Officer Step 1	111,934
Step 2	114,710
Chief Education Officer	124,754

Chief Research Officer	124,754
Quality Assurance Co-ordinator	131,695
Principal Education Officer	139,769
Principal Research Officer	139,769
Principal Officer	139,769
Curriculum Manager	139,769

Engineers Agreement No. 1734 of 1971

Engineers		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Grade I Diplomate Experience Since Qualifying		
In first year	46	58,687
After one year	50	60,998
After two years	56	64,399
After three years	63	69,025
After four years	70	73,918
After five years	76	78,301
Grade I Graduate Experience Since Qualifying		
In first year	50	60,998
After one year	56	64,399
After two years	63	69,025
After three years	70	73,918
After four years	76	78,301
Grade II		
1st year of service	82	83,022
2nd year of service	86	86,220
3rd year of service	89	88,900
4th year of service and thereafter	92	91,485
Grade III		
1st year of service	97	96,373
2nd year of service	100	99,367
3rd year of service	104	103,151
4th year of service and thereafter	107	106,307
Grade IV		
1st year of service	112	111,639
2nd year of service	115	114,913
3rd year of service and thereafter	117	117,194
Grade V		
1st year of service	121	122,002
2nd year of service and thereafter	123	124,404
Grade VI		
1st year of service	125	127,158
2nd year of service and thereafter	127	129,886

Escorts and Travelling Attendants Agreement No.2270 of 1980

Escorts and Travelling Attendants	
Classification and Grades	1.7.15 Per annum 2.50% \$
Travelling Attendant	
1st Year	45,360
2nd Year	45,360

3rd Year	45,793
4th Year	47,300
Travelling Attendant (Hourly Rate)	
1st Year	22.88
2nd Year	22.88
3rd Year	23.10
4th Year	23.84
Escorts	
1st Year	54,055
2nd Year	54,055
3rd Year	54,544
4th Year	56,386
Rate A Applicable Mon-Fri and all overtime/travelling time/weekdays and public holidays = Hrly rate of Travelling Attendant + 10% +4/48ths	
1st Year	27.28
2nd Year	27.28
3rd Year	27.52
4th Year	28.42
Rate B Applicable first 8 hours on Saturday = Hrly rate of Travelling Attendant + 50% +4/48ths	
1st Year	37.19
2nd Year	37.19
3rd Year	37.52
4th Year	38.77
Rate C Applicable first 8 hours on Sunday = Hrly rate of Travelling Attendant + 75% +4/48ths	
1st Year	43.37
2nd Year	43.37
3rd Year	43.79
4th Year	45.22
Rate D Applicable first 8 hours on a Public Holiday = Hrly Rate of Travelling Attendant + 150%+4/48ths	
1st Year	61.95
2nd Year	61.95
3rd Year	62.54
4th Year	64.61

**Gardening, Parks and Horticultural and Landscape Staff Amending Agreement No.2320 of 1981;
Gardening Parks and Horticultural and Landscape Staff Agreement No.2266 of 1980; Determination
No.767 of 12982**

Gardening, Parks and Horticultural and Landscape Staff		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Gardener Tradesman	37	54,155
Gardener Experienced	30	50,864
Garden Labourer	20	45,901
Garden Labourer, 1st class	23	47,843
Chief Propagator (Royal Botanical Gardens)	43	57,253
Groundsman	33	52,185
Horticultural and Landscape Officers:		
Horticultural Assistants -		
1st year of service	33	52,185
2nd year of service	36	53,642
3rd year of service	38	54,605

4th year of service	40	55,624
5th year of service	42	56,691
6th year of service	44	57,678
7th year of service	46	58,687
Promotion beyond 3rd year rate dependent upon possession of the Certificate of Horticulture		
Ranger	30	50,864
Senior Ranger (plus appropriate Leading Hand Allowance)	30	50,864
Foreman	61	67,586
Foreman Special Grade	65	70,282
Superintendent, Centennial Park Supervisor	77	78,971
Royal Botanic Gardens and Mount Tomah		
1st year of service	68	72,365
2nd year of service	71	74,656
3rd year of service	73	76,071
Development Officer (Horticulture)	81	82,135
	82	83,022
	84	84,570
Living Collections Registrar	46	58,687
Mount Tomah	50	60,998
	53	62,627
	56	64,399

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

Car Drivers/Assistants		
Classification and Grades	Common Salary Point	1.7.14 Per annum 2.50% \$
Car Drivers - Driver/General Assistant	33	52,185
Departmental - Driver/Assistant	39	55,169
Departmental - Driver/Assistant (in Charge), Public Works Department	43	57,253
Ministerial Driver/Assistant		
* Salary Class 52 with allowance to Salary Class 122	39	55,169
	80	81,404

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	1.7.15 Per annum 2.50% \$
Artificer, Australian Museum and Art Gallery of NSW		
1st year of service	43	57,253
2nd year of service and thereafter	45	58,239
Clerk of Works - Various Departments		
1st year of service	68	72,365
2nd year of service	70	73,918
3rd year of service	73	76,071
4th year of service	75	77,448
5th year of service and thereafter	77	78,971

(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	79,891
2nd year of service	80	81,404
Electrical Foreman, Various		
Grade 2	64	69,696
Grade 3	68	69,696
Grade 5	77	78,971
Electrical Inspectors, Various		
1st year of service	75	77,448
2nd year of service	77	78,971
Estimator, Various Departments		
1st year of service	68	72,365
2nd year of service	70	73,918
Fitter Operators, Various		
On appointment	51	61,471
(i) NSW Electrician's Licence		50.43
(ii) Department of Industrial Relations First Class Refrigeration Certificate		15.95
(iii) Department of Industrial Relations Electrically Fired Boiler Attendant's Certificate		8.49
(iv) Department of Industrial Relations Open All Class Boiler Attendant's Certificate		15.96
(v) Refrigeration Mechanic's Certificate Course of the Sydney Technical College		15.96
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		55,169
(S.C. 57) 2nd year		56,691
Food School Assistant		
(S.C. 23) 1st year		45,123
(S.C. 24) 4th year		45,516
(S.C. 26) 7th year		45,901
Foreman Electrical		
Grade 2 (T83)	64	69,696
Grade 3 (T96)	68	72,443
Grade 5 (T126)	77	78,971
Other than Electrical -		
Grade 1 (T59)	57	64,967
Grade 2 (T72)	61	67,586
Grade 3 (T85)	65	70,282
Grade 4 (T111)	73	76,071
Grade 5 (T125)	77	78,971
Assistant Mechanical Foreman - (T72)	61	67,586
Property and Maintenance Officer, Youth And Community Services		
1st year of service	77	78,971
2nd year of service and thereafter	80	81,404
Property Inspector, Public Trust Office		
1st year of service	64	69,696

2nd year of service	67	71,839
3rd year of service	69	73,195
4th year of service and thereafter	73	76,071
Radio Technician, Police		
1st year of service	47	59,302
2nd year of service	48	59,795
3rd year of service and thereafter	50	60,998
Scientific Instrument Maker, Various Departments		
1st year of service and thereafter	51	61,471
Senior Apprenticeship Supervisor, Department of Industrial Relations On appointment	78	79,891
Senior Electrical Inspector, Various Departments		
1st year of service	83	83,832
2nd year of service	85	85,455
Senior Estimator, Various Departments	71	74,656
Senior Mechanical Inspector		
1st year of service	83	83,832
2nd year of service and thereafter	85	85,455
Senior Radio Technician, Police and Forestry Commission		
1st year of service	57	64,967
2nd year of service and thereafter	58	65,608
Senior Works Supervisors, Various Departments		
1st year of service	83	83,832
2nd year of service and thereafter	85	85,455
Textile Maintenance Officer		
1st year	44	57,678
2nd year	46	58,687
3rd year	47	59,302
4th year	49	60,411
Works Supervisors, Various Departments		
1st year of service	78	79,891
2nd year of service and thereafter	80	81,404

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

Department of Education		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Gardener Glenfield Park SSP	27	49,501

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	1.7.15 Per annum 2.50% \$
(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	57,253
2nd year of service	48	59,795
3rd year of service	54	63,175
4th year of service	60	66,909
5th year of service	66	71,112
6th year of service	71	74,656
7th year of service	75	77,448
8th year of service	79	80,529
9th year of service and thereafter	84	84,570
Clinical Psychologist Department of Health, Family and Community Services, Department of Attorney General		
1st year of service	79	80,529
2nd year of service	86	86,220
3rd year of service	91	90,646
4th year of service	96	95,413
5th year of service and thereafter	101	100,330
A Clinical Psychologist appointed to one of the following positions shall be paid as follows:		
Program Co-ordinator		
1st year of service	101	100,330
2nd year of service and thereafter	105	104,200
Senior Program Co-ordinator		
1st year of service	105	104,200
2nd year of service and thereafter	108	107,362
Program Director		
1st year of service	108	107,362
2nd year of service and thereafter	110	109,490
Project Director Department of Health NSW		
1st year of service	91	90,646
2nd year of service and thereafter	96	95,413
Rehabilitation Counsellor Workers Compensation Commission		

1st year of service	66	71,112
2nd year of service	71	74,656
3rd year of service and thereafter	75	77,448
Senior Rehabilitation Counsellor Workers Compensation Commission		
1st year of service	79	80,529
2nd year of service and thereafter	84	84,570
(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	100,330
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	104,200
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	104,200
Group (d) Chief Guidance Officer Department of Industrial Relations On Appointment	110	109,490
Chief Psychologist Corrective Services On Appointment	114	113,787
Assistant Director Division of Vocational Guidance Services Department of Industrial Relations On Appointment	115	114,913
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	120,961
Deputy Director, Division Of Vocational Guidance Services, Department of Industrial Relations On Appointment	125	127,158

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	1.7.15 Per annum 2.50% \$
Interpretive Assistants		
Year 1	43	57,253
Year 2	47	59,302

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	1.7.15 Per annum 2.50% \$
Laboratory Attendant (Junior)		
At 16 and under	4	28,417
At 17	6	32,248
At 18	8	36,626
At 19	11	41,459
At 20	18	45,123
Laboratory Attendant General Scale (Adult)		
1st year of service	24	48,313
2nd year of service	26	49,106
3rd year of service and thereafter	28	49,920
Laboratory Attendant Grade 1 (Adult)		
1st year of service	28	49,920
2nd year of service	31	51,269
3rd year of service and thereafter	33	52,185
Technical Officer (Scientific) Grade 1		
1st year of service	36	53,642
2nd year of service	38	54,605
3rd year of service	41	56,250
4th year of service	43	57,253
5th year of service	46	58,687
6th year of service and thereafter	50	60,998
7th year of service	53	62,627
8th year of service and thereafter	56	64,399
Technical Officer (Scientific) Grade II		
1st year of service	63	69,025
2nd year of service	66	71,112
3rd year of service	70	73,918
4th year of service	76	78,301
Senior Technical Officer (Scientific) Grade 1		
1st year of service	81	82,135
2nd year of service	83	83,832
3rd year of service and thereafter	84	84,570
Senior Technical Officer (Scientific) Grade II		
1st year of service	84	84,570
2nd year of service	87	87,147
3rd year of service	89	88,900
4th year of service	92	91,485
5th year of service and thereafter	95	94,423

Trainee Technical Officer (Scientific)		
1st year	5	30,220
2nd year	7	34,277
3rd year	9	38,839
4th year	13	42,247

Legal Officers, Various Departments Agreement No.2375 of 1982

Legal Officers, Various Departments		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Legal Officers		
Grade I		
1st year of service	51	61,471
2nd year of service	55	63,801
3rd year of service	58	65,608
4th year of service	61	67,586
5th year of service	65	70,282
Grade II		
1st year of service	73	76,071
2nd year of service	78	79,891
3rd year of service	84	84,570
4th year of service	89	88,900
5th year of service	93	92,446
Grade III		
1st year of service	98	97,426
2nd year of service	101	100,330
3rd year of service	105	104,200
Grade IV		
1st year of service	112	111,639
2nd year of service	114	113,787
Grade V		
1st year of service	119	119,657
2nd year of service	121	122,002
Grade VI		
1st year of service	126	128,538
2nd year of service	128	131,247

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

Maintenance Officer State Library of NSW	
Classification	1.7.14 Per annum 2.50% \$
Maintenance Officer	
1st year of service	58,545
2nd year of service	61,662

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

Media Monitors		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Media Monitor, Level 1		
1st year of service	61	67,586
2nd year of service	65	70,282
3rd year of service	69	73,195
4th year of service	74	76,675
Senior Media Monitor, Level 2		
1st year of service	78	79,891
2nd year of service	82	83,022
3rd year of service	86	86,220
4th year of service	89	88,900

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

Ministerial Drivers		
	Common Salary Point	1.7.15 Per annum 2.50% \$
Ministerial Driver	39	55,169
Out of Hours Work Allowance (calculated as 34 hours at ordinary time of base salary)	-	49,361

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	1.7.15 Per annum 2.50% \$
Cadets/Trainees		
1st year of service	8	36,626
2nd year of service	11	41,459
3rd year of service	17	44,683
4th year of service	25	48,711
5th year of service	32	51,766
6th year of service	37	54,155
General Scale		
1st year of service	37	54,155
2nd year of service	44	57,678
3rd year of service	51	61,471
4th year of service	58	65,608
5th year of service	64	69,696
6th year of service	71	74,656
Grade 1		
1st year of service	72	75,292
2nd year of service	75	77,448
3rd year of service	78	79,891
Thereafter	81	82,135

Grade 2		
1st year of service	85	85,455
Thereafter	87	87,147
Grade 3		
1st year of service	90	89,781
Thereafter	95	94,423
Grade 4		
1st year of service	99	98,361
Thereafter	102	101,290
Grade 5		
1st year of service	108	107,362
Thereafter	111	110,560
Grade 6		
1st year of service	116	116,042
Thereafter	121	122,002

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

Administrative and Clerical Officers, Parliament House		
Classification and Grades	Common Salary Points	1.7.15 Per annum 2.50% \$
Clerks General Scale		
1st year of service or 18	7	34,277
2nd year of service min. at 20	11	41,459
3rd year of service min. at 21	17	44,683
4th year of service	20	45,901
5th year of service	23	47,843
6th year of service	25	48,711
7th year of service	28	49,920
8th year of service	32	51,766
9th year of service	36	53,642
10th year of service	40	55,624
Officer with HSC at 19 paid not less than	9	38,839
Grade 1 -		
1st year of service	46	58,687
Thereafter	49	60,411
Grade 2 -		
1st year of service	52	62,097
Thereafter	55	63,801
Grade 3 -		
1st year of service	58	65,608
Thereafter	61	67,586
Grade 4 -		
1st year of service	64	69,696
Thereafter	67	71,839
Grade 5 -		
1st year of service	75	77,448
Thereafter	78	79,891
Grade 6 -		
1st year of service	82	83,022
Thereafter	85	85,455
Grade 7 -		
1st year of service	88	88,015
Thereafter	91	90,646

Grade 8 - 1st year of service	95	94,423
Thereafter	98	97,426
Grade 9 - 1st year of service	101	100,330
Thereafter	104	103,151
Grade 10 - 1st year of service	108	107,362
Thereafter	111	110,560
Grade 11 - 1st year of service	116	116,042
Thereafter	120	120,961
Grade 12 - 1st year of service	126	128,538
Thereafter	130	134,202

Parliament House, Other Clerical Officers Determinations of the Presiding Officers

Other Clerical Officers, Parliament House		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Grade 1 - Group A - 1st year of service or under 17	1	23,860
2nd year of service or 17	4	28,417
3rd year of service or 18	6	32,248
Grade 1 - Group B - 1st year of service or under 17	2	25,459
2nd year of service or 17	4	28,417
3rd year of service	6	32,248
Grade 1 - 4th year of service 19	9	38,839
5th year of service 20	11	41,459
6th year of service	17	44,683
7th year of service	20	45,901
8th year of service	23	47,843
9th year of service	25	48,711
10th year of service	28	49,920
Grade 1/2 - Group C - 1st year of service or under 17	3	26,802
2nd year of service or 17	6	32,248
3rd year of service or 18	9	38,839
Group D only - Officer with HSC at 19 paid not less than	9	38,839
4th year of service or 19	11	41,459
5th year of service or 20	17	44,683
6th year of service	20	45,901
7th year of service	23	47,843
8th year of service	25	48,711
9th year of service	28	49,920
10th year of service	32	51,766
11th year of service	36	53,642
12th year of service	40	55,624

Grade 3 - 1st year of service	46	58,687
2nd year of service	49	60,411
Grade 3/4 - 1st year of service	46	58,687
2nd year of service	49	60,411
3rd year of service	52	62,097
4th year of service	55	63,801
Grade 4 - 1st year of service	52	62,097
2nd year of service	55	63,801
Grade 5 - 1st year of service	58	65,608
2nd year of service	61	67,586
Grade 6 - 1st year of service	64	69,696
2nd year of service	67	71,839
Grade 7 - 1st year of service	75	77,448
2nd year of service	78	79,891
Grade 8 - 1st year of service	82	83,022
2nd year of service	85	85,455

Parliamentary Attendant Staff, Determinations of the Presiding Officers

Parliamentary Attendant Staff		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Parliamentary Officer - Attendant, Grade 1		
1st year of service	32	51,766
2nd year of service	36	53,642
Thereafter	40	55,624
Grade 2		
1st year of service	41	56,250
Thereafter	43	57,253
Grade 3		
1st year of service (Level 1)	46	58,687
Thereafter (Level 2)	49	60,411
Grade 4	55	63,801
Grade 5	61	67,586

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	1.7.15 Per annum 2.50% \$
**Parliamentary Officers Chef - Grade 4 (Head Chef)		
1st year	82	83,022
2nd year and thereafter	85	85,455

**Parliamentary Officer Chef - Grade 3 (Chef)	47	59,302
**Parliamentary Officer Chef - Grade 2 - (Assistant Chef)	37	54,155
Parliamentary Steward		
1st year	48	59,795
2nd year and thereafter	50	60,998
Dining Room Supervisor	40	55,624
Assistant Dining Room Supervisor	32	51,766
**Catering Supervisor (Cafeteria Supervisor)	34	52,675
**Catering Supervisor (Room Service Supervisor)	32	51,766
Senior Dining Room Attendant/Cleaner	29	50,433
Dining Room Attendant/Cleaner	27	49,501
Senior Bartender	30	50,864
Bartender	-	48,293
Kitchen Attendant	27	49,501
Kitchen Assistant	-	46,703
Stock Clerk -		
1st year	38	54,605
2nd year	40	55,624
3rd year and thereafter	43	57,253
Pantry Supervisor	34	52,675
Assistant Pantry Supervisor	30	50,864
**Cleaning Supervisor (Foreman Cleaner)	30	50,864
**Assistant Cleaning Supervisor		
(Assistant Foreman Cleaner)	-	48,293
General Useful	-	46,703
Stores Officer		
1st year	-	55,169
2nd year and thereafter	-	56,250
Housekeeper	-	45,420
*Senior Laundry Assistant	-	45,010
Laundry Assistant	-	44,563
Cleaner	-	44,563
**Horticulturalist Grade 2	32	51,766
(Gardener - experienced)		
*Attendant/Gatekeeper	-	46,703
*Parliament House Security Officer	41	56,250
*Position deleted from establishment.		
**Title of position changed - old title appears in brackets.		

Parole Officers, Department of Corrective Services, Industrial Authority Determination

Parole Officers, Department of Corrective Services		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Parole Officer		
Min 3	58	65,608
Max 3	61	67,586
Min 4	64	69,696
Max 4	67	71,839
Min 5	75	77,448
Max 5	78	79,891
Min 6	82	83,022
Max 6	85	85,455

Unit Leader		
Min 7	88	88,015
Max 7	91	90,646
Min 8	95	94,423
Max 8	98	97,426
District Manager 4		
Min 7	88	88,015
Max 7	91	90,646
Min 8	95	94,423
District Manager 3		
Min 8	95	94,423
Max 8	98	97,426
Min 9	101	100,330
Max 9	104	103,151
District Manager 2		
Min 9	101	100,330
Max 9	104	103,151
Min 10	108	107,362
Max 10	111	110,560
District Manager 1		
Min 10	108	107,362
Max 10	111	110,560
Min 11	116	116,042
Max 11	120	120,961

Petty Sessions Officers - Local Courts Administration Determination 741 of 1982

Petty Sessions Officers - Local Courts Administration		
Classification and Grades	Common Salary	1.7.15 Per annum 2.50% \$
Grade 1/2		
1st year of service	7	34,277
2nd year of service	11	41,459
3rd year of service	17	44,683
4th year of service	20	45,901
5th year of service	23	47,843
6th year of service	25	48,711
7th year of service	28	49,920
8th year of service	32	51,766
9th year of service	36	53,642
10th year of service	40	55,624
Officer with HSC at 19 paid not less than	9	38,839
General Scale		
Grade 3		
1st year of service Max 1	49	60,411
2nd year of service Min 2	52	62,097
Thereafter Max 2	55	63,801
Grade 4		
1st year of service Max 3	61	67,586
2nd year of service Min 4	64	69,696
Thereafter Max 4	67	71,839
Grade 5		
1st year of service Max 5	78	79,891
2nd year of service Min 6	82	83,022
Thereafter Max 6	85	85,455

Grade 6 1st year of service Min 8 Thereafter Max 9	95 104	94,423 103,151
Grade 7 1st year of service Min 11 Thereafter Min 12	116 126	116,042 128,538

Pharmacists Agreement 2441 of 1982

Pharmacists	
Classification and Grade	1.7.15 Per annum 2.50% \$
Pharmacist - Grade 1 1st year 2nd year 3rd year 4th year 5th year 6th year 7th year 8th year	56,160 58,259 61,825 66,084 70,667 75,156 78,798 81,336
Pharmacist - Grade 2 After 2 yrs on maximum	83,764
Part-time Pharmacist Pharmaceutical Advisor, Pharmaceutical Services Branch 1st year 2nd year 3rd year 4th year	45.00 90,998 94,051 96,679 99,311
Principal Pharmaceutical Advisor Pharmaceutical Services Branch 1st year 2nd year	108,740 111,482
Deputy Chief Pharmacist Pharmaceutical Services Branch 1st year 2nd year	115,176 118,042
Chief Pharmacist Pharmaceutical Services Branch 1st year 2nd year	127,127 130,112
Chief Pharmacist Group 1 & 3, Grade 5 Corrections Health Service 1st year 2nd year	108,734 111,483

Pilots Forestry Commission, Determination No.843 of 1985

Pilots - Forestry Commission		
Classification and Grades	Common Salary Points	1.7.15 Per annum 2.50% \$
Manager (Flight Operations) - Helicopter Fixed Wing	104 99	103,151 98,361

Pilot (Fixed Wing) -		
1st year	85	85,455
2nd year	87	87,147
3rd year	89	88,900
4th year	91	90,646
Pilot (Fixed Wing under 3360 kg)	82	83,022
Pilot (Helicopter) -		
1st year	88	88,015
2nd year	91	90,646
3rd year	93	92,446
4th year	96	95,413
Where 4th Class Instrument Rating Required		
1st year	89	88,900
2nd year	92	91,485
3rd year	95	94,423
4th year	97	96,373
Allowances per annum:		
Helicopter/Agriculture Pilots Allowance		5,142
Check and Training Allowance		6,163
Agricultural Rating Helicopter		
Crewman -		
1st year	50	60,998
2nd year	55	63,801
3rd year	58	65,608
4th year	62	68,223

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

Psychologists, Community Offender Services - Department of Corrective Services		
Classification and Grades	Common Salary Points	1.7.15 Per annum 2.50% \$
Senior Psychologist Year 1	-	111,462
Senior Psychologist Year 2	-	116,151
Senior Psychologist Year 3 and thereafter	-	120,839
Senior Specialist Psychologist Year 1	-	130,217
Senior Specialist Psychologist Year 2	-	133,958
Senior Specialist Psychologist Year 3 and thereafter	-	137,736
Community Based Incidental Allowance	-	2,824

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

Publicity Officers and Public Relations Officers		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Assistant Publicity Officers		
1st year of service	59	66,294
2nd year of service	62	68,223
Publicity Officers		
1st year of service	69	73,195
2nd year of service	72	75,292
3rd year of service and thereafter	74	76,675
Senior Publicity Officers, Dept of Education & Training		
1st year of service and thereafter	100	99,367

Public Relations Officer		
Grade II		
1st year of service	87	87,147
2nd year of service	89	88,900
3rd year of service and thereafter	91	90,646
Grade I		
1st year of service	103	102,223
2nd year of service	105	104,200
3rd year of service and thereafter	107	106,307
Allowance in lieu of overtime (per annum)	-	11,469

Scientific Officers Various Departments Agreement No. 2433 of 1982

Scientific Officers, Various Departments		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Grade I		
1st year of service	46	58,687
2nd year of service	50	60,998
3rd year of service	56	64,399
4th year of service	63	69,025
5th year of service	70	73,918
6th year of service and thereafter	76	78,301
Grade II		
1st year of service	81	82,135
2nd year of service	84	84,570
3rd year of service	87	87,147
4th year of service and thereafter	91	90,646
Grade III		
1st year of service	95	94,423
2nd year of service	98	97,426
3rd year of service and thereafter	100	99,367
Grade IV		
1st year of service	105	104,200
2nd year of service	108	107,362
3rd year of service and thereafter	110	109,490
Grade V		
1st year of service	114	113,787
2nd year of service and thereafter	117	117,194
Grade VI		
1st year of service	120	120,961
2nd year of service	123	124,404

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	1.7.15 Per annum 2.50% \$
Security Officer	25	48,711
Senior Security Officer	30	50,864
Chief Security Controller - Sydney		
1st year	75	77,448
2nd year	78	79,891

Chief Security Officer Sydney (S.C. 85) 1st year	60	66,909
(S.C. 92) 2nd year	64	69,696
Newcastle - (S.C. 80)	57	64,967

Social Workers, Various Departments Agreement No.2374 of 1982

Social Workers, Various Departments		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Social Worker, Community Services Consultant		
1st year of service	44	57,678
2nd year of service	49	60,411
3rd year of service	55	63,801
4th year of service	61	67,586
5th year of service	67	71,839
6th year of service	71	74,656
7th year of service	75	77,448
8th year of service	79	80,529
9th year of service and thereafter	84	84,570
Senior Allotment Officer	89	88,900
Community Services Officer	96	95,413
Social Worker Grade I	89	88,900
Senior Social Worker	96	95,413
Regional Social Work Adviser		
South Eastern, Orana and Far West and South Western Health Regions	89	88,900
Central Western, North Coast, Illawarra and New England Health Regions	96	95,413
Southern Metropolitan, Northern Metropolitan, Western Metropolitan and Hunter Health Regions	107	106,307

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	1.7.15 Per annum 2.50% \$
Stores Officers		
Grade 1		
1st year of service	31	51,269
2nd year of service and thereafter	33	52,185
Grade 2		
1st year of service	34	52,675
2nd year of service and thereafter	35	53,101
Grade 3		
1st year of service	36	53,642
2nd year of service and thereafter	37	54,155
Grade 4		
1st year of service	39	55,169
2nd year of service	41	56,250
3rd year of service and thereafter	41	56,250

Stores and Despatch Officer Art Gallery of N.S.W.		
1st year of service	39	55,169
2nd year of service	40	55,624
3rd year of service and thereafter	41	56,250
Drug Checker and Counter Hand Commercial Services Group		
1st year of service	37	54,155
2nd year of service and thereafter	38	54,605
Area Supervisors Commercial Services Group		
1st year of service	46	58,687
2nd year of service and thereafter	48	59,795
Second O.I.C. (Other Areas) Commercial Services Group		
1st year of service	37	54,155
2nd year of service and thereafter	38	54,605
Area Supervisors (Shea's Creek Stores) Despatch Section, Government Supply Department		
1st year of service	52	62,097
2nd year of service and thereafter	55	63,801
Packing Section and Sheds 68-72 Commercial Services Group		
1st year of service	49	60,411
2nd year of service and thereafter	51	61,471
Section O.I.C. (Areas) Commercial Services Group		
1st year of service	41	56,250
2nd year of service and thereafter	43	57,253
Packing Section and Sheds 68-72 Commercial Services Group		
1st year of service	39	55,169
2nd year of service and thereafter	40	55,624
Assistant Inspector of Packing and Quality Control, Commercial Services Group	56	64,399
Inspector of Packing and Quality Control, Commercial Services Group	59	66,294
Controller of Order Processing, Commercial Services Group	59	66,294
Stores Controller, CMA	46	58,687
Assistant Stores Controller, CMA	40	55,624
Chief Stores Officer, Government Motor Garage		
1st year of service	46	58,687
2nd year of service	48	59,795
3rd year of service and thereafter	49	60,411

**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	1.7.15 Per annum 2.50% \$
Grade I		
1st year of service	50	60,998
2nd year of service	56	64,399
3rd year of service	63	69,025
4th year of service	70	73,918
5th year of service and thereafter	76	78,301
Grade II		
1st year of service	82	83,022
2nd year of service	86	86,220
3rd year of service	89	88,900
4th year of service and thereafter	92	91,485

Grade III		
1st year of service	97	96,373
2nd year of service	100	99,367
3rd year of service	104	103,151
4th year of service and thereafter	107	106,307
Grade IV		
1st year of service	112	111,639
2nd year of service	115	114,913
3rd year of service and thereafter	117	117,194
Grade V		
1st year of service	121	122,002
2nd year of service and thereafter	123	124,404

Technical Officers (Engineering) Determination No.803 of 1983

Technical Officers (Engineering)		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Grade 1		
1st year of service	48	59,795
2nd year of service	51	61,471
3rd year of service	54	63,175
4th year of service	56	64,399
5th year of service	59	66,294
Grade 2		
1st year of service	64	69,696
2nd year of service	66	71,112
3rd year of service	68	72,365
4th year of service	70	73,918
Grade 3		
1st year of service and thereafter	77	78,971
Senior Technical Officer		
Grade 1		
1st year of service	75	77,448
2nd year of service	77	78,971
3rd year of service	80	81,404
Grade 2		
1st year of service	83	83,832
2nd year of service	86	86,220
Grade 3		
	90	89,781

Technical Surveyors, All Departments Agreement No. 2494 of 1986

Technical Surveyors, All Departments		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
Assistant Technical Surveyors		
1st year of service	2	25,459
2nd year of service	5	30,220
3rd year of service	7	34,277
4th year of service	11	41,459
5th year of service	17	44,683
6th year of service	20	45,901
7th year of service	23	47,843

8th year of service	25	48,711
9th year of service	28	49,920
10th year of service	32	51,766
11th year of service	36	53,642
12th year of service	40	55,624
13th year of service	46	58,687
14th year of service	49	60,411
15th year of service	52	62,097
16th year of service	55	63,801
Officer with HSC at 19 paid not less than	9	38,839
Technical Surveyor		
Grade 1		
1st year of service	58	65,608
2nd year of service	61	67,586
3rd year of service	64	69,696
4th year of service	67	71,839
Grade 2		
1st year of service	73	76,071
2nd year of service	76	78,301
3rd year of service	80	81,404
4th year of service	83	83,832
Grade 3		
1st year of service	88	88,015
2nd year of service	91	90,646

**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	1.7.15 Per annum 2.50% \$
Grade 1		
Year 1	59	66,294
Thereafter	60	66,909
Grade 2		
Year 1	62	68,223
Thereafter	63	69,025
On call allowance	-	250.50

**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	1.7.15 Per annum \$
Timekeeper and/or Storekeeper		
Grade I		
1st year of service	34	52,675
2nd year of service	37	54,155
Grade II		
1st year of service	39	55,169
2nd year of service	42	56,691
Assistant to Supervisory Timekeeper		
On Appointment	43	57,253

Special Grade		
1st year of service	45	58,239
2nd year of service	46	58,687

Tracers, Various Departments Agreement No.2192 of 1975

Tracers, Various Departments		
Classification and Grades	Common Salary Point	1.7.15 Per annum 2.50% \$
General Scale		
1st year of service or under 17	2	25,459
2nd year of service or 17	4	28,417
3rd year of service or 18	6	32,248
4th year of service or 19	8	36,626
5th year of service or 20	10	41,082
6th year of service or 21	17	44,683
7th year of service	19	45,516
8th year of service	23	47,843
9th year of service	25	48,711
Grade 1		
1st year of service	26	49,106
2nd year of service	28	49,920
Grade 2		
1st year of service	31	51,269
2nd year of service	33	52,185
Grade 3		
1st year of service	35	53,101
2nd year of service	37	54,155
Grade 4		
1st year of service	39	55,169
2nd year of service	40	55,624

Visual Aids Officers Agreement No.1810 of 1971

Department of Education and Training/TAFE		
Classification	Common Salary Point	1.7.15 Per annum 2.50% \$
Non-Graduate		
1st year	41	56,250
2nd year	47	59,302
3rd year	52	62,097
4th year	57	64,967
5th year	62	68,223
6th year	66	71,112
7th year	79	73,195
8th year	71	74,656
Graduate		
1st year	43	57,253
2nd year	48	59,795
3rd year	54	63,175
4th year	60	66,909
5th year	66	71,112
6th year	71	74,656
7th year	75	77,448

8th year	79	80,529
9th year	84	84,570
Senior Visual Aids Officer		
1st year	81	82,135
2nd year	85	85,455
3rd year	89	88,900
4th year	94	93,440

M. J. WALTON J , *President*

Printed by the authority of the Industrial Registrar.

(1901)

SERIAL C8312

CROWN EMPLOYEES (SAS TRUSTEE CORPORATION) AWARD 2010

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 181 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1 - Allowances of Part B, Monetary Rates of the award published 3 August 2012 (373 I.G. 870), and insert in lieu thereof the following:

Table 1 - Allowances

Item No.	Clause No.	Description	ATO/CPI 1 July 2013 Amount
1		Meal expenses on one day journeys	
		Capital cities and high cost country centres	
		(see list in item 2)	
	29.1.1	Breakfast	\$24.90
	29.1.2	Dinner	\$47.75
	29.1.3	Lunch	\$28.00
		Tier 2 and other country centres (see list in item 2)	
	29.1.1	Breakfast	
	29.1.1	Dinner	\$22.30
	29.1.2	Lunch	\$43.85
	29.1.3		\$25.45
2	25.8.2	Travelling allowances	
		Capital cities	\$275.85
		Adelaide	\$319.85
		Brisbane	\$286.85
		Canberra	\$320.85
		Darwin	\$250.85
	25.8.2	Hobart	\$291.85
		Melbourne	\$351.85
		Perth	\$301.85
		Sydney	Per day \$297.85
		High cost country centres	\$269.85
		Albany (WA)	\$241.80
		Alice Springs (NT)	\$241.80
		Ballarat (VIC)	\$241.80
		Bendigo (VIC)	\$283.85
		Bourke (NSW)	\$254.85
		Bright (VIC)	\$351.85
		Broome (WA)	\$273.85
		Bunbury (WA)	\$253.85
		Burnie (TAS)	\$258.85

	Cairns (QLD)	\$269.85
	Carnarvon (WA)	\$261.85
	Chinchilla (QLD)	\$268.85
	Christmas Island (WA)	\$403.85
	Cocos (Keeling) Island	\$262.85
	Dalby (QLD)	\$293.85
	Dampier (WA)	\$300.85
	Derby (WA)	\$253.85
	Devonport (TAS)	\$241.80
	Echuca (VIC)	\$274.85
	Emerald (QLD)	\$241.80
	Esperance (WA)	\$373.85
	Exmouth (WA)	\$241.80
	Geelong (VIC)	\$293.85
	Geraldton (WA)	\$305.85
	Gladstone (QLD)	\$267.85
	Gold Coast (QLD)	\$317.85
	Halls Creek (WA)	\$275.85
	Hervey Bay (QLD)	\$298.85
	Horn Island (QLD)	

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).

	Horsham (VIC)	\$241.80
	Jabiru (NT)	\$310.85
	Kalgoorlie (WA)	\$277.85
	Karratha (WA)	\$465.85
	Katherine (NT)	\$252.85
	Kununurra (WA)	\$320.85
	Launceston (TAS)	\$241.80
	Mackay (QLD)	\$270.85
	Maitland (NSW)	\$241.80
	Mount Isa (QLD)	\$278.85
	Newcastle (NSW)	\$261.85
	Newman (WA)	\$313.85
	Norfolk Island	\$447.85
	Northam	\$281.85
	Port Hedland (WA)	\$377.85
	Port Lincoln (SA)	\$241.80
	Port Macquarie (NSW)	\$241.80
	Port Pirie (SA)	\$258.85
	Queanbeyan (NSW)	\$241.80
	Tamworth (NSW)	\$241.80
	Thursday Island (QLD)	\$318.85
	Townsville (QLD)	\$241.80
	Wagga Wagga (NSW)	\$259.85
	Warrnambool (VIC)	\$241.80
	Weipa (QLD)	\$256.85
	Whyalla (SA)	\$263.85
	Wilpena-Pound (SA)	\$285.85
	Wonthaggi (VIC)	\$256.85
	Yulara (NT)	\$362.85
25.8.2	Tier 2 country centres	
	Ararat (VIC)	\$241.80
	Armidale (NSW)	\$241.80
	Bairnsdale (VIC)	\$241.80
	Bathurst (NSW)	\$241.80

		Bordertown (SA)	\$241.80
		Broken Hill (NSW)	\$241.80
		Bundaberg (QLD)	\$241.80
		Castlemaine (VIC)	\$251.85
		Ceduna (SA)	\$241.80
		Coffs Harbour (NSW)	\$241.80
		Cooma (NSW)	\$241.80
		Dubbo (NSW)	\$241.80
		Gosford (NSW)	\$241.80
		Goulbourn (NSW)	\$241.80
		Hamilton (VIC)	\$241.80
		Innisfail (QLD)	\$241.80
		Kadina (SA)	\$241.80
		Kingaroy (QLD)	\$252.85
		Mildura (VIC)	\$241.80
		Mount Gambier (SA)	\$241.80
		Mudgee (NSW)	\$253.85
		Muswellbrook (NSW)	\$241.80
		Naracoorte (SA)	\$241.80
		Nowra (NSW)	\$241.80
		Orange (NSW)	\$241.80
		Port Augusta (SA)	\$241.80
		Portland (VIC)	\$241.80
		Renmark (SA)	\$241.80
		Rockhampton (QLD)	\$241.80
		Roma (QLD)	\$241.80
		Seymour (VIC)	\$241.80
		Shepparton (VIC)	\$241.80
		Swan Hill (VIC)	\$241.80
		Tennant Creek (NT)	\$241.80
		Toowoomba (QLD)	\$241.80
		Tumut (NSW)	\$241.80
		Wollongong (NSW)	\$254.85
	25.8.2	Other country centres	\$219.80
	25.8.2	Incidental expenses when claiming actual expenses - all locations	\$18.20 per day
3	25.8.1	Incidental expenses	\$18.20 per day
4		Use of private motor vehicle	Cents per km
	33.2	Official business	
		Engine capacity -	
		2601cc and over	75.0 cents
		1601cc - 2600cc	74.0 cents
		1600cc or less	63.0 cents
	33.2	Casual rate (40% of official business rate)	
		Engine capacity -	
		2601cc and over	30.0 cents
		1601cc - 2600cc	29.6 cents
		1600c or less	25.2 cents
		Motor cycle allowance (50% of the 1600cc or less official business rate)	31.5 cents
5	36.2	Exchanges	Actual cost
6	37.1	Room at home used as office	\$859.00 per annum

7	40.1	First aid allowance (effective ffpp on or after 1 July 2013)	Per annum
		- - Holders of basic qualifications	\$871.00
8	79.1	- Overtime meal allowances	
		- Breakfast	\$27.70
		- Lunch	\$27.70
		- Dinner	\$27.70
		- Supper	\$10.25

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

Table 2

Grade and Salary Rates

Grade	1.7.12 Per annum \$	1.7.13 Per annum \$	1.7.14 Per annum \$
STC Grade 4	68,986	70,552	72154
STC Grade 5	76,614	78,353	80132
STC Grade 6	81,289	83,134	85021
STC Grade 7	87,046	89,022	91043
STC Grade 8	93,556	95,680	97852
STC Grade 9	99,053	101,302	103602
STC Grade 10	107,189	109,622	112110

3. This variation shall take effect from the first full pay period commencing on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

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CROWN EMPLOYEES NURSES' (STATE) AWARD 2011

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Ministry of Health.

(No. IRC 487 of 2014)

Before The Honourable Justice Walton, President
 Commissioner Tabbaa
 Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1 Salaries of Part B, Monetary Rates of the award published 25 March 2011 (371 I.G. 377) and insert in lieu thereof the following:

Table 1- Salaries

Classification	FFPP 01/07/2014 per week
Registered Nurse/Midwife	
1st Year	\$1,087.10
2nd Year	\$1,146.20
3rd Year	\$1,205.40
4th Year	\$1,268.90
5th Year	\$1,331.90
6th Year	\$1,394.60
7th Year	\$1,466.20
8th Year and Thereafter	\$1,526.60
Clinical Nurse/Midwife Specialist	
Grade 1 - 1st Year and Thereafter	\$1,588.70
Grade 2 - 1st Year	\$1,706.60
Grade 2 - 2nd Year and Thereafter	\$1,762.50
Clinical Nurse/Midwife Consultant	\$1,953.60
Appointed prior to 31.12.99	\$1,909.70
Grade 1 - 1st Year	\$1,948.70
Grade 1 - 2nd Year and Thereafter	\$1,987.30
Grade 2 - 1st Year	\$2,026.80
Grade 2 - 2nd Year and Thereafter	\$2,104.60
Grade 3 - 1st Year	\$2,143.70
Grade 3 - 2nd Year and Thereafter	
Clinical Nurse/Midwife Educator	\$1,652.90
Year 1	\$1,706.60
Year 2 and Thereafter	
Nurse/Midwife Educator	
4th Year as at 1/7/08	\$1,953.60
Grade 1 - 1st Year	\$1,856.60
Grade 1 - 2nd Year and Thereafter	\$1,909.70
Grade 2 - 1st Year	\$1,987.30
Grade 2 - 2nd Year and Thereafter	\$2,026.80
Grade 3 - 1st Year	\$2,104.60
Grade 3 - 2nd Year and Thereafter	\$2,143.70
Nurse/Midwife Practitioner	

1st Year	\$2,104.60
2nd Year	\$2,143.70
3rd Year	\$2,198.40
4th Year and Thereafter	\$2,253.50
Nursing/Midwifery Unit Manager	
Level 1	\$1,915.10
Level 2	\$2,005.90
Level 3	\$2,059.90
Nurse/Midwife Manager	
Grade 1 - 1st Year	\$1,909.70
Grade 1 - 2nd Year and Thereafter	\$1,948.70
Grade 2 - 1st Year	\$1,987.30
Grade 2 - 2nd Year and Thereafter	\$2,026.80
Grade 3 - 1st Year	\$2,104.60
Grade 3 - 2nd Year and Thereafter	\$2,143.70
Grade 4 - 1st Year	\$2,221.60
Grade 4 - 2nd Year and Thereafter	\$2,260.50
Grade 5 - 1st Year	\$2,338.00
Grade 5 - 2nd Year and Thereafter	\$2,377.60
Grade 6 - 1st Year	\$2,455.50
Grade 6 - 2nd Year and Thereafter	\$2,494.70
Grade 7 - 1st Year	\$2,650.00
Grade 7 - 2nd Year and Thereafter	\$2,689.50
Grade 8 - 1st Year	\$2,845.40
Grade 8 - 2nd Year and Thereafter	\$2,884.10
Grade 9 - 1st Year	\$3,039.90
Grade 9 - 2nd Year and Thereafter	\$3,079.00

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

CROWN EMPLOYEES WAGES STAFF (RATES OF PAY) AWARD 2011

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 179 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

1. In subclause (i), of clause 4, No Extra Claims, of the award published on 29 June 2012 (372 I.G. 1012) insert the words "and a further increase of 2.27% with effect from the first full pay period to commence on or after 1 July 2014" after the word "2013".
2. Delete Part B, Monetary Rates, and insert in lieu the following:

PART B

MONETARY RATES

SCHEDULE B - RATES OF PAY

Crown Employees (Security And General Services) Award - Rates of Pay

Clause 7 Rates of Pay Classification	Per week as at 1.7.12 \$	Per week as at 1.7.13 \$	Per week as at 1.7.14 \$
Security Officer			
Grade 1	790.10	808.00	826.30
Grade 2	817.70	836.30	855.30
Grade 3	855.10	874.50	894.40
General Services Officer			
Grade 1	705.00	721.00	737.40
Grade 2	765.80	783.20	801.00
Grade 3	790.10	808.00	826.30
Part-time Employees - General Services Officer	Per hour	Per hour	Per hour
Grade 2 (Cleaners)	21.79	22.28	22.79

Application to school based employees of Department of Education and Communities

Clause 7 Rates of Pay Classification	Per week as at 1.7.12 \$	Per week as at 1.7.13 \$	Per week as at 1.7.14 \$
Security Officer			
Grade 1	851.60	870.90	890.70
Grade 2	881.30	901.30	921.80

Crown Employees (Skilled Trades) Award - Rates of Pay

Classification - Clause 3. All up Rate - includes Industry Allowance, Special loading, Trade Allowance	Amount per week as at		
	1.7.12 \$	1.7.13 \$	1.7.14 \$
Bespoke Bootmaker	833.10	852.00	871.30
Blacksmith	911.30	932.00	953.20
Body Maker, First Class	901.90	922.40	943.30
Boilermaker and/or Structural Steel Tradesperson	901.90	922.40	943.30
Boot or Shoe Repairer	817.70	836.30	855.30
Bricklayer	901.90	922.40	943.30
Bridge and Wharf Carpenter	901.90	922.40	943.30
Cabinet Maker	936.30	957.60	979.30
Carpenter and/or Joiner	901.90	922.40	943.30
Coach and/or Spray Painter	901.90	922.40	943.30
Drainer	911.30	932.00	953.20
Electrical Fitter	962.10	983.90	1006.20
Electrical Instrument Fitter	1,007.50	1030.4	1053.80
Electrical Mechanic	962.10	983.90	1006.20
Electrician in Charge of Plant having a capacity of 75 Kilowatts or more	1,025.80	1049.10	1072.90
Electrician in Charge of Plant having a capacity of less than 75 Kilowatts	979.80	1002.00	1024.70
Electronics Tradesperson	1105.30	1130.40	1156.10
Farrier	911.30	932.00	953.20
Fitter	901.90	922.40	943.30
Forger and/or Faggoter	901.90	922.40	943.30
French Polisher	936.30	957.60	979.30
Machinist, A Grade (Woodworking)	901.90	922.40	943.30
Machinist, First Class (Metal Trades)	918.40	939.20	960.50
Marker-off	911.30	932.00	953.20
Mechanical Tradesperson - Special Class (as defined)	952.50	974.10	996.20
Motor Mechanic	901.90	922.40	943.30
Painter	901.90	922.40	943.30
Panel Beater	901.90	922.40	943.30
Patternmaker	929.30	950.40	972.00
Plant Electrician	1,015.50	1038.60	1062.20
Plant Mechanic	901.90	922.40	943.30
Plasterer	901.90	922.40	943.30
Plumber and/or Gasfitter	911.30	932.00	953.20
Radio Mechanic or Fitter	962.10	983.90	1006.20
Refrigeration and/or Air Conditioning	962.10	983.90	1006.20
Saw Doctor	962.10	983.90	1006.20
Sawyer, No. 1 Benchperson	918.40	939.20	960.50
Scalemaker and/or Adjuster	901.90	922.40	943.30
Scientific Instrument Maker	929.30	950.40	972.00
Sewing Machine Mechanic	901.90	922.40	943.30
Sheetmetal Worker, First Class	901.90	922.40	943.30
Shipwright and/or Boatbuilder	901.90	922.40	943.30
Signwriter	929.30	950.40	972.00
Slater and Tiler	901.90	922.40	943.30
Stonemason	901.90	922.40	943.30
Stonemason-Carver	962.10	983.90	1006.20
Tilelayer	901.90	922.40	943.30

Toolmaker	929.30	950.40	972.00
Toolsmith	911.30	932.00	953.20
Trimmer (Motor)	901.90	922.40	943.30
Turner	901.90	922.40	943.30
Watchmaker	885.80	905.90	926.50
Welder, Special Class	911.30	932.00	953.20
Welder, First Class	901.90	922.40	943.30

Wages for Apprentices - Apprentices shall receive as minimum weekly rates of pay, the following:

(i)

Four Year Term	Per week as at 1.7.12 \$	Per week as at 1.7.13 \$	Per week as at 1.7.14 \$
1st year	389.90	398.80	407.90
2nd year	513.20	524.80	536.70
3rd year	657.20	672.10	687.40
4th year	758.20	775.40	793.00

Wages for apprentices employed by Department of Education and Communities

Four Year Term	Per week as at 1.7.12 \$	Per week as at 1.7.13 \$	Per week as at 1.7.14 \$
1st year	420.60	430.10	439.90
2nd year	553.30	565.90	578.70
3rd year	708.70	724.80	741.30
4th year	817.70	836.30	855.30

- (ii) An apprentice who has passed the prescribed annual technical college examinations for the preceding year shall be paid an additional weekly allowance of \$1.05. Payment of this allowance is subject to a satisfactory report as to conduct, punctuality and workshop progress by his/her supervisor. Such additional allowance shall be payable from the beginning of the first pay period commencing in January following the examinations.
- (iii) An apprentice who, in any year fails to complete a subject or subjects but completes them concurrently with passing the succeeding year's examinations, shall be deemed to qualify for payment of the allowance specified in this subclause for the succeeding year as if he had not initially failed to complete the subject or subjects
- (iv) All wages shall be paid on a weekly basis: It shall be an implied term of any contract of apprenticeship that the employing Authority may deduct from the weekly wage of an apprentice an amount proportionate to the time lost by an apprentice for any reason not considered satisfactory to the employing Authority.
- (v) Apprentice patternmakers shall be paid the sum of \$1.05 per week in addition to the wage rates prescribed for apprentices in subclause (i).

Crown Employees (Transport Drivers, &c.) Award - Rates of Pay

Clause 2 Wages	Classification	Weekly Rate FFPP		
		1.7.12 \$	1.7.13 \$	1.7.14 \$
1. Drivers of motor wagons - having a manufacturer's gross vehicle mass in kilograms				
(a)	Up to 295 -	810.90	829.30	848.10
(b)	Over 2950 and up to 4650	817.70	836.30	855.30
(c)	Over 4650 and up to 6250	824.40	843.10	862.20
(d)	Over 6250 and up to 7700	824.40	843.10	862.20
(e)	Over 7700 and up to 9200	833.10	852.00	871.30
(f)	Over 9200 and up to 10800	833.10	852.00	871.30
(g)	Over 10800 and up to 12350	840.30	859.40	878.90
(h)	Over 12350 and up to 13950	840.30	859.40	878.90
(i)	Over 13950 and up to 15500	847.00	866.20	885.90
(j)	Over 15500 and up to 16950	855.10	874.50	894.40
(k)	Over 16950 and up to 18400	855.10	874.50	894.40
(l)	Over 18400 and up to 19750	855.10	874.50	894.40
(m)	Over 19750 and up to 21100	855.10	874.50	894.40
(n)	Over 21100 and up to 22450	861.70	881.30	901.30
(o)	Over 22450 and up to 23850	861.70	881.30	901.30
(p)	Over 23850 and up to 25200	861.70	881.30	901.30
(q)	Over 25200 and up to 26550	870.20	890.00	910.20
(r)	Over 26550 and up to 27900	870.20	890.00	910.20
(s)	Over 27900 and up to 29300	870.20	890.00	910.20
(t)	Over 29300 and up to 30650	870.20	890.00	910.20
(u)	Over 30650 and up to 32000	774.50	792.10	810.10
(v)	Over 32000 and up to 33350	774.50	792.10	810.10
(w)	Over 33350 and up to 34750	885.80	905.90	926.50
(x)	Over 34750 and up to 36100	885.80	905.90	926.50
(y)	Over 36100 and up to 37450	885.80	905.90	926.50
(z)	Over 37450 and up to 38800	885.80	905.90	926.50
(aa)	Over 38800 and up to 40200	894.50	914.80	935.60
(ab)	Over 40200 and up to 41550	894.50	914.80	935.60
(ac)	Over 41550 and up to 42900	894.50	914.80	935.60
(ad)	Over 42900 and up to 44250	901.90	922.40	943.30
(ae)	Over 44250 and up to 45650	901.90	922.40	943.30
2. Drivers of mobile cranes				
- employed in connection with the carriage and delivery of goods, merchandise and the like and/or in the performance of work incidental to the loading, unloading, handling and/or placement of goods				
- where the mobile crane has a lifting capacity in kilograms				
(a)	Up to and not exceeding 3050	824.40	843.10	862.20
(b)	Over 3050 and not exceeding 5100	833.10	852.00	871.30
(c)	Over 5100 and not exceeding 6100	840.30	859.40	878.90
(d)	Over 6100 and not exceeding 7100	840.30	859.40	878.90
(e)	Over 7100 and not exceeding 8100	840.30	859.40	878.90
(f)	Over 8100 and not exceeding 9150	840.30	859.40	878.90
(g)	Over 9150 and not exceeding 10150	847.00	866.20	885.90
(h)	Over 10150 and not exceeding 11200	847.00	866.20	885.90
(i)	Over 11200 and not exceeding 12200	847.00	866.20	885.90
(j)	Over 12200 and not exceeding 13200	855.10	874.50	894.40
(k)	Over 13200 and not exceeding 14200	855.10	874.50	894.40
(l)	Over 14200 and not exceeding 15250	855.10	874.50	894.40
(m)	Over 15250 and not exceeding 16250	855.10	874.50	894.40
(n)	Over 16250 and not exceeding 17250	861.70	881.30	901.30

(o)	Over 17250 and not exceeding 18300	861.70	881.30	901.30
(p)	Over 18300 and not exceeding 19300	861.70	881.30	901.30
(q)	Over 19300 and not exceeding 20300	861.70	881.30	901.30
(r)	Over 20300 and not exceeding 21350	870.20	890.00	910.20
(s)	Over 21350 and not exceeding 22350	870.20	890.00	910.20
(t)	Over 22350 and not exceeding 23350	870.20	890.00	910.20
(u)	Over 23350 and not exceeding 24400	870.20	890.00	910.20
(v)	Over 24400 and not exceeding 25500	870.20	890.00	910.20
(w)	Over 25500 and not exceeding 26400	870.20	890.00	910.20
(x)	Over 26400 and not exceeding 27450	870.20	890.00	910.20
(y)	Over 27450 and not exceeding 28450	877.10	897.00	917.40
(z)	Over 28450 and not exceeding 29450	877.10	897.00	917.40
(aa)	Over 29450 and not exceeding 30500	870.20	890.00	910.20

And for each additional 1000 kg or part thereof over - 33 cents				
3. Drivers of fork lifts - of a capacity				
(a)	Up to 4500 kg	824.40	843.10	862.20
(b)	Over 4500 to 9100	840.30	859.40	878.90
(c)	Over 9100 kg	847.00	866.20	885.90
4. Drivers of prime movers - where the crane has a lifting capacity of				
(a)	Up to 20350 kg	833.10	852.00	871.30
(b)	Over 20350 kg	855.10	874.50	894.40
5. Extra Hands				
		791.10	810.90	829.30

Farm Assistants (Department of Education And Communities) Wages and Conditions Award - Rates of Pay

Clause 9 Wages	From 1.7.12 \$	From 1.7.13 \$	From 1.7.14 \$
*Including Industry Allowance, Disability Allowance and Inclement Weather allowance			
Farm Assistant Class I	832.90	851.80	871.10
Class II	957.90	979.60	1001.80
Flower Gardener	860.50	880.00	900.00

Crown Employees (Household Staff - Department of Education and Communities) Wages and Conditions Award - Rates of Pay

Clause 4 - Wages	From 1.7.12 \$	From 1.7.13 \$	From 1.7.14 \$
Household Staff Grade 1	704.50	720.50	736.90
Kitchen Hand or Useful Cleaner	704.50	720.50	736.90
Room Attendant	704.50	720.50	736.90
Dining Room Attendant	704.50	720.50	736.90
Laundry Attendant	704.50	720.50	736.90
Stores Steward			
Household Staff Grade 2	712.40	728.60	745.10
Butcher (casual)	712.40	728.60	745.10
Cook (unqualified)			
Household Staff Grade 3	733.80	750.50	767.50
Laundry Supervisor	733.80	750.50	767.50
Cook (qualified)	733.80	750.50	767.50
Dining Room Supervisor	733.80	750.50	767.50

Housekeeper/Cleaning Supervisor			
Household Staff Grade 4 First Cook (qualified)	772.10	789.60	807.50
Household Staff Grade 5 Catering Supervisor	806.50 786.80	824.80 806.50	843.50 824.80

Crown Employees (Museum of Applied Arts and Sciences Electrical Preparators) Award 2001 - Rates of Pay

Clause 6- Wage Rates	From 1.7.12 (per year) \$	From 1.7.13 (per year) \$	From 1.7.14 (per year) \$
Electrical Preparator - Grade 1			
Year 1	54,325	55,558	56,819
Year 2	55,776	57,042	58,337
Year 3	57,338	58,640	59,971
Electrical Preparator - Grade 2			
Year 1	59,511	60,862	62,244
Year 2	61,837	63,241	64,677
Senior Electrical Preparator - Grade 1			
Year 1	64,384	65,846	67,341
Year 2	65,558	67,046	68,568

Crown Employees Conservation Field Officers (NSW Department of Trade and Investment, Regional Infrastructure and Services and NSW Office of Environment and Heritage) Reviewed Award 2012 - Rates of Pay

Schedule 1 - Wage Rates	From 1.7.12 \$	From 1.7.13 \$	From 1.7.14 \$
Trainee	788.50	806.40	824.70
Grade I	821.80	840.50	859.60
Grade II	866.30	886.00	906.10
Grade III	912.50	933.20	954.40
Grade IV	937.90	959.20	981.00
Grade V	990.80	1013.30	1036.30
Grade VI	1056.10	1080.10	1104.60
Grade VII	1108.80	1134.00	1159.70

Household Employees, Establishments, Departments of Agriculture, Education, Leisure, Sport and Tourism and Government Accommodation Houses, Colleges of Advanced Education Agreement No. 2431 of 1982 - Rates of Pay

	Weekly Rate FFPP		
	From 1.7.12 \$	From 1.7.13 \$	From 1.7.14 \$
Cook - where one cook is normally employed	767.20	784.60	802.40
Housemaid	658.60	673.60	688.90

Crown Employees (Department of Environment and Climate Change - Royal Botanic Gardens, Building and Mechanical Trades Staff) Award - Rates of Pay

Classification	As at 1.7.12 \$	As at 1.7.13 \$	As at 1.7.14 \$
Apprentice Year 1 38 hpw	24,445	25,000	25,568
Apprentice Year 2 38 hpw	32,594	33,334	34,091

Apprentice Year 3 38 hpw	40,742	41,667	42,613
Apprentice Year 4 38 hpw	46,175	47,223	48,295
Trades Level 5/6 Yr 1 38 hpw	54,323	55,556	56,817
Trades Level 5/6 Yr 2 38 hpw	55,778	57,044	58,339
Trades Level 5/6 Yr 3 38 hpw	57,340	58,642	59,973
Trades Level 5/6 Yr 4 38 hpw	58,929	60,267	61,635
Trades Level 7 Yr 1 38 hpw	60,601	61,977	63,384
Trades Level 7 Yr 2 38 hpw	62,411	63,828	65,277
Trades Level 7/8 Yr 1 38 hpw	60,601	61,977	63,384
Trades Level 7/8 Yr 2 38 hpw	62,411	63,828	65,277
Trades Level 7/8 Yr 3 38 hpw	64,385	65,847	67,342
Trades Level 7/8 Yr 4 38 hpw	67,010	68,531	70,087

SCHEDULE C

WORK RELATED ALLOWANCES

Crown Employees (Security and General Services) Award - Work Related Allowances

Clause 9 - Additional Rates	As at 1.7.12 \$	As at 1.7.13 \$	As at 1.7.14 \$
(i) Leading Hands Allowance: (per week)			
1 - 5 employees	33.80	34.60	35.39
6 - 10 employees	38.50	39.40	40.29
11-15 employees	50.20	51.30	52.46
16-20 employees	57.90	59.20	60.54
Over 20 employees - for each employee over 20 an additional 49 cents is paid	57.90	59.20	60.54
(ii) Qualification allowance (per week)	22.80	23.30	23.83
(iii) First Aid Allowance (per week)	17.40	17.80	18.20
(iv) Boiler Attendants Certificate (per week)	14.90	15.20	15.55
(v) Refrigeration Drivers Certificate (per week)	14.90	15.20	15.55
(vi) Contingency Allowance (per week)			
1-10 Hours per week	9.20	9.40	9.61
11 to 25 hours per week	14.50	14.80	15.14
26 to 38 hours per week	19.50	19.90	20.35
(vii) Toilet allowance (per week)	11.60	11.90	12.17
(viii) Multi-Purpose Machines Allowance - per shift	2.82	2.88	2.95
(ix) Furniture removal allowance - per shift	2.82	2.88	2.95
(x) Torches - per shift	0.93	0.95	0.97
(xi) Laundry allowance - per shift	1.95	1.99	2.04
(xii) Locomotion allowance - per shift	30.97	31.70	32.42
(xiii) Bicycle allowance - per shift	2.44	2.50	2.56
Clause 10 (iii)(a)(b) Shift Allowances			
Broken Shifts allowance (per day)	14.23	14.55	14.88
Excess Fares allowance (per week)	9.04	9.20	9.41
Clause 13(ii) General Conditions			
Accommodation deduction (per week)	17.72	18.10	18.51

Application to school based employees of Department of Education and Communities

Clause 8 - Additional Rates	As at 1.7.12 \$	As at 1.7.13 \$	As at 1.7.14 \$
(i) Leading Hands Allowance (per week)			
1 - 5 employees	36.60	37.40	38.25
6 - 10 employees	41.40	42.30	43.26
11-15 employees	54.10	55.30	56.56
16-20 employees	62.60	64.00	65.45
Over 20 employees - for each employee over 20 an additional 49 cents is paid	62.60	64.00	65.45
(v) Contingency Allowance (per week)			
1-10 Hours per week	10.00	10.20	10.43
11 to 25 Hours per week	15.50	15.90	16.26
26 to 38 Hours per week	20.90	21.40	21.89

Crown. Employees (Skilled Trades) Award - Work Related Allowances

Clause No.	Brief Description	As at 1.7.12 \$	As at 1.7.13 \$	As at 1.7.14 \$
4.2	Carpenter Diver (p.w)	263.20	269.20	275.30
4.4	Electrician who is holder of a NSW electrician's licence: A Grade Licence (p.w.) B Grade Licence (p.w.)	43.70 23.60	44.70 24.10	45.71 24.65
4.5	Lead Burner (p.h.)	0.91	0.93	0.95
4.6	Plumber and Drainer when required to act on: plumbers licence (p.h.) gasfitters licence (p.h.) drainers licence (p.h.) plumbers and gasfitters licence (p.h.) plumbers and drainers licence (p.h.) gasfitters and drainers licence (p.h.) plumbers, gasfitters and drainers licence (p.h.)	1.14 1.14 0.94 1.53 1.53 1.53 2.10	1.17 1.17 0.96 1.56 1.56 1.56 2.15	1.20 1.20 0.98 1.60 1.60 1.60 2.20
4.7	Holder of Electric Welding [DIRE Certificate] (p.h.)	0.66	0.67	0.69
4.8	Boot or Shoe Repairer required to repair anatomical, surgical or orthopaedic boots or shoes (p.w.)	23.64	24.20	24.75
4.9	Shipwright-Boatbuilder, for: Liner Off, Loftsperson and Model Maker (p.h.)	1.22	1.25	1.28
4.10	Computing quantities (p.d.)	5.15	5.27	5.39
4.11	Joiner, Public Works and Education Departments: when working at regular place of employment (p.w.) when working away from regular place of employment (p.d.)	40.80 8.20	41.70 8.39	42.65 8.58
4.12	Registration allowance (p.h.)	0.88	0.90	0.92
4.13	Building tradesperson - Marking off/Setting out (p.w.)	1.08	1.10	1.12
4.14	Cold places: below 0 degree Celsius (p.h.) below minus 7 degrees Celsius (p.h.)	0.70 0.83	0.72 0.85	0.74 0.87
4.15	Confined spaces (p.h.)	0.89	0.91	0.93

4.16	Dirty work (p.h.)	0.70	0.72	0.74
	For Bridge and wharf carpenter who:			
	uses material or liquid that is injurious to clothes or damages his/her tools (p.h.)	0.70	0.72	0.74
	is engaged in work where dirt or dust or other foreign matter or refuse has accumulated to become damaging to the clothes or tools or objectionable or injurious to the person. (p.h.)	0.70	0.72	0.74
	Shipwright Boatbuilder engaged in work as set out in subclause 5.16.2 (v) (p.h.)	0.70	0.72	0.74
4.17	Height money:			
	7.5 metres from ground, deck, floor or water (p.h.)	0.70	0.72	0.74
	for every additional 3 metres (p.h.)	0.16	0.16	0.16
4.18	Hot places:			
	between 46 degrees celsius and 54 degrees celsius (p.h.)	0.70	0.72	0.74
	exceeds 54 degrees celsius (p.h.)	0.89	0.91	0.93
4.19	Handling insulation material (p.h.)	0.87	0.89	0.91
4.20	Smoke boxes:			
	repairs to smoke-boxes furnace or flues of boilers (p.h.)	0.46	0.47	0.48
	repairs to and while inside oil fired boilers (p.h.)	1.74	1.78	1.82
4.21	Wet places:			
	where water other than rain is falling and required to work in wet clothing or boots (p.h.)	0.70	0.72	0.74
	when required to work in the rain (p.h.)	0.70	0.72	0.74
	called upon to work on a raft, open board, punt or pontoon having a freeboard of 305m.m or less (p.d.)	2.69	2.75	2.81
	called upon to work knee-deep in mud or water (p.d.)	5.56	5.69	5.82
4.22	Construction or repairs to acid furnaces, stills, towers and all other acid resisting brickwork (p.h.)	3.61	3.69	3.77
	Construction or alteration or repairs to boilers, flues, furnaces, retorts, kilns, ovens, ladles and similar refractory work (p.h.)	3.61	3.69	3.77
4.23	Towers allowances:			
	construction exceeding 15 metres in height, and (p.h.)	0.70	0.72	0.74
	for each additional 15 metres (p.h.)	0.70	0.72	0.74
4.24	Depth exceeding 3 metres (p.h.)	0.70	0.72	0.74
4.25	Swing scaffolds:			
	for the first four hours or any portion thereof, and (p.h.)	5.19	5.31	5.43
	for each hour thereafter (p.h.)	1.07	1.09	1.11
	Solid plasterers when working off a swing scaffold (p.h.)	0.16	0.16	0.16
4.26	Spray application (p.h.)	0.68	0.70	0.72
4.27	Soil pipes (p.h.)	0.89	0.91	0.93
4.28	Working on second-hand timber (p.d.)	2.79	2.85	2.91

4.29	Roof work:			
	work in excess of 12 metres from the nearest floor level (p.h.)	0.89	0.91	0.93
	minimum payment (p.h.)	0.89	0.91	0.93
4.30	Electric welding (p.h.)	0.26	0.27	0.28
4.31	Explosive powered tools:			
	employee required to use explosive powered tools (p.d.)	1.70	1.74	1.78
	bridge and wharf carpenter when required to use these tools (p.d.)	1.70	1.74	1.78
4.32	Scaffolding rigging (p.h.)	0.70	0.72	0.74
4.33	Corrective establishments (p.h.)	1.76	1.80	1.84
	Mental institutions (p.h.)	1.35	1.38	1.41
	Geriatric hospitals: Allandale, Garrawarra and Strickland Hospitals (p.h.)	0.51	0.52	0.53
	Geriatric hospitals:- Lidcombe Hospital (p.h.)	0.46	0.47	0.48
	Work in hot/cold water tanks for the purpose of the control of Legionella Pneumophila (p.h.)	3.29	3.36	3.44
4.34	Distant places:			
	in districts as set out in subclause 5.3 (p.d.)	1.35	1.38	1.41
	in western division of the state (p.d.)	2.22	2.27	2.32
	within the area as set out in subclause 5.36.3 (p.d.)	2.22	2.27	2.32
	Bridge and road construction within the area as set out in subclause 4.34.4 (p.d.)	1.27	1.30	1.33
4.36	Morgues (p.h.)	0.83	0.85	0.87
4.37	Application of epoxy based materials or materials of a like nature (p.h.)	0.89	0.91	0.93
	Application of such material in buildings which are normally air conditioned (p.h.)	0.60	0.61	0.62
	Working in close proximity to employees so engaged (p.h.)	0.70	0.72	0.74
4.38	Bricklayers laying other than standard bricks where block weighs:			
	over 5.5 kg and under 9 kg (p.h.)	0.70	0.72	0.74
	9 kg or over and up to 18 kg (p.h.)	1.24	1.27	1.30
	over 18 kg (p.h.)	1.97	2.01	2.06
4.39	Bagging bricks or concrete structures (p.h.)	0.65	0.66	0.67
4.40	Cleaning down brickwork using acids or other corrosive substances (p.h.)	0.65	0.66	0.67
4.41	Materials containing asbestos (p.h.)	0.89	0.91	0.93
4.42	Operation of pneumatic tools of 2.75 kg or over (p.d.)	3.82	3.91	4.00
4.43	Operation of brick cutting machine (p.h.)	0.89	0.91	0.93
4.44	Asbestos eradication (p.h.)	2.37	2.42	2.47
4.45	Employee required to work in an Animal House (p.h.)	0.44	0.45	0.46
4.46	Employee of Roads and Traffic Authority, Illawarra region working in areas where coal wash is being unloaded, handled or spread (p.h.)	0.70	0.72	0.74
5				
	Electrical Fitter	17.72	18.12	18.53
	Electrical Fitter/Mechanic	17.72	18.12	18.53
	Electrical Instrument Fitter	17.72	18.12	18.53
	Electrical Mechanic	17.72	18.12	18.53

	Electrician in charge of plant having a capacity of less than 75 kilowatts	17.72	18.12	18.53
	Electronic Tradesperson	17.72	18.12	18.53
	Electrical Instrument Fitter	17.72	18.12	18.53
	Plant Electrician	17.72	18.12	18.53
	Radio Mechanic and Fitter	17.72	18.12	18.53
	Refrigeration and/or Air Conditioning Mechanic	17.72	18.12	18.53
6.1	Employee appointed to be in charge of up to and including five employees (p.w)	44.76	45.78	46.82
6.2	Employee appointed to be in charge of more than five and up to and including ten employees (p.w.)	57.37	58.67	60.00
6.3	Employee appointed to be in charge of more than ten employees (p.w.)	75.02	76.72	78.46
15.1	Chokages pipe or pump (p.d.)	8.23	8.42	8.61
15.2	Fouled equipment (p.d.)	8.23	8.42	8.61
17.4	First Aid qualifications (p.d.)	3.09	3.16	3.23

Application to employees of Department of Education and Communities

Clause No.	Brief Description	As at 1.7.12 \$	As at 1.7.13 \$	As at 1.7.14 \$
5	Tool Allowances - Electrical			
	Radio Mechanic and Fitter	19.40	19.84	20.29

Farm Assistants (Department of Education) Wages and Conditions Award - Work Related Allowances

Clause No.	Allowance	From 1.7.12 \$	From 1.7.13 \$	From 1.7.14 \$
6. Special Rates				
6.6.1	Tractor operation (per day)	4.22	4.32	4.42
6.6.2	Truck driving (per day)	4.22	4.32	4.42
6.6.3	Headers, etc (per day)	4.22	4.32	4.42
6.7	Broken Shift (per day)	12.80	13.09	13.39
6.9	Protective Clothing (per hour)	0.68	0.70	0.72
6.10	First Aid (per day)	3.22	3.29	3.36

Crown Employees Conservation Field Officers (NSW Department of Trade and Investment, Regional Infrastructure and Services and NSW Office of Environment and Heritage) Reviewed Award 2012

Clause No.	Description and Authority	Amount (\$) As at 1.7.2014
9.6	Supervision Allowance	42.77
16	First Aid Allowance	3.15

Crown Employees (Household Staff - Dept of Education and Communities) Wages and Conditions Award - Work Related Allowances

Allowance	From 1.7.12 \$	From 1.7.13 \$	From 1.7.14 \$
Broken Shift Allowance	10.59	10.83	11.08

Crown Employees (Department of Environment and Climate Change - Royal Botanic Gardens, Building and Mechanical Trades Staff) Award - Work Related Allowances - Work Related Allowances

Allowance effective first pay period on or after			
Clause No. and Brief Description	From 1.7.12	From 1.7.13	From 1.7.14
	\$	\$	\$
7.3.1 Chokage (per hour)	1.10	1.12	1.15
7.3.2 Asbestos (per hour)	0.89	0.91	0.93
7.3.3 Plumbers Licence (per hour)	1.53	1.56	1.60
7.3.4 Plumbers Registration (per hour)	0.88	0.90	0.92

SCHEDULE D

EXPENSE RELATED ALLOWANCES

Crown Employees (Security and General Services) Award - Expense Related Allowances

Clause 8 - (xiii) Motor Vehicle allowance - Use of private motor vehicle during work related duties	As at 1/7/12 (\$)	As at 1/7/13 (\$)
Vehicles under 1600cc (Official business Rate - Engine rate per km)	0.65	0.66
Vehicles 1600cc-2600cc (Official business Rate - Engine rate per km)	0.76	0.78
Vehicles over 2601 cc (Official business Rate - Engine rate per km)	0.77	0.79

Clause 17 (ii) -Overtime	As at 1/7/07 \$	As at 1/7/13 \$
Meal money	12.30	12.58

Crown Employees (Skilled Trades) Award - Expense Related Allowances

Clause No.		As from fpp 1/7/2011 \$	As from fpp 1/7/2012 \$	As from fpp 1/7/2013 \$
5	Tool Allowances			
	Blacksmith	28.10	28.50	29.10
	Bodymaker, First Class	28.10	28.50	29.10
	Boilermaker and/or Structural Steel	28.10	28.50	29.10
	Bricklayer	20.00	20.30	20.80
	Bridge and Wharf Carpenter and/or Civil Engineering Construction Carpenter	28.10	28.50	29.10
	Cabinet Maker	11.30	11.50	11.80
	Carpenter	28.10	28.50	29.10
	Drainer	28.10	28.50	29.10
	Farrier	28.10	28.50	29.10
	Fitter	28.10	28.50	29.10
	Forger and/or Faggoter	28.10	28.50	29.10
	Machinist, First Class (Metal Trades)	28.10	28.50	29.10
	Machinist (Metal Trades) Special Class	28.10	28.50	29.10
	Marker Off	28.10	28.50	29.10
	Motor Mechanic	28.10	28.50	29.10
	Painter	6.80	6.90	7.10
	Panel Beater	28.10	28.50	29.10

	Patternmaker	28.10	28.50	29.10
	Plant Mechanic	28.10	28.50	29.10
	Plasterer	28.10	28.50	29.10
	Plumber	28.10	28.50	29.10
	Plumber and Gasfitter	28.10	28.50	29.10
	Plumber, Gasfitter and Drainer	28.10	28.50	29.10
	Sewing Machine Mechanic	28.10	28.50	29.10
	Sheetmetal Worker, First Class	28.10	28.50	29.10
	Shipwright/Boatbuilder	28.10	28.50	29.10
	Signwriter	6.80	6.90	7.10
	Slater and Tiler	14.70	14.90	15.20
	Stonemason	28.10	28.50	29.10
	Stonemason-Carver	28.10	28.50	29.10
	Tilelayer	20.00	20.30	20.80
	Toolmaker	28.10	28.50	29.10
	Toolsmith	28.10	28.50	29.10
	Trimmer (Motor)	28.10	28.50	29.10
	Turner	28.10	28.50	29.10
	Vehicle Builder	28.10	28.50	29.10
	Watchmaker	9.30	9.40	9.60
	Welder, Special Class	28.10	28.50	29.10
	Welder, First Class	28.10	28.50	29.10
8.1	Excess fares and travelling time to and from place of work	21.80 p.d.	22.20 p.d.	22.70 p.d.
+8.1.1	If employer provides or offers to provide transport free of charge	8.80 p.d.	8.90 p.d.	9.10 p.d.
8.2	Excess fares and travelling to and from work: - first year apprentices (or probationers) - to all other apprentices	18.30 p.d. 21.20 p.d.	18.60 p.d. 21.60 p.d.	19.02 p.d. 22.10 p.d.
8.2.1	If employer provides or offers to provide transport free of charge			
	- to first year apprentices	7.30 p.d.	7.40 p.d.	7.60 p.d.
	- to all other apprentices	8.70 p.d.	8.80 p.d.	9.00 p.d.
9.3.3	Meal allowance:			
	- after working in excess of four hours	13.40	13.80	14.10
	- for each subsequent meal	11.50	11.80	12.10
9.8	Tea Money:			
	- required to work overtime for one and a half hours or more without being notified on the previous day or earlier, for a meal	13.40	13.80	14.10
	- after each four hours on continuous overtime, for each meal	11.70	12.00	12.30
14.4	Expenses of reaching home and of transporting tools from distant work	21.00	21.40	21.90
14.5.1	Allowance for board and lodging: - while on distant work - for broken parts of week	447.10 p.w. 64.00 p.d.	464.80p.w 66.50 p.d.	475.40 p.w 68.00 p.d.
14.6	Camping allowance	26.40 p.d.	26.70 p.d.	27.30 p.d.
14.7	Returning home for the weekend from distant work	36.20	36.80	37.63

22.6.2	Supply of boots	33.80	34.30	35.10
	Accrual of credit	3.90 p.w.	4.00 p.w	4.10 p.w
23.2	Reimbursement for loss of tools	1,628.00	1,653.80	1691.34

Crown Employees Conservation Field Officers (NSW Department of Trade and Investment, Regional Infrastructure and Services and NSW Office of Environment and Heritage) Reviewed Award 2012 - Expense Related Allowances

(Subject to variations to Table 1 - Allowances of Part B Monetary Rates of the Crown Employees (Public Service Conditions of Employment) Award.

Clause No.	Description and Authority	Amount (1.7.2012) \$	Amount (1.7.2013) \$
11.7	Meal Allowance (Overtime) Breakfast: where required to start work before 6.00 am Lunch: for overtime required to be worked after 1.30 pm on Saturdays, Sundays and public holidays Dinner: when required to work after 6.00 pm	26.45 26.45 26.45	27.05 27.05 27.05
14.1	Reimbursement of meal allowances - no overnight stay (Part day travel) Breakfast: when travel starts before 6.00 am Lunch: when employee unable to have lunch at normal workplace Dinner: when employee works and travels after 6.30 pm	23.65 26.55 45.60	24.19 27.15 46.64
14.2	Incidental Expenses Allowance when claiming actual expenses for overnight accommodation and meals or where accommodations provided by employer.	17.30 per day	17.69 per day
14.4(i)	Camping Allowance Established Camp Non established Camp Additional allowance in excess of 40 nights per annum	28.55 per night 37.75 per night 9.00 per night	29.20 per night 38.61 per night 9.20 per night
14.4(ii)	Camping equipment allowance Bedding and/or sleeping bag allowance	28.20 per night 4.70 per night	28.84 per night 4.81 per night

3. This variation shall take effect from the first full pay period commencing on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

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HEALTH AND COMMUNITY EMPLOYEES PSYCHOLOGISTS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 265 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1, Salary Rates, of Part B, of the award published 24 April 2009 (367 I.G. 1083) as varied, and insert in lieu the following:

Table 1 - Salary Rates

Classification	Rate from 1.7.2014 2.27% \$
PSYCHOLOGISTS	
Psychologist	
1st year of service	60,004
2nd year of service	63,250
3rd year of service	66,492
4th year of service	70,545
5th year of service	74,601
6th year of service	78,654
7th year of service	82,710
8th year of service	85,955
9th year of service & thereafter	89,194
Senior Psychologist	
1st year of service	94,060
2nd year of service	98,117
3rd year of service & thereafter	102,170
Clinical Psychologist	
1st year of service	85,955
2nd year of service	90,817
3rd year of service	95,684
4th year of service	100,550
5th year of service and thereafter	105,413
Senior Clinical Psychologist	
1st year of service	110,280
2nd year of service	113,522
3rd year of service & thereafter	116,767
Principal Clinical Psychologist	
1st year of service and thereafter	132,983

PART-TIME PSYCHOLOGISTS	
(Applicable only to staff employed prior to 30 June 1993 (see DOH Circular 93/58))	
Part-Time Psychologist (p/hour) (formula:-5th year rate ÷ 52.17857 ÷ 35 + 10%)	44.93
Part-Time Clinical Psychologist (p/hour) (formula:-3rd year rate ÷ 52.17857 ÷ 35 + 10%)	57.63
Part-Time Senior Clinical Psychologist (p/hour) (formula:-2nd year rate ÷ 52.17857 ÷ 35 + 10%)	68.38
Note Formula used = annual rate as advised herein divided by 52.17857 (to establish weekly rate) divided by 35 hours (to arrive at hourly rate) plus 10%	

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

HEALTH EMPLOYEES' (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 246 of 2014)

Before The Honourable Justice Walton, President
 Commissioner Tabbaa
 Commissioner Newall

24 June 2014

VARIATION

1. Delete Part B, Monetary rates of the Health Employees (State) Award published 24 April 2009 (367 IG 1089) as varied, and insert in lieu the following:

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

Medical/Technical Group	
Aides	
1st year	874.10
2nd year	890.90
Thereafter	908.70
Technical Assistant-Grade 1	
1st year	890.90
2nd year	908.70
Thereafter	929.40
Technical Assistant-Grade 2	
1st year	908.70
2nd year	929.40
Thereafter	945.80
Trainee Cytology Scanner	823.10
On completion of 12 months' satisfactory service and the issue of a certificate by the hospital that the Trainee is competent to carry out the full range of duties of a scanner, a Trainee shall be entitled to be classified as Cytology Scanner, 1st year.	
Cytology Scanner	
1st year	929.40
2nd year	929.40
Thereafter	945.80
Pharmacy Assistant - Grade 1	
1st year	908.70
2nd year	929.40
3rd year	945.80
4th year	972.20

Pharmacy Assistant - Grade 2	
1st year	972.20
2nd year	995.60
Pharmacy Technician - Grade 1	
1st year	972.20
2nd year	995.60
3rd year	1018.00
4th year	1042.30
Pharmacy Technician - Grade 2	
1st year	1064.90
2nd year	1105.30
3rd year	1141.10
4th year	1172.70
Pharmacy Technician - Grade 3	
1st year	1253.40
2nd year	1296.90
Sterilisation Technician-Grade 1	
1st year	908.70
2nd year	929.40
3rd year	972.20
Sterilisation Technician-Grade 2	
1st year	995.60
2nd year	1018.00
3rd year	1042.30
Sterilisation Technician-Grade 3	
1st year	1064.90
2nd year	1105.30
Post Mortem Assistant 200 Post Mortems p.a.	
1st year	1105.50
2nd year	1141.50
3rd year and thereafter	1173.90
Sen. Post Mortem Assist-W/mead	1297.70
Museum Technician	
1st year	899.30
2nd year	916.10
3rd year	933.60
4th year and thereafter	952.30
Animal Technician	
1st year	899.30
2nd year	916.10
3rd year	933.60
4th year	952.30
Animal Attendant	892.30
Research Mechanic	917.60

Operations Assistant	
Chief	986.90
Senior	954.40
Others - first 3 years	911.00
Other - Subsequent years	936.20
Provided that an assistant who has served five (5) years in the classification and is certified by the hospital as competent to assist in any type of surgical operation, shall be entitled to be classified as Senior.	
Trainee Operations Assistant	797.90
On completion of three years' training, a Trainee shall be classified as Assistant.	
Anaesthetic and Operating Theatre Technician	
Without Diploma	945.80
With Diploma	996.90
Senior Anaesthetic Technician	1,028.30
Senior Aneasthetic Technician- R.P.A. Hosp.	1,056.00
Technical Controller Processing - R.P.A.H. Personal Present Occupant Only	938.30
Institute of Tropical Medicine-Prince Henry	
Attendant	902.30
Attendant in Charge	937.40
Surgical Instrumental Repairer	917.00
Patient Support Assistant-Central Coast Area Health Service	
1st year	872.70
thereafter	879.20
Patient Services Assistant-Western Sydney Area Health Service	
Grade 1	855.10
Grade 2	872.70
Support Services Officer-Northern Sydney and Western Sydney Area Health Service	890.90
Wardsperson	
1st year	872.70
thereafter	879.20
Chief Wardsperson	
1st year	918.80
thereafter	926.50
Senior Chief Wardsperson	
1st year	945.20
thereafter	951.90
Surgical Dresser	
1st year	883.70
2nd year	891.10
thereafter	902.30

Surgical Dresser - S.T.D. Clinic	
1st year	891.10
thereafter	912.80
Chief Surgical Dresser	
1st year	930.00
2nd year	938.30
thereafter	949.40
Senior Chief Surgical Dresser	
1st year	955.80
2nd year	964.40
thereafter	975.50
Surgical Dresser- Royal North Shore Hospital	
1st year	907.20
2nd year	915.60
3rd year	926.70
Senior Chief Surgical Dresser- RNSH	
1st year	999.00
2nd year	1,007.90
3rd year	1,019.70
Chief Surgical Dresser- RNSH	
1st year	972.70
2nd year	980.40
3rd year	992.20
Heart/Lung Technician	1,022.40
Heart/Lung Assistant	964.40
Neurophysiological Technician	
1st and 2nd year	996.80
3rd year and Thereafter	1,028.30
Senior Neurophysiological Technician	
In Charge of 2 or more employees	1,056.00
St George, New Childrens, RNSH, Royal Newcastle.	1,141.10
RPAH, POW, PHH, Westmead	1,253.40
Trainee Neurophysiological Technician	871.10
Provided that promotion to Electro-Cardiograph Recorder/Technician is conditional upon the employee having completed 12 months satisfactory service and the hospital having issued a certificate to the effect that the employee is competent to perform the duties required.	
Provided that promotion to Neurophysiological/Technician is conditional upon the employee satisfying the requirements of the course in Neurophysiology conducted by the New South Wales Institute of Psychiatry or such other qualifications deemed by the Health Administration Corporation to be appropriate.	
Domestic Group	
Trainee Catering Officer	

1st year	891.80
2nd year	911.00
thereafter	933.20
Surgical Bootmaker	
In charge of other Bootmakers/Repairers	1,026.50
Otherwise	1,005.90
Surgical Boot Repairer	
	987.30
Chef	
Grade A	976.50
Grade B	954.60
Grade C	933.60
Cook	
Grade A	915.80
Grade B	893.80
Linen Supply Officer	
Under 300 Beds	885.10
300 Beds but less than 500 Beds	910.10
500 Beds and over	936.40
Assistant Foreperson	
	869.70
Hospital Assistant	
Grade 1	823.10
Grade 2	842.00
Grade 3	855.20
Sewing Room Supervisor	
In charge of 2-6 Dressmakers / Seamstresses	876.00
In charge of 7-11 Dressmakers / Seamstresses	886.80
In charge of 12 or more Dressmakers / Seamstresses	897.40
Housekeeper/Domestic Supervisor - not I/C Food Services	
Under 100 beds	889.60
100 beds but less than 200 beds	895.90
200 beds but less than 300 beds	904.00
300 beds but less than 400 beds	912.80
400 beds but less than 500 beds	931.40
500 beds and over	949.40
Home Supervisor	
100 beds but less than 200 beds	855.30
200 beds but less than 300 beds	881.10
300 beds but less than 400 beds	889.60
400 beds but less than 500 beds	901.60
500 beds and over	909.90
Maintenance/General Group	
Maintenance Supervisor (Non Tradesman)	
In charge of staff	1,056.80
Otherwise	1,030.80
Boiler Attendant	

Maintenance of Plant	893.90
Otherwise	884.10
Fireman	842.00
Motor Vehicle, Ambo and/or Bus Driver	
Up to 2950 Kilograms	890.00
Over 2950 Kg & up to 4650 Kg	896.50
Over 4650 Kg & up to 6250 Kg	902.80
Over 6250 Kg & up to 7700 Kg	908.30
Over 7700 Kg & up to 9200 Kg	914.20
Over 9200 Kg & up to 10800 Kg	918.60
Over 10800 Kg & up to 12350 Kg	923.90
Over 12350 Kg & up to 13950 Kg	928.70
Over 13950 Kg & up to 15500 Kg	933.60
Over 15500 Kg & up to 16950 Kg	936.20
Over 16950 Kg & up to 18400 Kg	938.70
Over 18400 Kg & up to 19750 Kg	939.90
Over 19750 Kg & up to 21100 Kg	942.30
Over 21100 Kg & up to 22450 Kg	946.30
Trainee Patient Transport Officer	890.00
Patient Transport Officer	929.80
Fire Safety Officers	
Level 1 - Over 700 beds	1,527.20
Level 2 - 300-700 beds	1,359.20
Level 3 - Less than 300 beds	1,207.50
Gardening Staff	
Head Gardener Without Certificate	923.30
Head Gardener With Certificate	982.80
Gardener Without Certificate	871.00
Gardener With Certificate	896.70
Vocational Instructor - Rehab (Tradesman)	
1st year	1,098.60
2nd year	1,113.40
3rd year and Thereafter	1,127.60
Vocational Training Officer (Non-Trade)	
1st year	996.20
2nd year	1,010.80
3rd year and Thereafter	1,025.90
Health and Security Assistant	936.40
Security Officer	890.90
Senior Security Officer	
Year 1	972.20
Year 2	995.60
Printing Operators	
1st year	971.20
2nd year	978.50

3rd year	984.20
Printing Operators - OIC Prince Henry Hospital	1,014.60
Child Care Worker	
1st year	829.00
2nd year	843.90
3rd year	875.80
4th year	891.00
5th year	908.70
6th year	929.40
Thereafter	945.80
Diversional Therapist with Diploma	
1st year	898.50
2nd year	951.90
3rd year	1,004.40
4th year	1,057.30
5th year	1,107.50
Diversional Therapist without Diploma	
1st year	890.90
2nd year	908.70
3rd year	929.40
Tyre Fitter	874.60
Ambulance Support Officer	839.80
Apprentices	
Apprentice Cook	
1st six months	447.40
2nd six months	626.10
3rd six months	715.50
4th six months	760.30
5th six months	806.20
6th six months	849.60
Appr.completion of 1st Yr exams	2.20
Appr.completion of 2nd Yr exams	5.00
Appr.completion of 3rd Yr exams	6.60
Apprentice Gardener	
1st year	459.70
2nd year	546.90
3rd year	722.10
4th year	809.70
Appr.completion of 1st Yr exams	2.20
Appr.completion of 2nd Yr exams	5.00
Appr.completion of 3rd Yr exams	6.60
Team Leader - Central Linen Service	944.40
Cardiac Technician	

Year 1	1,064.90
Year 2	1,105.30
Year 3	1,141.10
Year 4	1,172.70
Cardiac Technologists	
Grade 1	
Year 1	1,088.90
Year 2	1,129.60
Year 3	1,199.20
Year 4	1,281.40
Year 5	1,369.80
Year 6	1,457.20
Year 7	1,527.90
Year 8	1,577.30
Grade 2	
Year 1	1,527.90
Year 2	1,577.30
Year 3	1,696.60
Senior Cardiac Technologists	
Year 1	1,696.60
Year 2	1,753.30
Chief Cardiac Technologists	
Year 1	1,802.10
Year 2	1,999.60
CFPU Chef	
Level 1	982.50
Level 2	1,017.00
Level 3	1,051.60
CFPU Cook	
Level 1	944.40
Level 2	982.50
Care Service Employees	
Grade 1 - New Entrant	627.10
Grade 1	732.30
Grade 2	778.10

Table 2 - Allowances

Allowance	Rate From 1.7.2014 2.27% \$
Special Allowance Post Mortem Assistants & Senior Post Mortem Assistants (Westmead)	89.60
Senior Laundry Staff -Tech. Cert.	11.60
Leading Hand I/C 2 to 5 employees	30.60
Leading Hand I/C 6 to 10 employees	43.50
Leading Hand I/C 11 to 15 employees	55.40
Leading Hand I/C 16 to 19 employees	67.70
Automatic Rotary Press operation/hr or part	0.61

Housekeeper/Domestic Supervisor, S'vise Nurse/ Domestic Home	8.40
Boiler Attendant's Certificate -other employee (p/week)	7.70
Boiler Attendant's Certificate & Flash Type Generator (p/wk)	18.10
Boiler Attendant/Fireman - Specified Hospitals (p/week)	46.60
Additional Duties - Boiler Attendant/Fireman	21.50
Ancillary Fire Safety Duties-100 beds or more	38.60
Ancillary Fire Safety Duties - Less than 100 beds	17.40
Gardener with/out Certificate - I/C 2 or more employees	30.60

3. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
 I. TABBAA, Commissioner.
 P. J. NEWALL, Commissioner.

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(721)

SERIAL C8319

HEALTH EMPLOYEES' ADMINISTRATIVE STAFF (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 245 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

- Delete Table 1, Salary Rates, from Part B of the Health Employees Administrative Staff (State) Award published 24 April 2009 (367 IG 1108) as varied, and insert in lieu the following:

Table 1 - Rates of Pay

Classification	Rate from 1.7.2014 2.27% \$
TELEPHONIST - Level 1	
1st year	\$830.60
2nd year	\$847.00
3rd year	\$883.40
4th year	\$905.10
5th year	\$944.70
TELEPHONIST - Level 2	
1st year	\$965.60
2nd year	\$986.80
3rd year	\$1,007.10
TELEPHONIST - Level 3	
1st year	\$1,028.70
2nd year	\$1,050.40
ADMINISTRATION OFFICER-LEVEL 1	
1st year	\$800.20
2nd year	\$833.90
3rd year	\$866.40
4th year	\$887.90
5th year	\$910.10
ADMINISTRATION OFFICER-LEVEL 2	
1st year	\$942.20
2nd year	\$975.50
ADMINISTRATION OFFICER-LEVEL 2A	
1st year	\$994.30
2nd year	\$1,009.30

ADMINISTRATION OFFICER-LEVEL 3	
1st year	\$1,009.30
2nd year	\$1,042.50
ADMINISTRATION OFFICER-LEVEL 4	
1st year	\$1,070.90
2nd year	\$1,096.70
ADMINISTRATION OFFICER-LEVEL 5	
1st year	\$1,130.70
2nd year	\$1,157.70
ADMINISTRATION OFFICER-LEVEL 6	
1st year	\$1,196.50
2nd year	\$1,226.10

2. Delete Table 2, Allowances, from Part B of the said Award and insert in lieu thereof the following table:

Table 2 - Allowances

Item No.	Clause No.	Description	Rate from 1.7.2014
1	1	Telephonist-Level 1 In-Charge Allowance 3 to 5 staff - per shift 6 to 10 staff - per shift Over 10 staff - per shift	\$7.70 \$9.60 \$16.60
2	3	Higher Skills	\$15.20

3. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

(777)

SERIAL C8321

HEALTH EMPLOYEES' COMPUTER STAFF (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 247 of 2014)

Before The Honourable Justice Walton, President
 Commissioner Tabbaa
 Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1, Salaries, from Part B of the Health Employees Computer Staff (State) Award published 24 April 2009 (367 IG 1114) as varied, and insert in lieu the following:

Table 1 - Salaries

Classification	Rate from 1.7.2014 2.27% \$
Computer Manager - Grade 1	
1st year	89,535
2nd year	92,227
3rd year	95,373
4th year	98,051
5th year	101,620
6th year	104,314
Computer Manager - Grade 2	
1st year	101,621
2nd year	104,314
3rd year	109,725
4th year	115,108
Analyst	
1st year	73,346
2nd year	75,640
3rd year	78,694
4th year	80,972
5th year	83,760
6th year & thereafter	86,026
Senior Analyst	
1st year	89,535
2nd year	92,227
3rd year	95,373
4th year	98,051
5th year	101,621
6th year & thereafter	104,314
Programming Supervisor	

1st year	83,760
2nd year	86,026
3rd year	89,535
thereafter	92,227
Programmer	
1st year	58,973
2nd year	62,427
3rd year	66,329
4th year	73,346
5th year	78,694
thereafter	80,972
Computer Operator - Grade 1	
1st year	43,505
2nd year	45,210
3rd year	46,353
thereafter	47,504
Computer Operator - Grade 2	
1st year	49,145
2nd year	50,867
thereafter	52,631
Senior Computer Operator - Grade 1	
1st year	55,850
2nd year	57,228
3rd year	58,973
thereafter	60,433
Senior Computer Operator - Grade 2	
1st year	62,427
2nd year	63,962
3rd year	66,329
thereafter	68,166
Field Implementation Officer	
1st year	62,427
2nd year	63,962
3rd year	66,329
4th year	68,166
Trainee Programmers	
1st year	42,282
2nd year	43,505
3rd year	45,210
4th year	46,353
5th year	47,504
6th year	49,145
7th year	50,867
8th year	52,631
9th year	55,850
Network Analyst	
1st year (per week)	1247.90
2nd year (per week)	1,286.50

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

HEALTH EMPLOYEES' CONDITIONS OF EMPLOYMENT (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 248 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1, Other Rates and Allowances, from Part B of the Health Employees Conditions of Employment (State) Award published 27 March 2009 (367 IG 787) as varied, and insert in lieu the following:

Item No.	Clause No.	Description	Rate From 1.7.2014 \$
1	5 (iii)	Climate and Isolation	4.30
2	5 (iii)	Climate and Isolation	8.60
		Board & Lodging	
3	7 (ii)(a)	- Breakfast	3.80
		- Other Meals	7.20
		- Maximum one week	116.70
		Board and Lodging	
4	7 (ii)(b)	- Separate Room	54.10
		- Shared Room	33.90
5	10 (iii)	On-Call Allowance (per 24 hrs)	22.72
6	10 (iv)	On-Call Allow-rostered days off (per 24hrs)	44.85
7	11 (v)	Broken Shift (per shift)	11.20
8	12 (ii)(a)	Post-mortem (each)	10.80
		Post-mortem Assistants	
9	12 (ii)(b)	- Assist at each internal exam	97.00
		- Assist at each external exam	60.20
		Excluding Post-mortem Assistants	
10	12 (ii)(c)	- Assist at each internal exam	35.90
		- Assist at each external exam	22.30
11	12 (ii)(d)	Post-mortem partly decomposed, vermin infested (each)	5.80
12	12 (iii)	Handling linen-nauseous nature (per shift)	4.20
13	12 (iv)	Sorting of incinerators, etc (per hour)	0.37
14	12 (v)(a)	Maintenance and Supervision (per week)	11.20
15	12 (v)(b)	Offensive Work (per week)	3.30
16	12 (v)(c)	Sewerage chokages, etc (per day)	see note **
17	12 (vi)	Wearing of lead apron (per hour)	1.84
18	12 (vii)	Handling of money (per week)	18.10
19	12 (viii)(a)	Cold Places (per hour)	see note **
20	12 (viii)(b)	Confined spaces (per hour)	see note **
21	12 (viii)(c)	Dirty Work (per hour)	see note **
22	12 (viii)(d)	Height money (per hour)	see note **
23	12 (viii)(e)	Hot Places 46 degrees - 54 degrees (p/hr)	see note **

		Over 54 degrees (per hour)	see note **
24	12 (viii)(f)(1)	Insulation Material (per hour)	see note **
25	12 (viii)(f)(2)	Asbestos (per hour)	see note **
26	12 (viii)(g)	Smoke Boxes (per hour)	see note **
		Oil Fired Smoke Boxes (per hour)	see note **
27	12 (viii)(h) (1) & (2)	Wet Places - other than rain (per hour)	see note **
		Rain (per hour)	see note **
28	12 (viii)(l)	Mud Allowance (per day)	see note **
29	12 (viii)(j)	Acid Furnaces, etc (per hour)	see note **
30	12 (viii)(k)	Depth money (per hour)	see note **
31	12 (viii)(l)	Bosun's Chair or swinging scaffold	
		- first four hours	see note **
		- thereafter	see note **
32	12 (viii)(m)	Spray application (per hour)	see note **
33	12 (viii)(n)	Roof Work - (per hour)	see note **
		- minimum per day	see note **
34	12 (viii)(o)	Explosive-powered tools (per day)	see note **
35	12 (viii)(p)	Morgues-other than P.M. Assist (p/hour)	see note **
36	12(viii)(q)(1)	Toxic,Obnoxious Substances-Epoxy	see note **
		- epoxy materials (per hour)	see note **
37	12(viii)(q)(2)	Toxic,obnoxious substances-Air Conditioner.	see note **
		- not operating (per hour)	see note **
38	12(viii)(q)(4)	Close proximity to above (per hour)	see note **
39	12 (viii)®	Areas with Psychiatric patients (per Hour)	see note **
		Geriatric Allowance	see note **
40	12 (viii)(s)	- Allandale & Garrawarra (per /hour)	see note **
		- Lidcombe (per hour)	see note **
41	12 (viii)(t)	Mental Institutions Allowance (per hour)	see note **
42	12 (viii)(u)	Animal House (per hour)	see note **
43	12 (ix)	Tool Allowance (per week)	8.30
44	14 (iv)	Meals (each)	27.10
45	23 (I)(c)	Uniform (per week)	4.15
		Uniform-with cardigan & Shoes (addit.p/wk)	1.62
46	23 (i)(d)	Uniform-laundrying (per week)	4.75
47	31	Infectious cleaning (per shift)	5.14
48	12(xii)	Sterilising Certificate (per week)	8.40
		(per day)	1.68

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

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

HEALTH EMPLOYEES' ENGINEERS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 249 of 2014)

Before The Honourable Justice Walton, President
 Commissioner Tabbaa
 Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1, Salaries, from Part B of the Health Employees Engineers (State) Award published 24 April 2009 (367 IG 1118) as varied, and insert in lieu the following:

Table 1 - Salaries

Classification	Rate From 1.7.2014 2.27% \$
Engineer	
Grade 1	1,269.20
Grade 2	1,360.70
Grade 3	1,451.10
Grade 4	1,542.30
Grade 5	1,678.50
Grade 6	1,814.60
Grade 7	2,108.90
Assistant Engineer	
Grade 1	1,269.20
Grade 2	1,360.70
Grade 3	1,451.10
Grade 4	1,542.30
Grade 5	1,678.50
Grade 6	1,814.60
Maintenance Supervisor (Tradesman)	
Grade 1	1,224.50
Grade 2	1,137.00

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

(051)

SERIAL C8324

HEALTH EMPLOYEES' GENERAL ADMINISTRATIVE STAFF (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 250 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1, Salaries, from Part B of the Health Employees General Administrative Staff (State) Award published 24 April 2009 (367 IG 1123) as varied, and insert in lieu the following:

Table 1 - Salaries

Grades	Rate From 1.7.2014 2.25% \$
GENERAL ADMINISTRATIVE STAFF	
Grade 1	944.40
Grade 2	982.50
Grade 3	1,017.00
Grade 4	1,051.50
Grade 5	1,069.50
Grade 6	1,104.30
Grade 7	1,142.00
Grade 8	1,207.50
Grade 9	1,317.10
Grade 10	1,359.20
Grade 11	1,427.30
Grade 12	1,527.20
Grade 13	1,637.30
Grade 14	1,741.60
Special Grade - R.P.A. - Services Manager	1,798.50
Special Grade - R.P.A. - Supply Manager	2,174.90

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

(096)

SERIAL C8325

HEALTH EMPLOYEES' INTERPRETERS' (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 251 of 2014)

Before The Honourable Justice Walton, President
 Commissioner Tabbaa
 Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1, Salaries, from Part B, of the Health Employees Interpreters (State) Award published 24 April 2009 (367 IG 1126) as varied, and insert in lieu the following:

Table 1 - Salaries

Classification	Rate From 1.7.2014 2.27% \$
Interpreter - Grade 1	
1st year	42,713
2nd year	43,905
3rd year	45,693
4th year	46,875
Interpreter - Grade 2	
1st year	51,329
2nd year	52,880
3rd year	54,226
4th year	55,625
5th year	57,008
Interpreter - Grade 3	
1st year	59,552
2nd year	61,091
3rd year	63,070
4th year	64,671
Co-ordinator Interpreter	
1st year	70,806
2nd year	73,705
3rd year	76,286
4th year	79,986

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

HEALTH EMPLOYEES' MEDICAL RADIATION SCIENTISTS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 252 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

- Delete Table 1, Salaries and Allowances, from Part B of the Health Employees Medical Radiation Scientists (State) Award published 24 April 2009 (367 IG 1130) as varied, and insert in lieu the following:

Table 1 - Salaries and Allowances

Classifications			Rate from 1.7.2014 2.27% \$
Radiographers	Nuclear Medicine	Radiation Therapists	
LEVEL 1			
Year 1	Year 1	Year 1	1,088.90
LEVEL 2			
Year 1	Year 1	Year 1	1,129.60
Year 2	Year 2	Year 2	1,281.30
Year 3	Year 3	Year 3	1,457.10
Year 4	Year 4	Year 4	1,527.90
Year 5	Year 5	Year 5	1,577.30
LEVEL 3			
Grade 1 - Year 1	Grade 1 - Year 1	Grade 1 - Year 1	1,696.60
Grade 1 - Year 2	Grade 1 - Year 2	Grade 1 - Year 2	1,753.30
Grade 2 - Year 1	Grade 2 - Year 1	Grade 2 - Year 1	1,802.10
Grade 2 - Year 2	Grade 2 - Year 2	Grade 2 - Year 2	1,999.60
Grade 3 - Year 1	Grade 3 - Year 1	--	2,055.10
LEVEL 4			
Grade 1 - Year 1	Grade 1 - Year 1	Grade 1 - Year 1	2,055.10
Grade 1 - Year 2	Grade 1 - Year 2	Grade 1 - Year 2	2,124.90
Grade 2 - Year 1	Grade 2 - Year 1	Grade 2 - Year 1	2,189.60
Grade 2 - Year 2	Grade 2 - Year 2	Grade 2 - Year 2	2,244.60
LEVEL 5			
Grade 1	Grade 1	Year 1	2,404.80
Grade 2	Grade 2	Year 2	2,464.80
Grade 3	Grade 3	Year 3	2,591.40

LEVEL 6			
Grade 1	Grade 1	Year 1	2,654.30
Grade 2	Grade 2	Year 2	2,716.40
Grade 3	Grade 3	Year 3	2,779.00
ALLOWANCE			
Where a Chief Radiographer provides a weekly service to another hospital or hospitals and is not entitled to an adjustment to a higher salary rate for this service, he/she shall be paid the following allowance:			
Chief Radiographer-Serving other hospitals			48.80

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

HEALTH EMPLOYEES' PHARMACISTS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 253 of 2014)

Before The Honourable Justice Walton, President
 Commissioner Tabbaa
 Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1, Salaries, from Part B of the Health Employees Pharmacists (State) Award published 24 April 2009 (367 IG 1147) as varied, and insert in lieu the following:

Table 1 - Salaries

Grades	Rate from 1.7.2014 2.27% \$
PHARMACISTS	
Grade 1-Unregistered	1,129.60
GRADE 1	
1st year	1,199.20
2nd year	1,281.30
3rd year	1,369.70
4th year	1,527.90
5th year	1,577.30
GRADE 2	
1st year	1,696.60
2nd year	1,753.30
3rd year	1,802.10
GRADE 3	
Senior Pharmacist	
Director of Pharmacy-Group 5 Hospital	
Deputy Director of Pharmacy-Group 3 Hospital	
1st year	1,999.60
2nd year	2,055.10
GRADE 4	
Director of Pharmacy - Group 4 Hospital	
Deputy Director of Pharmacy-Group 2 Hospital	
1st year	2,055.10
2nd year	2,124.90
GRADE 5	
Director of Pharmacy - Group 3 Hospital	
Deputy Director of Pharmacy-Group 1 Hospital	
1st year	2,189.60

2nd year	2,244.60
GRADE 6	
Director of Pharmacy - Group 2 Hospital	
1st year	2,404.80
2nd year	2,464.80
GRADE 7	
Director of Pharmacy- Group 1 Hospital	
Group A - 1st year	2,591.40
Group A - 2nd year	2,654.30
Group B - 1st year	2,716.40
Group B - 2nd year	2,779.00
Fellowship Allowance	38.50

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

(379)

SERIAL C8328

HEALTH EMPLOYEES' TECHNICAL (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 254 of 2014)

Before The Honourable Justice Walton, President
 Commissioner Tabbaa
 Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1, Salaries, from Part B of the Health Employees Technical (State) Award published 24 April 2009 (367 I.G. 1152) as varied, and insert in lieu the following:

Table 1 - Salaries

Grades	Rate From 1.7.2014 2.27%
Electronics Technician	
1st year of service	1,253.40
2nd year of service	1,297.00
3rd year of service	1,340.70
4th year of service	1,425.20
Sole Electronics Technician	1,494.60
Senior Electronics Technician	
1st year of service	1,518.90
2nd year of service	1,543.00
Perfusionist - Grade 1	
1st year of service	1,527.90
2nd year of service	\$ 1,577.30
Perfusionist - Grade 2	
1st year of service	1,696.60
2nd year of service	1,753.30
3rd year of service	1,802.10
4th year of service	1,999.60
5th year of service	2,055.10
6th year of service	2,124.90
7th year of service	2,189.60
8th year of service	2,244.60
Perfusionist - Grade 3	
1st year of service	2,404.80
2nd year of service	2,464.80
Perfusionist - Grade 4	
1st year of service	2,531.10

2nd year of service	2,591.40
Trainee Visual Aids Officer	
1st year of training	553.80
2nd year of training	622.70
3rd year of training	680.80
4th year of training	746.20
5th year of training	820.40
Trainee Technical Officer	
1st year of training	550.30
2nd year of training	616.60
3rd year of training	697.40
4th year of training	767.90
Technical Officer - Grade1	
1st year	972.20
2nd year	995.60
3rd year	1,018.00
4th year	1,042.30
5th year	1,064.90
6th year	1,105.30
7th year	1,141.10
8th year	1,172.70
Technical Officer - Grade2	
1st year	1,253.40
2nd year	1,297.00
3rd year	1,340.70
4th year	1,425.20
Senior Technical Officer	
1st year	1,494.60
2nd year	1,518.90
3rd year and Thereafter	1,543.00
Dialysis Technician	
1st year	1,164.80
Thereafter	1,200.30
Senior Dialysis Technician	
Grade 1 (Sole Technician)	1,237.30
Grade 2	1,279.40
Visual Aids Officer - General Scale	
1st year	918.00
2nd year	965.90
3rd year	1,014.70
4th year	1,037.60
5th year	1,062.10
Visual Aids Officer - Grade 1	
RPA,RNSH;(I/C Westmead) (2-I/C POW)	1,165.10
Visual Aids Officer - Grade 2	
Sole Medical Photographer (St.George & Gosford)	1,213.80

Visual Aids Officer - Grade 3	
Chief Medical Photographer - specific hospitals	1,354.40
Visual Aids Officer - Grade 4	
Co-ordinator - Audio Visual Services - RNSH	1,405.80
Director of Audio Visual Services	
Royal Prince Alfred and Westmead	1,636.10
Technical Assistant (Orthotic/Prosthetic)-Level 1	
1st year	890.90
2nd year	908.70
3rd year	929.40
Technical Assistant (Orthotic/Prosthetic)-Level 2	
1st year	972.20
2nd year	995.60
3rd year	1,018.00

2. This variation shall take effect from the first full pay period to commence or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

HEALTH MANAGERS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 255 of 2014)

Before The Honourable Justice Walton, President
 Commissioner Tabbaa
 Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1, Salaries, from Part B of the Health Managers (State) Award published 24 April 2009 (367 I.G. 1158) as varied, and insert in lieu the following:

Table 1 - Salaries

Classification	Rate From 1.7.2014 2.27% \$
Level 1	
From	65,764
To	88,464
Level 2	
From	86,451
To	102,538
Level 3	
From	100,526
To	114,600
Level 4	
From	112,589
To	134,706
Level 5	
From	132,695
To	148,781
Level 6	
From	145,629
To	159,326

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

(770)

SERIAL C8331

HEALTH PROFESSIONAL AND MEDICAL SALARIES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 257 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

- Delete Part B, Monetary Rates, of the award published 24 April 2009 (367 I.G. 1169) as varied, and insert in lieu thereof the following:

PART B - MONETARY RATES

Classification	Rate from
	1.7.2014
	2.27%
	\$
ABORIGINAL HEALTH CO-ORDINATOR	
1st year	97,599
2nd year	100,344
3rd year	104,442
4th year	107,552
ABORIGINAL HEALTH EDUCATION OFFICERS	
Non-Graduate	
1st year	918.40
2nd year	972.70
3rd year	1026.00
4th year	1080.70
5th year	1132.00
6th year	1185.80
7th year	1238.90
8th year	1298.70
9th year	1352.70
SENIOR ABORIGINAL HEALTH EDUCATION OFFICER	
Non-Graduate	
1st year	1405.90
2nd year	1460.40
REGIONAL ABORIGINAL HEALTH EDUCATION OFFICER	
Grade 1	1531.80
Grade 2	1579.30
Grade 3	1626.80
ABORIGINAL HEALTH EDUCATION OFFICER - GRADUATE	
1st year	1057.90
2nd year	1109.20
3rd year	1178.30

4th year	1244.20
5th year	1317.50
6th year	1385.70
7th year	1444.20
8th year	1501.60
9th year	1566.40
An Aboriginal Health Education Officer-Graduate who has completed 12 months service at the salary prescribed on the maximum of the scale and has demonstrated to the satisfaction of the Department by the work performed and the results achieved, the aptitude, abilities and qualities of mind warranting such payment, may progress to the following rate:	
10th year	1645.30
11th year	1724.40
SENIOR ABORIGINAL HEALTH EDUCATION OFFICER - GRADUATE	
1st year	1723.90
2nd year	1795.30
3rd year	1867.10
ANALYST, CHEMIST, MICROBIOLOGIST, & SCIENTIFIC OFFICER (Transferred Staff of Division of Analytical Laboratories)	
Grade 1	
1st year	57,089
2nd year	59,338
3rd year	62,648
4th year	67,148
5th year	71,906
6th year	76,170
Grade 2	
1st year	79,899
2nd year	82,269
3rd year	84,778
4th year	88,180
Grade 3	
1st year	91,857
2nd year	94,775
3rd year	96,663
Grade 4	
1st year	101,368
2nd year	104,442
3rd year	106,512
Grade 5	
1st year	110,691
2nd year	114,008
PART-TIME GRADUATE ANALYST (P/hour)	
	37.70
BIOMEDICAL ENGINEERS	
Grade 1	
1st year of service	58,910
2nd year of service	62,496
3rd year of service	66,803

4th year of service	71,390
5th year of service and thereafter	76,006
Grade 2	
1st year of service	80,720
2nd year of service	83,324
3rd year of service	85,934
4th year of service and thereafter	88,529
Grade 3	
1st year of service	93,466
2nd year of service	96,529
3rd year of service	99,610
4th year of service and thereafter	103,104
Grade 4	
1st year of service	107,694
2nd year of service	110,837
3rd year of service and thereafter	113,953
Grade 5	
1st year of service	118,679
2nd year of service and thereafter	120,909
Grade 6	
1st year of service	123,162
2nd year of service and thereafter	125,439
CAREER MEDICAL OFFICERS	
Grade 1	
Year 1	112,725
Year 2	121,426
Year 3	126,742
Year 4	131,022
Year 5	136,196
Grade 2	
Year 1	141,434
Year 2	145,830
Year 3	154,379
Year 4	167,961
Senior	
Year 1	180,853
Thereafter	194,097
Transitional Grades - only applicable to eligible to employees employed on 20.4.2005	
Grade 1	154,379
Grade 2	167,961
Grade 3	180,853
CLERK OF WORKS	76,281
CO-ORDINATORS	
Group 1 - Cooma, Young, Ballina, Byron,	

Brunswick,Casino. Kyogle	74,973
Group 3 - Moree, Tweed Heads, SW Zone	
1,2,&5; Grafton, Armidale, Port Macquarie	80,447
Group 5 - Tamworth	87,939
Group 6 - Dubbo	91,523
ALLOWANCES-CO-ORDINATORS	
The Co-ordinators allowance is applicable only to Co-ordinators in AHS and to individuals occupying Co-ordinators positions as at 30/3/87 who were earning a higher salary including allowances than those determined above as at 30/3/87.	
Future occupants, other than those in AHS, receive the salary for the positions listed above.	
Team Leaders Allowance	
In-charge 5 - 10 staff (p/week)	39.10
In-charge 11 - 25 staff (p/week)	65.20
In-charge 26 - 40 staff (p/week)	91.50
In-charge of more than 40 staff (p/week)	104.60
Area Co-ordinator's Allowance (p/week)	143.90
DRUG AND ALCOHOL COUNSELLORS	
NON-GRADUATES	
Grade 1	
1st year	47,901
2nd year	50,746
3rd year	53,531
4th year	56,357
5th year	59,040
Grade 2	
1st year	61,861
2nd year	64,617
ALLOWANCES - DRUG AND ALCOHOL ALCOHOLISM COUNSELLORS - NON-GRADUATE	
Alcoholism Counsellor-2 years on maximum (per week)	56.60
DENTAL ASSISTANTS	
Grade 1	
1st year	50,723
2nd year	51,951
3rd year	53,114
4th year	54,386
Grade 2	
1st year	55,570
2nd year	57,674
3rd year	59,539
4th year	61,186
Grade 3	

1st year		67,188
2nd year		69,653
Supervision Allowance		
2-5 staff	(per week)	30.70
6-10 staff	(per week)	43.50
11.-15 staff	(per week)	55.40
16-19 staff	(per week)	67.70
DENTAL OFFICERS		
Level 1		
1st year		80,913
2nd year		93,226
3rd year		99,381
4th year		105,535
Level 2		
1st year		111,692
2nd year		117,848
Level 3		
1st year		124,558
2nd year		128,305
3rd year		130,719
Level 4		
1st year		149,242
2nd year		153,539
Dental Officer Management Allowance		
Level 1	(per annum)	6,164
Level 2	(per annum)	12,447
Area Director Oral Health Clinical Services		
Level 1	(per annum)	164,009
Level 2	(per annum)	180,410
Level 3	(per annum)	207,825
DENTAL SPECIALISTS		
1st year of service		141,012
2nd year of service		146,462
3rd year of service		151,878
4th year of service		157,608
5th year of service		163,342
* For supplementary payment in lieu of private Practice or On-call/Recall Allowance refer to Determination - Dental Staff Specialists Part A, B and C		
Senior Clinical Specialist		171,319
Dental Specialist Management Allowance (p/a)		9,245
DENTAL TECHNICIANS		
Trainee		
Stage 1 - (first 6 months)		35,919

Stage 2 - (6 months to 1 year)	37,139
Stage 3 - (1 year to 18 months)	41,043
Stage 4 - (18 months to 2 years)	42,562
Level 1	
1st year	55,570
2nd year	57,674
3rd year	59,539
4th year	61,186
5th year	65,404
Level 2	
1st year	65,404
2nd year	67,681
Level 3	
1st year	69,950
2nd year	74,368
Level 4	
1st year	77,985
2nd year	79,251
Level 5	
1st year	87,138
2nd year	91,207
Deputy Chief Dental Technician (Sydney Dental Hospital-2008 current occupant only)	
1st year	85,134
2nd year	88,188
ORAL HEALTH THERAPISTS	
Level 1	
1st year	56,805
2nd year	58,944
3rd year	62,576
4th year	66,875
Level 2	
1st year	71,490
2nd year	76,025
3rd year	79,725
4th year	82,299
Level 3	
1st year	88,519
2nd year	91,482
Level 4	
1st year	96,055
2nd year	98,456
Sole Practitioners Allowance	6,220

DENTAL PROTHETISTS	
Level 1	
1st year	69,950
2nd year	74,368
Level 2	
1st year	77,984
2nd year	79,251
Level 3	
1st year	87,138
2nd year	91,207
Director of Animal Care - Westmead	2,100.90
ENVIRONMENTAL HEALTH OFFICERS	
1st year	55,211
2nd year	57,863
3rd year	61,454
4th year	64,913
5th year	68,741
6th year	72,301
7th year	75,325
8th year	78,337
9th year	81,739
10th year - Performance Barrier	85,854
11th year - Performance Barrier	89,964
<p>In order to progress to Year 10 of the scale, an Environmental Health Officer must have:</p> <p>(i) completed 12 months service at the salary prescribed on the maximum of the scale; and</p> <p>(ii) have demonstrated to the satisfaction of the Corporation by the work performed and the results achieved, the aptitude and qualities of mind warranting such payment.</p> <p>After 12 months satisfactory work performance on Year 10, the officer will progress to the year 11 rate. Under no circumstances can Environmental Health Officers receive Year 10 or Year 11 rates unless they fulfil these criteria.</p>	
SENIOR ENVIRONMENTAL HEALTH OFFICERS	
1st year	93,674
2nd year	97,420
TRAINEE ENVIRONMENTAL HEALTH OFFICER	
1st year	45,183
2nd year	46,848
3rd year	48,525
4th year	50,192
TRANSFERRED ENVIRONMENTAL HEALTH OFFICERS	
Environmental Health Officer - 35 hrs p/wk	
- 11th year - Performance Barrier	89,964
Senior Environmental Health Officer-35 hrs p/week	
1st year	93,674
2nd year	97,420

HEALTH EDUCATION OFFICERS		
HEALTH EDUCATION OFFICER - NON-GRADUATE		
1st year of service		47,901
2nd year of service		50,743
3rd year of service		53,530
4th year of service		56,357
5th year of service		59,039
6th year of service		61,854
7th year of service		64,615
8th year of service		67,760
9th year of service & thereafter		70,584
HEALTH EDUCATION OFFICER - GRADUATE		
1st year of service		55,211
2nd year of service		57,863
3rd year of service		61,454
4th year of service		64,913
5th year of service		68,741
6th year of service		72,301
7th year of service		75,325
8th year of service		78,337
9th year of service and thereafter		81,739
<p>A Graduate Health Education Officer who:-</p> <p>(i) has completed 12 months service at the salary prescribed on the maximum of the scale;</p> <p>(ii) has demonstrated to the satisfaction of the Corporation (or Delegate via Grading Committee) by the work performed and the results achieved, the aptitude, abilities and qualities of mind warranting such payment, may progress to the following rate</p> <p>On Maximum for 12 months</p> <p>and after 12 months service in receipt of this rate, shall be paid the following rate subject to approval of the Grading Committee.</p> <p>On Maximum for further 12 months</p>		<p>85,854</p> <p>89,977</p>
PART-TIME HEALTH EDUCATION OFFICER		
Graduate	(p/hour)	41.30
Non-Graduate	(p/hour)	35.60
SENIOR HEALTH EDUCATION OFFICER-NON-GRADUATE		
1st year of service		73,364
2nd year of service		76,245
SENIOR HEALTH EDUCATION OFFICER - GRADUATE		
1st year of service		89,964
2nd year of service		93,674
3rd year of service		97,420

The ONLY position approved by the Department as Senior Health Education Officer is at Royal Prince Alfred Hospital	
Part-time Ethnic Health Worker (p/hour)	35.60
Part-time Ethnic Day Care Co-ordinator (p/hr) (p/hour)	35.99
TRANSFERRED HEALTH EDUCATION OFFICERS AS AT 1/10/86	
Health Education Officer - Non-Graduate	
1st year of service	47,901
2nd year of service	50,743
3rd year of service	53,530
4th year of service	56,357
5th year of service	59,039
6th year of service	61,854
7th year of service	64,615
8th year of service	67,760
9th year of service & thereafter	70,584
Health Education Officer - Graduate	
9th year of service	81,739
On Maximum 12 months	85,854
On maximum further 12 months	89,977
Senior Health Education Officer-Non-Graduate	
2nd year	76,245
Senior Health Education Officer-Graduate	
3rd year	97,420
HOSPITAL SCIENTISTS / MEDICAL TECHNOLOGISTS	
CHIEF HOSPITAL SCIENTIST	
If sole Hospital Scientist in a hospital or in-charge of other Hospital Scientists or trainees at Hospitals having an A.D.A. of occupied beds of:	
Less than 200 A.D.A.	
1st year	1,999.60
2nd year	2,055.10
3rd year and thereafter	2,124.90
If in-charge of other Hospital Scientists or trainees at hospitals having an A.D.A. of occupied beds of:	
Over 200 A.D.A.	
1st year	2,124.90
2nd year	2,189.60
3rd year and thereafter	2,244.60
ALLOWANCE	
Provided that where a Chief Hospital Scientist is the holder of a Fellowship of the Australian Institute of Medical Technology shall be paid an allowance of:	
Fellowship of A.I.M.T. (p/week)	54.60
SENIOR HOSPITAL SCIENTIST (senior medical technologist in-charge of section)	
1st year	1,696.60
2nd year	1,753.30
3rd year and thereafter	1,802.10

HOSPITAL SCIENTIST (MEDICAL TECHNOLOGIST)	
1st year	1,088.90
2nd year	1,129.60
3rd year	1,199.20
4th year	1,281.30
5th year	1,369.70
6th year	1,457.20
7th year	1,527.90
8th year	1,577.30
HOSPITAL SCIENTIST (MEDICAL TECHNOLOGIST) - UNITED DENTAL HOSPITAL	
1st year	1,088.90
2nd year	1,129.60
3rd year	1,199.20
4th year	1,281.40
5th year	1,369.70
6th year	1,457.20
7th year	1,527.90
8th year	1,577.30
HOSPITAL SCIENTIST (SCIENTIFIC OFFICER)	
1st year	1,088.90
2nd year	1,129.60
3rd year	1,199.20
4th year	1,281.30
5th year	1,369.70
6th year	1,457.10
7th year	1,527.90
8th year & thereafter	1,577.30
SENIOR OR CHIEF HOSPITAL SCIENTIST (senior scientific officer)	
1st year	1,696.60
2nd year	1,753.30
3rd year	1,802.10
4th year	1,999.60
5th year	2,055.10
6th year	2,124.90
7th year	2,189.60
8th year & thereafter	2,244.60
ALLOWANCES	
<p>Provided that a Senior Hospital Scientist shall not progress beyond the salary prescribed for the third year of the scale unless such officer holds a post-graduate degree in Science at least equivalent to the degree of Master of Science of an approved university or has been admitted as a Member of the Australian Association of Clinical Biochemists or holds such qualifications as are deemed equivalent.</p> <p>Provided further that any Senior Hospital Scientist in receipt of the fourth year of service rate and above or Principal Hospital Scientist who holds the degree of Master of Science or is a Fellow of the Australian Institute of Medical Laboratory Scientists or holds appropriate equivalent qualifications shall be paid the following allowance: Senior/Principal H.S., Master of Science (p/wk)</p>	
	\$58.10
PRINCIPAL HOSPITAL SCIENTIST (Principal Scientific Officer)	
1st year	2,404.80
2nd year	2,464.80

3rd year	2,531.10
4th year	2,591.40
5th year	2,654.30
6th year	2,716.40
7th year	2,779.00
8th year	2,842.60
9th year	2,904.30
10th year & thereafter	2,968.50
Provided that a Principal Hospital Scientist shall not progress beyond the salary prescribed for the fourth year of the scale unless such officer holds a post-graduate degree in Science at least equivalent to the Degree of Doctor of Philosophy of an approved university or has been admitted as a Fellow of the Australian Association of Clinical Biochemists, or holds such qualifications as are deemed equivalent.	
TRAINEE HOSPITAL SCIENTIST	
1st year	589.00
2nd year	637.30
3rd year	733.00
4th year	840.10
5th year	945.20
6th year	1,041.00
The Commencing salary of the Trainee Hospital Scientist who on appointment has completed part of a degree course shall be fixed having regard to that part of the course that has been successfully completed. Provided that each year of full-time or part-time study for an appropriate degree combined with employment as a Trainee Hospital Scientist shall be considered for salary purposes as the equivalent of one year's service in the Trainee Hospital Scientist scale.	
HOSPITAL SCIENTIST IN-CHARGE OF SECTION	
1st year	1,696.60
2nd year	1,753.30
3rd year	1,802.10
SENIOR OR CHIEF HOSPITAL SCIENTIST IN-CHARGE OF LAB	
Less than 200 A.D.A	
1st year	1,999.60
2nd year	2,055.10,
3rd year	2,124.90
More than 200 A.D.A.	
1st year	2,124.90
2nd year	2,189.60
3rd year	2,244.60
TRANSFERRED HOSPITAL SCIENTISTS (Scientific Officers)	
HOSPITAL SCIENTIST (Scientific Officer) - Oliver Latham Laboratory	
5th year	1,369.70
6th year	1,457.10
7th year	1,527.90
8th year & thereafter	1,577.30
SENIOR OR CHIEF HOSPITAL SCIENTIST (Senior Scientific Officer) - Oliver Latham Laboratory	
1st year	88,522
2nd year	91,483
3rd year	94,047

4th year	104,341
5th year	107,238
6th year	110,856
7th year	114,237
8th year & thereafter	117,125
PRINCIPAL HOSPITAL SCIENTIST (Principal Scientific Officer) - Oliver Latham Laboratory	
3rd year	2531.10
4th year	2591.40
5th year	2654.30
6th year	2716.30
7th year	2779.00
8th year	2842.60
9th year	2904.30
10th year & thereafter	2968.40
HOSPITAL SCIENTIST (Scientific Officer) - I.C.P.M.R.	
8th year	1,577.30
SENIOR HOSPITAL SCIENTIST (Senior Scientific Officer) - I.C.P.M.R	
1st year	1,696.60
2nd year	1,753.30
3rd year	1,802.10
4th year	1,999.60
5th year	2,055.10
6th year	2,124.90
7th year	2,189.60
8th year & thereafter	2,244.60
LIBRARY STAFF	
Librarian-Grade 1	
Year 1	57,089
Year 2	60,407
Year 3	63,824
Year 4	67,801
Year 5	71,203
Year 6	74,589
Librarian-Grade 2	
Year 1	77,717
Year 2	80,763
Year 3	84,778
Year 4	88,180
Librarian-Grade 3	
Year 1	92,820
Year 2	95,686
Year 3	99,442
Year 4	103,415
Librarian-Grade 4	
Year 1	106,512
Year 2	109,648
Year 3	112,884
Year 4	116,401

Library Assistant	
Year 1	44,652
Year 2	47,387
Year 3	50,357
Year 4	54,110
Year 5	56,109
Library Technician - Grade 1	
Year 1	57,089
Year 2	60,407
Year 3	63,824
Year 4	67,801
MEDICAL OFFICERS	
INTERN	61560
RESIDENT	
1st year	72157
2nd year	79363
3rd year	89887
4th year	97582
REGISTRAR	
1st year	89887
2nd year	97582
3rd year	105307
4th year	112725
SENIOR REGISTRAR	126742

For the purposes of calculation of payments to officers pursuant to the provisions of this award, one hour's pay shall be calculated in accordance with the following formula:

$$\frac{\text{Annual Salary}}{52.17857} \times \frac{1}{38}$$

and one day's pay shall be calculated by multiplying one hour's pay (as calculated in accordance with the above formula) by 7.6

ALLOWANCES	
Higher Medical Qualification Allowance (p/wk.)	53.19
The above allowance is paid to officers who obtain an appropriate higher medical qualification subsequent to graduation. It does not apply to an officer appointed as a Senior Registrar. The salary prescribed for a Senior Registrar has taken into account that a higher medical qualification is a prerequisite for appointment.	
Higher medical Qualification after 5 years (p/wk.)	26.60
The qualification allowance is paid when an Officer in his/her fifth and subsequent years of registrar-ship is expected to meet the formal requirements of a higher medical qualification in that year.	

PART-TIME MEDICAL OFFICERS	
(These rates are from Agreement No. 1 of 1975 and are applicable to part-time medical officers employed as at 1 June 1993 who did not elect to convert to permanent part-time employment)	
Less than 3 yrs. post-graduate experience (p/hour.)	52.13
More than 3 yrs. post-graduate experience (p/hour.)	61.08
More than 6 yrs. post-graduate experience (p/hour.)	73.51
Provided that no officer may be employed for more than 24 hours in any period of 7 consecutive days.	
Formula: Part-time Medical Officer with less than 3 years post-graduate experience = 1st year Registrar divided by 52.17857 divided by 38 plus 15%	
Part-time Medical Officer with more than 3 years post-graduate experience = 3rd year Registrar divided by 52.17857 divided by 38 plus 15%.	
Part-time Medical Officer with more than 6 years post-graduate experience = Senior Registrar divided by 52.17857 divided by 38 plus 15%	
TRANSFERRED MEDICAL OFFICERS	
Less than 6 yrs. post-graduate experience (p/hr.)	59.10
6 to less than 10 yrs. post graduate expr. (p/hr.)	85.30
10 yrs. or more post-graduate experience (p/hr.)	93.20
Possess Dip. of Psychological Medical (p/hr.)	87.50
Dip. Of Psychological Medical more than 2 yrs. (p/hr.)	93.20
Medical Officer-5th Schedule - 10th year	133,313
Community Physician	167,512
MEDICAL RECORDS ADMINISTRATOR	
1st year	54,575
2nd year	56,790
3rd year	59,782
4th year	62,534
5th year	65,367
6th year	68,556
7th year & thereafter	71,452
RESEARCH/ANALYST/SPECIALIST DEPT. OR SECTION	76,170
MEDICAL RECORDS MANAGER	
Grade 1	78,507
Grade 2	81,246
Grade 3	84,406
Grade 4	91,107
Grade 5	94,286
Grade 6	97,657
Grade 7	101,269
Grade 8	109,036
COUNTRY REGIONS	94,286
MEDICAL SUPERINTENDENT CHIEF EXECUTIVE OFFICER	
Level 1	211,022
- 16% Clinical Loading	33,763
Level 2	201,089

- 16% Clinical Loading	32,174
Level 3	191,156
- 16% Clinical Loading	30,585
Level 4	154,778
- 16% Clinical Loading	24,764
Level 5	141,540
- 16% Clinical Loading	22,647
DEPUTY CHIEF EXECUTIVE OFFICER	
Level 1	201,089
- 16% Clinical Loading	32,174
Level 2	191,156
- 16% Clinical Loading	30,585
Level 3	177,927
- 16% Clinical Loading	28,469
Level 4	141,540
- 16% Clinical Loading	22,647
Level 5	134,921
- 16% Clinical Loading	21,587
DEPUTY MEDICAL SUPERINTENDANT	
Level 1	177,927
- 16% Clinical Loading	28,468
Level 2	154,779
- 16% Clinical Loading	24,765
Level 3	141,540
- 16% Clinical Loading	22,646
ASSISTANT MEDICAL SUPERINTENDENT	
Level 1	
- 1st year	148,166
- 16% Clinical Loading	23,707
- 2nd year	154,778
- 16% Clinical Loading	24,764
Level 2	
- 1st year	134,921
- 16% Clinical Loading	21,587
- 2nd year	141,540
- 16% Clinical Loading	22,647
Level 3	
- 1st year	128,321
- 16% Clinical Loading	20,532
- 2nd year	134,921
- 16% Clinical Loading	21,587
Level 4	
- 1st year	115,079
- 16% Clinical Loading	18,413
- 2nd year	121,700
- 16% Clinical Loading	19,472
CLINICAL SUPERINTENDENT	
Level 1	
- 1st year	134,921
- 16% Clinical Loading	21,587

- 2nd year	141,540
- 16% Clinical Loading	22,647
Level 2	
- 1st year	128,321
- 16% Clinical Loading	20,532
- 2nd year	134,921
- 16% Clinical Loading	21,587
ALLOWANCES	
16% Clinical Loading - Medical Superintendents are paid a salary supplementary of 16% of the appropriate base award salary as varied from time to time with respect to their clinical work performed as part of their function. The qualification allowance shall only apply to those officers who were receiving this allowance as of April, 1986 and have continued to remain in the position held by them as of that date.	
Higher Medical Qualification Allowance - where an officer holds a higher medical qualification relevant to his/her hospital work. (p/week)	47.65
Diploma Hospital Admin.issued AIHA (p/week)	28.06
Diploma or Degree Hospital Administration from a University-where the officer has no higher medical qualification, but holds a diploma or degree in Hospital Administration. (p/week)	28.06
Hospitals are graded at level indicated below: Level 1 - Royal Prince Alfred Hospital, Prince Henry/Prince of Wales Hospital Group, Royal North Shore Hospital, The Parramatta Hospitals, Royal Newcastle Hospital Level 2 - St.Vincents Hospital, Darlinghurst, St. George Hospital, Royal Alexandra Hospital for Children. Level 3 - Sydney Hospital, Hornsby & Ku-Ring-Gai Hospital, Wollongong Hospital, Bankstown Hospital, Blacktown District Hospital, Gosford Hospital, Liverpool Hospital, Mater Misericordiae Hospital-Waratah, Sutherland Hospital, Royal Hospital for Women, Tamworth Group, Moree Group, Armidale Group, Maitland Group. Level 4 - Albury Base Hospital, Auburn District Hospital, Balmain District Hospital, Broken Hill & District Hospital, Canterbury Hospital, Cessnock District Hospital, Dubbo Base Hospital, Fairfield District Hospital, Grafton Base Hospital, Lewisham Hospital, Lismore Base Hospital, Mater Misericordiae Hospital-North Sydney, Manning River District Hospital, Mount Druitt Hospital, Nepean District Hospital, Orange Base Hospital, Ryde Hospital, Wagga Wagga Base Hospital Port Kembla District Hospital, Manly District Hospital, St. Margaret's Hospital for Women, Mona Vale District Hospital, Wallsend Hospital, Goulburn Group, Queanbeyan Group, Bega Group, Young Group, Hastings Valley, Group, Macleay Valley Group. Level 5 - Langton Clinic, Royal Ryde Homes, Griffith Base Hospital, Western Suburbs Hospital, Bathurst District Hospital, Blue Mountains District Anzac Memorial Hospital, Camden Hospital, Lithgow District Hospital, Marrickville District Hospital, Royal South Sydney Hospital, St. Joseph's Hospital -Auburn, St. Luke's Hospital, Hawkesbury District Hospital, Harbour District Hospital, Campbelltown District Hospital, Rachel Forster Hospital	
Medical Superintendent-Personal-Dr. Hensen	205,541
MEDICAL ADMINISTRATION TRAINING SCHEME	

1st year		109,317
2nd year		115,079
3rd year		128,321
4th year		134,921
5th year		141,540
6th year		148,166
7th year		154,778
Exception of Annual Leave & Clinical Loading Annual Leave entitlement is 4 weeks No Clinical Loading is payable.		
MUSIC THERAPIST - UNQUALIFIED		
1st year	(p/hr.)	26.43
2nd year	(p/hr.)	27.01
3rd year & thereafter	(p/hr.)	27.55
NURSE COUNSELLORS		
Non-Graduate		
1st year of service		49,992
2nd year of service		52,351
3rd year of service		55,359
4th year of service		58,140
5th year of service		61,121
Graduate		
1st year of service		55,726
2nd year of service		58,400
3rd year of service		62,062
4th year of service		65,364
5th year of service		69,254
6th year of service		72,380
7th year of service		75,341
8th year of service		77,979
9th year of service		81,760
PROJECT MANAGER		
Grade 1		
1st year		85,620
2nd year		87,940
Grade 2		
1st year		91,524
2nd year		94,284
Grade 3		
1st year		97,490
2nd year		100,226
Grade 4		
1st year		103,871
2nd year		106,637
REMEDIAL GYMNAST (QUALIFIED)		
1st year		927.20
2nd year		955.40

3rd year		1012.20
4th year		1064.90
5th year		1119.40
6th year		1173.50
SESSIONAL RATES		
Music Therapist	(per session *)	203.40
Occupational Therapist	(per session *)	203.40
Orthoptist	(per session *)	203.40
Physiotherapist	(per session *)	203.40
Podiatrist	(per session *)	203.40
Speech Pathologist	(per session *)	203.40
* session = 3½ hours		
SEXUAL ASSAULT WORKERS - NON-GRADUATE		
Grade 1		
1st year		47,897
2nd year		50,746
3rd year		53,530
4th year		56,356
5th year		59,037
Grade 2		
1st year		61,854
2nd year		64,611
SOCIAL EDUCATORS		
1st year		57,863
2nd year		61,454
3rd year		64,913
4th year		68,740
5th year		72,301
6th year		75,325
7th year		78,339
8th year & thereafter		81,739
PROGRAM DIRECTOR		
1st year		104,100
2nd year		106,512
WELFARE OFFICERS - NON-GRADUATE		
Adult - Grade 1		
1st year		47,897
2nd year		50,746
3rd year		53,530
4th year		56,356
5th year		59,037
Adult - Grade 2		
1st year		61,854
2nd year & thereafter		64,611
ALLOWANCE		
Welfare Officer -Non-Graduate		
2 years on Maximum	(per week)	60.30

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

HOSPITAL SCIENTISTS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 258 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1, Allowances, from Part B of the award published 24 April 2009 (367 I.G. 1191), as varied, and insert in lieu the following:

Table 1 - Allowances

Item No.	Clause No.	Description	Rate from 1.7.2014 \$
1	7	On call - per 24 hours or any part thereof	\$11.00
2	10	Meal Allowance for overtime (a) Breakfast at or before 6.00 a.m. (b) Evening at least 1 hour after normal ceasing time and extends beyond or is worked wholly after 7.00 p.m. (c) Lunch beyond 2.00 p.m. Saturdays, Sundays or Holidays	\$ 27.70 \$ 27.70 \$ 27.70
3	20(iii)(iv)	Uniform and Laundry Allowance	
		- Uniform	\$ 2.30
		- Laundry	\$ 2.40
4	21(i)(ii)	Allowances for persons employed in hospitals upon or west of the line commencing at Tocumwal, etc. (see clause 21(i))	\$ 3.40 p/wk.
		Allowance for persons employed in hospitals upon or west of the line commencing at Murray River etc. (see clause 21(ii))	\$ 6.80 p/wk.

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

(1420)

SERIAL C8315

INDEPENDENT COMMISSION AGAINST CORRUPTION AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 186 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

- In sub-clause (5) of clause 5, ICAC Officer Classification and Salary Structure, of the award published 14 September 2012 (374 I.G.1017) insert the words "and a further 2.27% increase from the first full pay period on or after 1 July 2014" after the words "on or after 1 July 2013".
- Delete Schedule 1, and insert in lieu thereof the following:

SCHEDULE 1 - ICAC OFFICER CLASSIFICATION SALARY RATES

ICAC GRADE		FFPP 1.7.10 Per annum	FFPP 1.7.11 Per annum \$	FFPP 1.7.12 Per annum \$	FFPP 1.7.13 Per annum \$	FFPP 1.7.14 Per annum
1A	1st year	44,738	45,857	47,003	48,070	49,161
	2nd year	45,721	46,865	48,037	49,127	50,242
	3rd year	47,298	48,480	49,692	50,820	51,974
	4th year	48,484	49,696	50,938	52,094	53,277
	5th year	49,665	50,907	52,180	53,364	54,575
1B	1st year	50,455	51,718	53,009	54,212	55,443
	2nd year	51,829	53,125	54,453	55,689	56,953
	3rd year	53,406	54,741	56,110	57,384	58,687
	4th year	54,788	56,157	57,561	58,868	60,204
	4th year	56,170	57,573	59,012	60,352	61,722
1C	1st year	55,970	57,369	58,803	60,138	61,503
	2nd year	57,348	58,782	60,252	61,620	63,019
	3rd year	58,927	60,399	61,909	63,314	64,751
	4th year	60,305	61,812	63,357	64,795	66,266
	5th year	62,275	63,831	65,427	66,912	68,431
2	1st year	63,459	65,047	66,673	68,186	69,734
	2nd year	64,839	66,461	68,123	69,669	71,250
	3rd year	66,612	68,277	69,984	71,573	73,198
	4th year	68,779	70,498	72,260	73,900	75,578
	5th year	70,359	72,118	73,921	75,599	77,315
3	1st year	72,328	74,136	75,989	77,714	79,478
	2nd year	74,297	76,155	78,059	79,831	81,643
	3rd year	75,875	77,772	79,716	81,526	83,337
	4th year	78,240	80,195	82,200	84,066	85,974
	5th year	80,212	82,216	84,271	86,184	88,140

4	1st year	81,985	84,034	86,135	88,090	90,090
	2nd year	83,956	86,055	88,206	90,208	92,256
	3rd year	86,520	88,684	90,901	92,964	95,074
	4th year	88,881	91,104	93,382	95,502	97,670
	5th year	91,251	93,533	95,871	98,047	100,273
5	1st year	93,017	95,343	97,727	99,945	102,214
	2nd year	95,186	97,566	100,005	102,275	104,597
	3rd year	97,948	100,396	102,906	105,242	107,631
	4th year	101,101	103,628	106,219	108,630	111,096
	5th year	103,467	106,053	108,704	111,172	113,696
6	1st year	104,058	106,658	109,324	111,806	114,344
	2nd year	107,209	109,888	112,635	115,192	117,807
	3rd year	109,381	112,116	114,919	117,528	120,196
	4th year	112,138	114,941	117,815	120,489	123,224
	5th year	115,688	118,580	121,545	124,304	127,126
7	1st year	114,111	116,964	119,888	122,609	125,392
	2nd year	115,881	118,779	121,748	124,512	127,338
	3rd year	117,853	120,799	123,819	126,630	129,505
	4th year	119,627	122,618	125,683	128,536	131,454
	5th year	124,159	127,263	130,445	133,406	136,434
8	1st year	121,599	124,639	127,755	130,655	133,621
	2nd year	124,947	128,071	131,273	134,253	137,301
	3rd year	128,102	131,304	134,587	137,642	140,766
	4th year	131,255	134,535	137,898	141,028	144,229
	5th year	134,601	137,966	141,415	144,625	147,908

3. Delete the table in (1), Associate's Allowance, Community Language Allowance Scheme and First Aid Allowance of Schedule 2, and insert in lieu thereof the following:

Allowance	FPP 1.7.11 \$	FPP 1.7.12 \$	FPP 1.7.13 \$	FPP 1.7.14 \$
Associate's Allowance subclause 28(2)				
- Total allowance payable in 12 month financial period not to exceed	5,492 pa	5,629 pa	5,757 pa	5,888 pa
- 50% allowance payable to approved staff members on basis of training and availability	2,746 pa	2,815 pa	2,879 pa	2,944 pa
- Daily Rate	68.65 pd	70.36 pd	71.98 pd	73.61pd
Community Language Allowance Scheme subclause 28(3)	1,194 pa	1,224 pa	1,252 pa	1,280 pa
Alarm Allowance	3,741 pa	3,835 pa	3,922 pa	4,011 pa
First Aid Allowance (Senior)	1,155 pa	1,184 pa	1,211 pa	1,238 pa
First Aid Allowance subclause 28(4)	769 pa	788 pa	806 pa	824 pa

4. This variation shall take effect from the first full pay period commencing on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

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LANDCOM AWARD 2010

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 183 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

1. In clause 11, Salary Increases, of the award published 24 September 2010 (370 I.G. 491) as varied insert an additional row to the table in the following terms:

1 July 2014 2.27%

2. Delete clause 78, Monetary Rates Table, and insert in lieu thereof the following:

78. Monetary Rates Table

Item No.	Clause No.	Summary Description of Allowances	1 July 2014
1	21	Capital cities and high cost country centres (see list below) Breakfast Allowance Evening Meal Allowance Lunch Allowance Capital Cities Adelaide Brisbane Canberra Darwin Hobart Melbourne Perth Sydney High Cost country centres Alice Springs (NT) Ballarat (Vic) Broken Hill (NSW) Broome (WA) Burnie (Tas) Cairns (Qld) Christmas Island Cocos (Keeling) Islands Dampier (WA)	[ATO rates for 2014-2015]

		Derby (WA) Devonport (Tas) Exmouth (WA) Gold Coast (Qld) Geelong (Vic) Halls Creek (WA) Horn Island Jabiru (NT) Kalgoorlie (WA) Karratha (WA) Katherine (NT) Kununurra (WA) Launceston (Tas) Maria (SA) Newcastle (NSW) Newman (WA) Nhulunbuy (SA) Norfolk Island Paraburdoo (WA) Pt Hedland (WA) Roebourne (WA) Thursday Island Tom Price (WA) Wagga Wagga (NSW) Weipa (Qld) Wilpena (SA) Wollongong (NSW) Wyndham (WA) Yulara (NT) Other country centres Breakfast Allowance Evening Meal Allowance Lunch Allowance	[ATO rates for 2014-2015]
2	26	Use of private motor vehicle during work related duties Official business rate: Engine Capacity over 2600cc 1600-2600cc under 1600cc Casual rate: Engine Capacity over 2600cc 1600-2600cc under 1600cc	77 cents 76 cents 65 cents 30.8 cents 30.4 cents 26 cents
3	28	First Aid allowance: a) Holder of a current First Aid Certificate and designated First Aid Officer b) Holder of a Current Occupational First Aid Certificate and designated First Aid Officer	\$ per annum 831.00 1,251.00
4	34(4)	On call allowance	91 cents per hour

5	35(4)	Overtime meal allowance: Breakfast Allowance Lunch Allowance Dinner Allowance	[ATO rates for 2014-2015]
6	72	Community Language Allowance	\$1,293.00 per annum
7	29	Weekend and Public Holiday Allowance Work on 3 of 4 weekends Work on 2 of 4 weekends	\$ per annum 12,649.00 8,432.00

3. In Appendix B delete the table and insert in lieu the following:

Landcom Officer classification	1 July 2014 \$ per annum
Officer	
Level 1 Salary point 1	47,769
Level 1 Salary point 2	50,782
Level 1 Salary point 3	53,017
Level 1 Salary point 4	55,534
Level 2 Salary point 5	59,704
Level 2 Salary point 6	61,997
Level 2 Salary point 7	64,867
Level 3 Salary point 8	68,116
Level 3 Salary point 9	71,001
Level 3 Salary point 10	74,541
Level 4 Salary point 11	78,847
Level 4 Salary point 12	82,004
Level 4 Salary point 13	87,010
Management	
Level 5 Salary point 14	94,278
Level 5 Salary point 15	99,213
Level 5 Salary point 16	104,038
Level 6 Salary point 17	110,388
Level 6 Salary point 18	114,735
Level 6 Salary point 19	119,472
Level 7 Salary point 20	125,574
Level 7 Salary point 21	131,042
Level 7 Salary point 22	138,152
Senior Management	
Level 8 Salary point 23	149,925
Level 8 Salary point 24	156,527
Level 8 Salary point 25	163,951
Level 9 Salary point 26	164,281
Level 9 Salary point 27	175,863
Level 10 Salary point 28	181,750
Level 10 Salary point 29	199,508

4. This variation shall take effect from the first full pay period commencing on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

NSW HEALTH SERVICE HEALTH PROFESSIONALS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 256 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1, Salaries, from Part B of the Health Service Health Professionals (State) Award published 24 April 2009 (367 IG 1277) as varied, and insert in lieu the following:

Table 1 - Salaries

LEVEL	YEAR OR GRADE	RATE FROM 1.7.2014 \$
Level 1	Year 1	56,805
	Year 2	58,944
	Year 3	62,576
	Year 4	66,875
Level 2	Year 1	71,490
	Year 2	76,025
	Year 3	79,725
	Year 4	82,299
Level 3	Year 1	88,519
	Year 2	91,482
Level 4	Year 1	96,055
	Year 2	98,456
Level 5	Year 1	103,380
	Year 2	105,965
Level 6	Year 1	111,218
	Year 2	114,044
Level 7	Grade 1	119,745
	Grade 2	125,734
	Grade 3	132,019
Level 8	Grade 1	125,734
	Grade 2	132,019
	Grade 3	138,621
	Grade 4	145,551

2. Delete Table 2, Allowances, from Part B of the said Award and insert in lieu thereof the following table:

Table 2 - Sole Practitioner Allowance

Sole Practitioner Allowance	Rate from 1.7.2014 \$
Per annum	6,220

3. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

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(009)

SERIAL C8345

OPERATIONAL AMBULANCE MANAGERS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 375 of 2014)

Before The Honourable Justice Walton, President
 Commissioner Tabbaa
 Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1, Salaries, of Section 7, Monetary Rates of the award published 11 February 2011 (371 I.G. 85) as varied, and insert in lieu thereof the following:

Table 1 - Salaries

Classification	Rate from 1.7.2010 (4%) \$pa	Rate from 1.7.2011 (4%) \$pa	Rate from 1.7.2012 (3.9%) \$pa	Rate from 1.7.2013 (3.7%) \$pa	Rate from 1.7.2014 (2.27%) \$pa
Operational Manager					
Level 1					
Min	86,299	89,751	93,251	96,701	98,896
Max	90,408	94,025	97,692	101,307	103,607
Level 2					
Min	88,351	91,885	95,469	99,001	101,248
Max	104,792	108,984	113,235	117,425	120,091
Level 3					
Min	102,735	106,845	111,012	115,119	117,732
Max	117,120	121,804	126,555	131,238	134,217
Level 4					
Min	115,062	119,665	124,332	128,932	131,859
Max	137,668	143,175	148,758	154,263	157,765
Level 5					
Min	135,612	141,036	146,536	151,958	155,407
Max	152,052	158,134	164,301	170,380	174,248
Operations Centre Manager					
Level 1					
Min	84,084	87,447	90,858	94,220	96,359
Max	88,087	91,610	95,183	98,705	100,946
Level 2					
Min	86,083	89,526	93,018	96,460	98,650
Max	102,102	106,186	110,327	114,409	117,006

Level 3					
Min	100,099	104,103	108,163	112,165	114,711
Max	114,112	118,676	123,305	127,867	130,770
Level 4					
Min	112,108	116,592	121,139	125,621	128,473
Max	134,133	139,498	144,939	150,302	153,714
Level 5					
Min	132,130	137,415	142,774	148,057	151,418
Max	148,148	154,074	160,083	166,006	169,774

2. Delete Table 2, Allowances, of the said Section 7 and insert in lieu thereof the following:

Table 2 - Allowances

Item	Clause	Brief Description	Rate from 1.7.2010 per week \$	Rate from 1.7.2011 per week \$	Rate from 1.7.2012 per week \$	Rate from 1.7.2013 per week \$	Rate from 1.7.2014 per week \$
1	13	Climatic and Isolation Allowance (a)*	4.30	4.30	4.30	4.30	4.30
2	13	Climatic and Isolation Allowance (b)*	8.70	8.70	8.70	8.70	8.70
3	37	Laundry Allowance per week*	12.50	12.50	12.50	12.50	12.50

3. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
 I. TABBAA, Commissioner.
 P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

(008)

SERIAL C8346

OPERATIONAL AMBULANCE OFFICERS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 376 of 2014)

Before The Honourable Justice Walton, President
 Commissioner Tabbaa
 Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1A Wages, of Section 8 - Monetary Rates of the award published 11 February 2011 (371 I.G. 114) as varied, and insert in lieu thereof the following:

Note:- all rates contained in the following tables are effective from the first full pay period commencing on or after the date listed in the table.

Table 1A - Wages

Classification	Rate from 1.7.2010 (4%) pw \$	Rate from 1.7.2011 (4%) pw \$	Rate from 1.7.2012 (3.9%) pw \$	Rate from 1.7.2013 (3.7%) pw \$	Rate from 1.7.2014 (2.27%) pw \$
Patient Transport Officer					
Year 1	804.80	837.00	869.60	901.80	922.30
Year 2	840.70	874.30	908.40	942.00	963.40
Trainee Paramedic	939.10	976.70	1014.80	1052.30	1076.20
Paramedic Intern					
Year 1	965.70	1004.30	1043.50	1082.10	1106.70
Year 2	984.30	1023.70	1063.60	1103.00	1128.00
Paramedic					
Year 1	1047.50	1089.40	1131.90	1173.80	1200.40
Year 2	1123.10	1168.00	1213.60	1258.50	1287.10
Paramedic Specialist					
Year 1	1207.20	1255.50	1304.50	1352.80	1383.50
Year 2	1240.60	1290.20	1340.50	1390.10	1421.70
Year 3	1277.80	1328.90	1380.70	1431.80	1464.30
Team Leader	1341.80	1395.50	1449.90	1503.50	1537.60
Station Manager	1393.00	1448.70	1505.20	1560.90	1596.30
District Manager	1443.90	1501.70	1560.30	1618.00	1654.70
Clinical Training Officer	1443.90	1501.70	1560.30	1618.00	1654.70
Clinical / Paramedic Educator					
Year 1	1757.40	1827.70	1899.00	1969.30	2014.00
Year 2	1876.70	1951.80	2027.90	2102.90	2150.60

2. Delete Table 1B - Operations Centre Staff - Wages of the said Section 8 and insert in lieu thereof the following:

Table 1B - Operations Centre Staff - Wages

Classification	Rate from 1.7.2010 (4%) pw \$	Rate from 1.7.2011 (4%) pw \$	Rate from 1.7.2012 (3.9%) pw \$	Rate from 1.7.2013 (3.7%) pw \$	Rate from 1.7.2014 (2.27%) pw \$
Ambulance Operations Centre - Non Paramedic					
Trainee	972.20	1011.10	1050.50	1089.40	1114.10
Year 1	999.80	1039.80	1080.40	1120.40	1145.80
Year 2	1019.10	1059.90	1101.20	1141.90	1167.80
Ambulance Operations Centre Paramedic					
Year 1	1084.10	1127.50	1171.50	1214.80	1242.40
Year 2	1162.80	1209.30	1256.50	1303.00	1332.60
Ambulance Operations Centre Paramedic Specialist					
Year 1	1190.30	1237.90	1286.20	1333.80	1364.10
Year 2	1230.90	1280.10	1330.00	1379.20	1410.50
Year 3	1269.10	1319.90	1371.40	1422.10	1454.40
Duty Operations Centre Officer	1434.20	1491.60	1549.80	1607.10	1643.60
Senior Operations Centre Officer	1474.80	1533.80	1593.60	1652.60	1690.10
Aeromedical Operations Centre Officer	1466.70	1525.40	1584.90	1643.50	1680.80

3. Delete Table 2A - Allowances of Section 8 and insert in lieu thereof the following:

Table 2A - Allowances

Item No.	Clause	Brief Description	Rate from 1.7.2010 (4%) pw \$	Rate from 1.7.2011 (4%) pw \$	Rate from 1.7.2012 (3.9%) pw \$	Rate from 1.7.2013 (3.7%) pw \$	Rate from 1.7.2014 (2.27%) pw \$
1	5	Specialist Allowance	37.60	39.10	40.60	42.10	43.10
2	5	Rescue (Standby) Allowance	13.00	13.50	14.00	14.50	14.80
3	23	On Call Allowance (per 24hrs)	18.20	18.90	19.60	20.30	20.80
4	23	On Call Allowance (per week)	73.00	75.90	78.90	81.80	83.70
5	5	Ambulance Studies Certificate Allowance (current recipients only)	22.00	22.90	23.80	24.70	25.30
6	13	Climatic and Isolation Allowance (a)*	4.30	4.30	4.30	4.30	4.30
7	13	Climatic and Isolation Allowance (b)*	8.70	8.70	8.70	8.70	8.70
8	15a	Travelling Meal Allowance*	25.80	25.80	25.80	27.10	27.70
9	15c(i)	Meal Away from Station Allowance*	25.80	25.80	25.80	27.10	27.70
10	15c(ii)	Crib Away From Station Allowance*	12.90	12.90	12.90	13.55	13.85
11	24	Overtime Meal Allowance*	25.80	25.80	25.80	27.10	27.70
12	37	Laundry Allowance per week*	12.50	12.50	12.50	12.50	12.50

* This is not subject to Award wages increases.

4. Delete Table 2B - Additional Allowances of Section 8 and insert in lieu thereof the following:

Table 2B - Additional Allowances

Uniformed Operations Centres Staff

Item No.	Clause No.	Brief Description	Rate from 1.7.2010 (4%) \$	Rate from 1.7.2011 (4%) \$	Rate from 1.7.2012 (3.9%) \$	Rate from 1.7.2013 (3.7%) \$	Rate from 1.7.2014 (2.27%) \$
1	5	Operations Centre (standby) Allowance	19.30	20.10	20.90	21.70	22.20
2	5	Operations Centre Allowance (This Allowance is only applicable to Paramedics, Paramedic Specialists, Team Leaders, Station Managers and District Managers. Such an allowance is cumulative on other allowances paid to the employee at the time.)	77.00	80.00	83.20	86.30	88.30
3	5	Duty Operations Centre Officer-Air Ambulance (Transitional Allowance applicable only to officers employed as Air Ambulance Co-ordination Officers as at 6 February 1998).	12.10	12.60	13.10	13.60	13.90

5. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

PUBLIC HEALTH SYSTEM NURSES' AND MIDWIVES' (STATE) AWARD 2011

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Ministry of Health.

(No. IRC 486 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1 Salaries of Part B, Monetary Rates of award published 27 July 2012 (373 I.G. 312) and insert in lieu thereof the following:

Table 1- Salaries

Description	FFPP 01/07/2014 per week
Assistant in Nursing/Midwifery	
1st Year	\$781.30
2nd Year	\$806.10
3rd Year	\$831.60
4th Year and Thereafter	\$857.20
Trainee Enrolled Nurse	
1st Year	\$781.30
2nd Year	\$806.10
3rd Year	\$831.60
4th Year and Thereafter	\$857.20
Enrolled Nurse without medication qualification	
1st Year	\$958.70
2nd Year	\$980.00
3rd Year	\$1,000.80
4th Year	\$1,022.00
5th Year and Thereafter	\$1,043.60
Special Grade >08.12.99	\$1,076.00
Enrolled Nurse	
1st Year	\$980.00
2nd Year	\$1,000.80
3rd Year	\$1,022.00
4th Year	\$1,043.60
5th Year and Thereafter	\$1,064.70
Special Grade	\$1,097.50
Registered Nurse/Midwife	
1st Year	\$1,087.10
2nd Year	\$1,146.20
3rd Year	\$1,205.40
4th Year	\$1,268.90
5th Year	\$1,331.90
6th Year	\$1,394.60
7th Year	\$1,466.20
8th Year and Thereafter	\$1,526.60

Clinical Nurse/Midwife Specialist	
Grade 1 - 1st Year and Thereafter	\$1,588.70
Grade 2 - 1st Year	\$1,706.60
Grade 2 - 2nd Year and Thereafter	\$1,762.50
Clinical Nurse/Midwife Consultant	
Appointed prior to 31.12.99	\$1,953.60
Grade 1 - 1st Year >31.12.99	\$1,909.70
Grade 1 - 2nd Year >31.12.99	\$1,948.70
Grade 2 - 1st Year >31.12.99	\$1,987.30
Grade 2 - 2nd Year >31.12.99	\$2,026.80
Grade 3 - 1st Year >31.12.99	\$2,104.60
Grade 3 - 2nd Year >31.12.99	\$2,143.70
Clinical Nurse/Midwife Educator	
Year 1	\$1,652.90
Year 2 and Thereafter	\$1,706.60
Nurse/Midwife Educator	
4th Year as at 1/7/08	\$1,953.60
Grade 1 - 1st Year	\$1,856.60
Grade 1 - 2nd Year and Thereafter	\$1,909.70
Grade 2 - 1st Year	\$1,987.30
Grade 2 - 2nd Year and Thereafter	\$2,026.80
Grade 3 - 1st Year	\$2,104.60
Grade 3 - 2nd Year and Thereafter	\$2,143.70
Nurse/Midwife Practitioner	
1st Year	\$2,104.60
2nd Year	\$2,143.70
3rd Year	\$2,198.40
4th Year and Thereafter	\$2,253.50
Nursing/Midwifery Unit Manager	
Level 1	\$1,915.10
Level 2	\$2,005.90
Level 3	\$2,059.90
Nurse/Midwife Manager	
Grade 1 - 1st Year	\$1,909.70
Grade 1 - 2nd Year and Thereafter	\$1,948.70
Grade 2 - 1st Year	\$1,987.30
Grade 2 - 2nd Year and Thereafter	\$2,026.80
Grade 3 - 1st Year	\$2,104.60
Grade 3 - 2nd Year and Thereafter	\$2,143.70
Grade 4 - 1st Year	\$2,221.60
Grade 4 - 2nd Year and Thereafter	\$2,260.50
Grade 5 - 1st Year	\$2,338.00
Grade 5 - 2nd Year and Thereafter	\$2,377.60
Grade 6 - 1st Year	\$2,455.50
Grade 6 - 2nd Year and Thereafter	\$2,494.70
Grade 7 - 1st Year	\$2,650.00
Grade 7 - 2nd Year and Thereafter	\$2,689.50
Grade 8 - 1st Year	\$2,845.40
Grade 8 - 2nd Year and Thereafter	\$2,884.10
Grade 9 - 1st Year	\$3,039.90
Grade 9 - 2nd Year and Thereafter	\$3,079.00
Registered Mothercraft Nurse	
1st Year	\$1,030.80
2nd Year	\$1,063.70
3rd Year	\$1,102.00
4th Year	\$1,139.10

5th Year	\$1,176.60
6th Year	\$1,215.80
7th Year	\$1,241.70
8th Year	\$1,269.10
9th Year	\$1,295.50
The mothercraft classification applies only to persons employed in this classification as at 31 December 1988. Persons employed after that date are classified as Enrolled Nurses.	
Residential Care Nurses	
1st Year	\$935.40
2nd Year	\$954.00
3rd Year	\$972.90
4th Year	\$995.10
5th Year and Thereafter	\$1,013.50
Registered Nurse - Pre Registration	
1st Year and Thereafter	\$937.50

2. Delete Table 2 Other Rates and Allowances of the said Part B and insert in lieu thereof the following:

Table 2 Other Rates and Allowances

Item	Clause	Allowance	FFPP 1/07/2014
		In charge of hospital	
1	12(i)(a)	RN in charge of hospital - per shift	\$31.08
		On Call	
2	12(ii)(a)	On Call Allowance - per hour	\$3.40
2	12(ii)(a)	On Call Allowance minimum payment	\$27.17
3	12(ii)(b)	On Call Allowance on RDO - per hour	\$6.79
3	12(ii)(b)	On Call Allowance on RDO minimum payment	\$54.34
4	12(ii)(c)	On call during meal break - per break	\$13.38
		Radiographic	
5	12(iii)(a)	Director of Nursing performing radiographic duties - per week	\$37.91
6	12(iii)(c)	Employee in absence of DON - per day	\$7.59
6	12(iii)(c)	Maximum payment - per week	\$37.91
7	12(iv)	Employee wearing lead apron - per hour	\$1.88
		In Charge of Ward/Hospital	
8	12(v)(a)&(b)	RN in charge of ward - per shift	\$31.08
9	12(vi)	RN in charge of ward also in charge of hospital <100 beds - per shift	\$46.62
9 (b)	12 (ix)	RN in charge of ward also in charge of hospital >100 beds - per shift	\$59.60
		Climatic/Isolation	
10	14(i)	Climatic Allowance - per week	\$3.60
10	14(ii)	Isolation Allowance - per week	\$7.09
11	17(i)	Special rate for RN - Tibooburra and Ivanhoe Hospitals - per week	\$31.81
11	17(i)	Special rate for EN, Trainee EN, AIN - Tibooburra and Ivanhoe Hospitals - per week	\$13.86
		Justice Health	
11a.	17(iii)	Justice Health Service Environmental Allowance per annum	\$2,727
11b.	17(iv)	Justice Health Service Productivity Allowance - per week	\$67.21
		Excess Fares	
12	20(iv)(b)	Excess Fares - per day	\$5.20
		Uniform and Laundry Allowance	
13	23(iii)(a)	Uniform Allowance - per week	\$7.15
13	23(iii)(a)	Shoes Allowance - per week	\$2.22
13	23(iii)(a)	Uniform (including shoes allowance) - per week	\$9.37
13	23(iii)(a)	Cardigan or Jacket Allowance - per week	\$2.14
13	23(iii)(b)	Stockings Allowance - per week	\$0.00

13	23(iii)(c)	Socks Allowance - per week	\$0.00
14	23(iv)	Laundry Allowance - per week	\$5.96
		Accommodation and Board Deductions	
15	38(iii)(a)	Separate bedroom - per week	\$65.08
15	38(iii)(b)	Self contained flat - per week	\$79.30
16	38(iv)	Deduction for meals (per week)	\$140.50
17	38(v)(b)	Breakfast - per meal	\$4.75
17	38(v)(b)	Other meals - per meal	\$8.65
		CSSD	
18	12(viii)	EN employed in CSSD unit with CSSD Cert - per week	\$14.73
		Flight Nurses	
19	17(v)	Industry Allowance, Flight Nurses, Ambulance Service - per week	\$15.04
		Continuing Education Allowance (CEA)	
20	13(ii)	CEA - Post Registration Hospital Certificate - per week	\$36.00
21	13(iii)	CEA - Post Graduate Certificate - pw	\$36.00
22	13(iv)&(x)	CEA - Post Graduate Diploma or Degree - per week	\$54.00
23	13(v)&(x)	CEA - Masters Degree or Doctorate - per week	\$65.50
24	13(vii)	CEA - Enrolled Nurse Certificate 4 - per week	\$27.00
25	13(viii)	CEA - Enrolled Nurse Advanced Diploma of Nursing (Enrolled/Division 2 Nursing) - per week	\$32.00

3. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

PUBLIC HOSPITAL (CAREER MEDICAL OFFICERS) (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 260 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

- Delete Table 1, Allowances, from Part B of the award published 27 March 2009 (367 I.G. 891) as varied, and insert in lieu the following:

Table 1 - Allowances

Item No.	Clause No.	Description	Rate from 1.7.2014 \$
1	5	In charge Allowance	31.80
2	10(iii)	On-call Allowance per on-call period which coincides with a day rostered on duty	34.80
		On-call allowance per on-call period which coincides with a rostered day off	69.60
		per week	243.60
4	19(ii)(a)	Uniform and Laundry Allowance	
		- Full uniform including special shoes if required	2.30
		- Other cases	1.70

- This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

PUBLIC HOSPITAL (MEDICAL OFFICERS) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 259 of 2014)

Before The Honourable Justice Walton, President
 Commissioner Tabbaa
 Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1, Allowances and Other Rates, from Part B of the Public Hospital (Medical Officers) (State) Award published 24 April 2009 (367 I.G. 1300) as varied, and insert in lieu the following:

Table 1 - Allowances and Other Rates

Item No.	Clause No.	Description	Rate from 1.7.2014 \$
1	5	In charge Allowance	18.40
2	10(ii)(a)	Meal Allowance for overtime	
		(a) Breakfast at or before 6.00 a.m.	27.70
		(b) Evening at least 1 hour after normal ceasing time and extends beyond or is worked wholly after 7.00 p.m.	27.70
		(c) Lunch beyond 2.00 p.m. Saturdays, Sundays or Holidays	27.70
3	11(iii)	On-call Allowance per on-call period which coincides with a day rostered on duty	14.30
		On-call allowance per on-call period which coincides with a rostered day off per week	28.60 100.20
4	19(ii)(a)	Uniform and Laundry Allowance	
		- Full uniform including special shoes if required	2.30
		- Other cases	1.70

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
 I. TABBAA, Commissioner.
 P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

PUBLIC HOSPITAL MEDICAL PHYSICISTS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 261 of 2014)

Before The Honourable Justice Walton, President
 Commissioner Tabbaa
 Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1, Salary Rates for Accredited Medical Physicists, from Part B of the award published 15 May 2009 (367 I.G. 1870) as varied, and insert in lieu the following:

Table 1 - Salary Rates for Accredited Medical Physicists

Year of Service / Level	Rates From 1 July 2014 2.27% \$
Medical Physics Registrar	
Year 1	62,386
Year 2	69,320
Year 3	76,256
Year 4	83,191
Year 5	90,111
Medical Physics Specialist	
Year 1	103,982
Year 2	117,851
Year 3	131,705
Year 4	145,575
Year 5	159,432
Senior Medical Physics Specialist	
Year 1	166,368
Year 2	173,302
Year 3	180,237
Year 4	187,171
Principal Medical Physics Specialist	
Year 1	194,092
Director Medical Physics Specialist	
Level 1	194,092
Level 2	203,809
Level 3	214,896

2. Delete Table 2, Salary Rates for Non-Accredited Medical Physicists, from Part B of the said Award and insert in lieu thereof the following table:

Table 2 - Salary Rates for Non-Accredited Medical Physicists

Year of Service / Level	Rates From 1 July 2014 2.27% \$
Medical Physics Registrar	
Year 1	62,386
Year 2	69,320
Year 3	76,256
Year 4	83,191
Year 5	90,111
Medical Physics Specialist (-10%)*	
Year 1	93,582
Year 2	106,064
Year 3	118,536
Year 4	131,018
Year 5	143,487
Senior Medical Physics Specialist (-4%)#	
Year 1	159,712
Year 2	166,370
Year 3	173,025
Year 4	179,683
Principal Medical Physics Specialist (-3%)≠	
Year 1	188,268
Director Medical Physics Specialist (-3%)≠	
Level 1	188,268
Level 2	197,695
Level 3	208,449
Note :	
* Reduced by 10%	
# Reduced by 4%	
≠ Reduced by 3%	

3. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

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

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 262 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1, On-Call Rates, of the award published 24 April 2009 (367 I.G. 1334) as varied and insert in lieu the following:

Table 1 - On-call Rates

Item No.	Clause No.	Description	Rate from 1.7.2014 \$
1	4	On-call allowance	8.02
		Per on-call period per week	40.11

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

(1321)

SERIAL C8337

PUBLIC HOSPITAL RESIDENTIAL SERVICES ASSISTANTS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 263 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

1. Delete Table 1, Salaries, from Part B of the award published 24 April 2009 (367 IG 1338) as varied, and insert in lieu the following:

Table 1 - Salaries

Classification	Rate From 1 July 2014 2.27%
Residential Services Assistant	
1st year of service	924.80
2nd year of service	943.20
3rd year of service	961.50
4th year of service	984.20
5th year of service	1,002.00

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

Printed by the authority of the Industrial Registrar.

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

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 264 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

- Delete Table 1, Rates and Allowances, from Part B of the award published 24 April 2009 (367 I.G. 1365) as varied, and insert in lieu the following:

Table 1 - Rates and Allowances

Item No.	Clause No.	Description	Rate from 1.7.2014 \$
1	4 (i)	Allowances for persons employed in hospitals upon or west of the line commencing at Tocumwal, etc. (see clause 4(i))	3.40 p/week
2	4 (ii)	Allowance for persons employed in hospitals upon or west of the line commencing at Murray River etc. (see clause 4(ii))	6.80 p/week
3	10(ii)(a)	Breakfast Allowance	27.70
4	10(ii)(b)	Evening Meal Allowance	27.70
5	10(ii)(c)	Luncheon Allowance	27.70
6	19(i)(c)	Uniform Allowance (per week)	1.30
7	19(i)(d)	Laundering Allowance (per week)	2.60
8	8a(iv)	On Call (per period)	8.40
		On-Call (per week)	41.20

- This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

(1598)

SERIAL C8341

SKILLED TRADES STAFF - DEPARTMENT OF FAMILY AND COMMUNITY SERVICES - AGEING, DISABILITY AND HOME CARE (STATE) AWARD 2012

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch) , Industrial Organisation of Employees.

(No. IRC 300 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

- Delete Part B of the award published 28 February 2014 (375 I.G. 1267), and insert in lieu thereof the following:

PART B

Rates of Wages and Allowances

Salary and Allowance ID Codes	Classification, Wages and Allowances	1st full pay on or after 1/07/2014 2.27%
	Wages (excluding Apprentices)	Per annum \$
G51	Bricklayer Level 1	54,780
G41	Bricklayer Level 2 (calculate 105% of Level 1)	57,519
	Bricklayer Level 3 (calculate 110% of Level 1)	60,259
	Bricklayer Level 4 (calculate 115% of Level 1)	62,997
G52	Carpenter and/or Joiner Level 1	54,780
G44	Carpenter and/or Joiner Level 2 (calculate 105% of Level 1)	57,519
	Carpenter and/or Joiner Level 3 (calculate 110% of Level 1)	60,259
	Carpenter and/or Joiner Level 4 (calculate 115% of Level 1)	62,997
G53	Painter Level 1	54,780
G47	Painter Level 2 (calculate 105% of Level 1)	57,519
G48	Painter Level 3 (calculate 110% of Level 1)	60,259
	Painter Level 4 (calculate 115% of Level 1)	62,997
G54	Plumber and/or Gasfitter Level 1	55,300
G4A	Plumber and/or Gasfitter Level 2 (calculate 105% of Level 1)	58,064
G43	Plumber and/or Gasfitter Level 3 (calculate 110% of Level 1)	60,831
	Plumber and/or Gasfitter Level 4 (calculate 115% of Level 1)	63,596
G56	Electrical Fitter Level 1	58,226
G4D	Electrical Fitter Level 2 (calculate 105% of Level 1)	61,136
	Electrical Fitter Level 3 (calculate 110% of Level 1)	64,050
	Electrical Fitter Level 4 (calculate 115% of Level 1)	66,959
G57	Plant Electrician Level 1	61,285
G4G	Plant Electrician Level 2 (calculate 105% of Level 1)	64,350
	Plant Electrician Level 3 (calculate 110% of Level 1)	67,415
	Plant Electrician Level 4 (calculate 115% of Level 1)	70,479
G58	Fitter Level 1	54,780

G4J	Fitter Level 2 (calculate 105% of Level 1)	57,519
	Fitter Level 3 (calculate 110% of Level 1)	60,259
	Fitter Level 4 (calculate 115% of Level 1)	62,997
G5D	Motor Mechanic Level 1	54,780
G4P	Motor Mechanic Level 2 (calculate 105% of Level 1)	57,519
	Motor Mechanic Level 3 (calculate 110% of Level 1)	60,259
	Motor Mechanic Level 4 (calculate 115% of Level 1)	62,997
	Charge/Supervisor or Project Leader	73,298
	Leading Hand Allowance	
196	Leading Hand 1 to 5	2,548
197	Leading Hand 6 to 10	3,265
198	Leading Hand > 10	4,269
	Tradesmen's Licence Allowance	
347	Plumber	2,515
347	Gasfitter	2,515
350	Drainer	3,306
350	Plumber and/or Gasfitter	3,306
350	Gasfitter and/or Drainer	3,306
350	Plumber and/or Drainer	3,306
352	Plumber/Gasfitter/Drainer	4,492
354	Drainer (Licensed)	2,085
357	Electrician Tradesmen's Registration	2,463
205	Plumber -Computing Quantities	1,871
366	Computing Quantities	1,469
	Certificate Allowances	Per instance
		\$
307	Boiler Attendants Certificate Allowance	7.23
		Per annum
		\$
308	Thermostatic Mixing Valve Certificate Allowance	1,330
	Apprentice Trades	
	1st Year	25,327
	2nd Year	32,402
	3rd Year	40,992
	4th Year	46,506
	Examination Allowance	
	1st Year	88.21
	2nd Year	176.55
	3rd Year	264.62
370	Industry Allowance	1,558.69
		Per Hour
		\$
	Mobility Allowance	7.72
177	Welding Allowance	0.28
178	Bricklaying > 18 kg	2.13
179	Confined Spaces	0.96
180	Height Money	0.80
181	Hot Places	0.96
182	Insulation	0.96
183	Asbestos Eradication/Airborne Lead	2.59

184	Smoke Boxes A	0.51
185	Wet Places	0.79
186	Acid Furnaces, Stills	3.90
187	Smoke Boxes B	1.90
188	Clean down bricks	0.72
189	Spray Application	0.79
190	Roof Work	0.96
191	Explosive Power Tools	1.81
193	Dirty Work	0.79
214	Applying Obnoxious Substances	0.96
289	Legionella	3.57
		Per day
		\$
171	Fouled Equipment	8.96
176	Pneumatic Tool Operation	4.20
207	Relief Daily Licence Allowances	
	Plumber/Drainer/Gasfitter Licence	17.30
208	Drainer	9.40
209	Gasfitter/Drainer	7.90
210	Computer Quantities	12.51
212	Plumber/Drainer/Gasfitter	5.58
287	Registration Certificate	7.19
152	Chokages - Per Instance	9.03
	Tool Allowance per week	
	Electricial Fitter/Electrical Mechanic/Plan Electrician	18.53

2. This variation shall take effect from the first full pay period to commence on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

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(470)

SERIAL C8318**STAFF SPECIALISTS (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 244 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

1. Delete Part B Monetary Rates of the award published 5 October 2012 (374 I.G. 1451), the and insert in lieu the following:

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

Staff Specialist	First Pay Period on or after 01/07/2012 Per annum \$ 2.5%	First Pay Period on or after 01/07/2013 Per annum \$ 2.27%	First Pay Period on or after 01/07/2014 Per annum \$ 2.27%
1	144,212	147,486	150,834
2	152,647	156,112	159,656
3	161,074	164,730	168,469
4	169,526	173,374	177,310
5	177,962	182,002	186,133
Senior	194,836	199,259	203,782
Postgraduate fellow	167,518	171,321	175,210

SCHEDULE 2 - ALLOWANCES

Managerial allowances	First Pay Period on or after 01/07/2012 Per annum \$ 2.5%	First Pay Period on or after 01/07/2013 Per annum \$ 2.27%	First Pay Period on or after 01/07/2014 Per annum \$ 2.27%
Level 1	20,003	20,457	20,921
Level 2	35,005	35,800	36,613
Level 3	50,007	51,142	52,303

2. This variation shall take effect from the first full pay period commencing on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

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TARONGA CONSERVATION SOCIETY AUSTRALIA WAGES EMPLOYEES' AWARD 2012 - 2013

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Mining and Energy Union (New South Wales Branch) , Industrial Organisation of Employees.

(No. IRC 302 of 2014)

Before The Honourable Justice Walton, President
Commissioner Tabbaa
Commissioner Newall

24 June 2014

VARIATION

1. Delete subclause 15.1 of clause 15, Wage Increases and Wage Rates, of the award published 31 August 2012 (374 I.G. 837), and insert in lieu thereof the following:
 - 15.1 Employees are awarded an increase in remuneration or other conditions of employment of 2.27 per cent payable from the first full pay period on or after 1 July 2014.
2. Delete subclause 15.6 of the said clause 15 and insert in lieu thereof the following:
 - 15.6 The wage increases provided for in the award, insofar as they apply from the first full pay period on or after 1 July 2014, will only be paid to those employees who are employed at the date of the making of the Award.
3. Delete Schedule 1, Wage Rates (Weekly) and insert in lieu thereof the following:

SCHEDULE 1

Wage Rates (Weekly)

Classification	Weekly 1-Jul-12 2.50% \$	Weekly 1-Jul-13 2.27% \$	Weekly 1-Jul-14 2.27% \$
Apprentice			
Apprentice - 1st year	420.53	430.08	439.84
Apprentice - 2nd year	548.82	561.28	574.02
Apprentice - 3rd year	698.90	714.77	731.00
Apprentice - 4th year	804.18	822.43	841.10
TZ Labourer/Driver/Operator			
Grade 1	876.54	896.44	916.79
Grade 2	921.95	942.88	964.28
Grade 3	939.95	961.29	983.11
TZ Labourer/Driver/Operator (Leading Hand)	975.83	997.98	1,020.63
TWPZ Labourer			
Grade 1	890.11	910.32	930.98
Grade 2	955.00	976.68	998.85
Grade 3	973.44	995.54	1,018.14
Grade 4	987.46	1,009.88	1,032.80
TWPZ Labourer (Leading Hand)	1,039.33	1,062.92	1,087.05
Water Systems Operator	1,021.15	1,044.33	1,068.04
Water Systems Operator (Leading Hand)	1,046.48	1,070.24	1,094.53

TZ Tradesperson - Carpenter, Motor Mechanic, Painter, Plaster, Welder (First Class)			
Grade 1	947.24	968.74	990.73
Grade 2	965.54	987.46	1,009.88
TZ Tradesperson - Carpenter, Motor Mechanic, Painter, Plaster, Welder (First Class) (Leading Hand)	1,010.50	1,033.44	1,056.90
TZ Tradesperson - Plumber			
Grade 1	956.70	978.42	1,000.63
Grade 2	975.57	997.72	1,020.37
TZ Tradesperson - Plumber (Leading Hand)	1,020.55	1,043.72	1,067.41
Tradesperson - Electrical Fitter			
Grade 1	1,008.96	1,031.86	1,055.28
Grade 2	1,028.61	1,051.96	1,075.84
Tradesperson - Electrical Fitter (Leading Hand)	1,073.59	1,097.96	1,122.88
TWPZ Tradesperson - Carpenter, Motor Mechanic, Painter	995.40	1,018.00	1,041.11
TWPZ Tradesperson - Carpenter, Motor Mechanic, Painter (Leading Hand)	1,040.51	1,064.13	1,088.29
TWPZ Tradesperson - Plumber	1,004.53	1,027.33	1,050.65
TWPZ Tradesperson - Plumber (Leading Hand)	1,050.56	1,074.41	1,098.80
Works and Trades Supervisor			
Year 1	1,106.31	1,131.42	1,157.10
Year 2	1,220.83	1,248.54	1,276.88
Year 3	1,258.30	1,286.86	1,316.07
Year 4	1,356.55	1,387.34	1,418.83
Year 5	1,399.36	1,431.13	1,463.62
Sky Safari Attendant			
Grade 1	718.69	735.00	751.68
Grade 2	746.90	763.85	781.19
Sky Safari Operator	802.95	821.18	839.82
Senior Sky Safari Operator	912.66	933.38	954.57
TWPZ Cleaners employed before the beginning of the first full pay period commencing on or after 3 March 2006			
Grade 1	733.70	750.36	767.39
Grade 2	818.86	837.45	856.46
Grade 3	866.51	886.18	906.30
Cleaner (Leading Hand)	904.14	924.66	945.65
Cleaning Supervisor	942.24	963.63	985.50
TZ Cleaners and TWPZ Cleaners employed after the beginning of the first full pay period commencing on or after 3 March 2006			
Grade 1	733.70	750.36	767.39
Grade 2	818.86	837.45	856.46
Grade 3	845.06	864.24	883.86
Cleaner (Leading Hand)	882.69	902.73	923.22
Cleaning Supervisor	920.79	941.69	963.07
Guest Services Attendant			
Under 16 years	431.70	441.50	451.52
16 years	503.67	515.10	526.79
17 years	575.60	588.67	602.03
18 years and over	647.55	662.25	677.28
Junior Guest Services Officers employed after the date the award is made			
Under 16 years	479.15	490.03	501.15
16 years	558.99	571.68	584.66
17 years	638.84	653.34	668.17
Guest Services Officers; and Guest Services Officers under 18 years employed before the date the award is made	718.69	735.00	751.68
Senior Guest Services Officer	746.90	763.85	781.19
Guest Services Site Co-ordinator	874.56	894.41	914.71

Gatekeeper	810.72	829.12	847.94
Security Officer			
Grade 1	810.72	829.12	847.94
Grade 2	836.93	855.93	875.36
Senior Security Officer	865.73	885.38	905.48
Assistant Security Manager	912.66	933.38	954.57
Security Manager			
Year 1	1,355.12	1,385.88	1417.34
Year 2	1,471.45	1,504.85	1539.01
Year 3	1,587.77	1,623.81	1660.67

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

SCHEDULE 2

Allowances

Description	Amount as at July 2013 \$	Amount as at July 2014 \$
The following allowances are be increased in line with the increases to the wage rates contained in the Award		
Licence Allowance (per hour)		
Plumber, Gasfitter and Drainer when required to act on:		
- Plumber licence	1.13	1.16
- Gasfitter licence	1.13	1.16
- Drainer licence	0.96	0.98
- Plumber and gasfitter licence	1.52	1.55
- Plumber and drainer licence	1.52	1.55
- Gasfitter and drainer licence	1.52	1.55
- Plumber, gasfitter and drainer licence	2.10	2.15
Electricians (per week)		
- A Grade Licence	43.80	44.79
- B Grade Licence	23.57	24.11
Electrical Fitter tool allowance (per week)	17.67	18.07
Electric Welding (DIRE Certificate)(per hour)	0.65	0.66
Plumber Certificate of Registration Allowance (per hour)	0.88	0.90
Chokage Allowance (per day)	8.28	8.47
Fouled Equipment Allowance (per day)	8.28	8.47
Senior First Aid Allowance (per week)	15.10	15.44
Occupational First Aid Allowance (per week)	22.73	23.25
On Call (Standby) Allowance (per hour)	0.86	0.88

Description	Amount as at July 2014 \$
The following allowances will apply from the first full pay period on or after 1 July 2013 and will not be varied during the life of the Award	
Labourer/Driver/Operator Travel Allowance (per week)	10.20
TWPZ Disability Allowance (per week)	15.50
Insurance of Tools	1,495

Description	Amount as at July 2013 \$	Amount as at July 2014 \$
The following allowance will apply from the first full pay period on or after 1 July 2014 and will be varied thereafter so as to remain consistent with reasonable allowances for the appropriate income year as published by the Australian Taxation Office		
Overtime Meal Allowance	27.10	27.70

The following allowances will apply from the first full pay period on or after 1 July 2014 and will be varied thereafter on July 1 of each year in line with the increases in the Consumer Price Index for Sydney during the preceding year (March quarter figures).	Amount as at July 2013 \$	Amount as at July 2014 \$
Laundry Allowance		
Tool Allowance (per week)	4.46	4.58 pw
Carpenter	28.88	29.69 pw
Motor Mechanic	28.88	29.69 pw
Painter	6.94	7.13 pw
Plasterer	23.80	24.47 pw
Plumber	28.88	29.69 pw
Welder (First Class)	28.88	29.69 pw

5. This variation shall take effect from the first full pay period commencing on or after 1 July 2014.

M. J. WALTON *J, President.*
I. TABBAA, Commissioner.
P. J. NEWALL, Commissioner.

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TRANSPORT INDUSTRY - CAR CARRIERS (NSW) CONTRACT DETERMINATION

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Transport Workers' Union of New South Wales, Industrial Organisation of Employees.

(No. IRC 60 of 2015)

Before The Honourable Acting Justice Kite, Acting President

16 April 2015

VARIATION

1. Delete the amount of \$ 279.25 wherever it appears in paragraph (a) of subclause (i) of clause 7, Other Conditions, of the determination published 11 July 2008 (366 I.G. 274) as varied, and insert in lieu thereof the amount of \$284.28.
2. Delete the amount of \$335.09 wherever it appears in subclause (vii) of clause 8, Conditions, and insert in lieu thereof the amount of \$341.13.
3. Delete the amount of 1.1% in paragraph (c) of subclause (ii) of Schedule 1 - Rates of Remuneration and insert in lieu thereof the amount of 1.31%.
4. Delete subclauses (vi) and (vii) of Schedule 1, Rates of Remuneration and insert in lieu thereof the following:
 - (vi) Currently, the maximum reduction contained in subclause (ii) is calculated according to the following formula:
 - (d) $(138.94 - 12.760) / 138.94 \times 100 = (90.82\%)$
 - (e) $17.67 \times (90.82\%) = (16.05)$
 - (f) $17.36 - (16.05) = 1.31\%$
 - (vii) The rates contained within this schedule shall take effect from the first full pay period to commence on or after 16 July 2015.

Car Carriers Contract Determination Rate Adjustment to Sept Qtr 2014 (Fuel to March Qtr)						
Percentage variation = 1.80%						
Category	Old Value \$	New Value \$	% Change	Current Weighting \$	New Weighting \$	Reset Weighting \$
Wages	684.00	704.50	3.00	40.46	41.6726	40.94
Capital	96.1	95.9	- 0.21	14.6	14.5696	14.31
Insurances	108.9	108.5	- 0.37	12.23	12.1851	11.97
Registration	109.3	117.7	7.69	5.22	5.6212	5.52
R&M	105.6	103.3	- 2.18	6.56	6.4171	6.30
Tyres	100.3	102.4	2.09	1.2	1.2251	1.20
Fuel	136.28	138.94	1.95	17.33	17.6683	17.36
Admin	104.3	106.6	2.21	2.39	2.4427	2.40
				99.99	101.8017	100.00

5. Delete Tables "A", "B", "C", "D", "E" and "F" of Schedule I of the said Determination and insert in lieu thereof the following:

Table A - (Including 2% Trailer Hire)

Local Work						
Zone Rates per Car Carriage - Prime Mover						
Zone	1 Car Capacity \$	3 Car Capacity \$	4 Car Capacity \$	5 Car Capacity \$	6 Car Capacity \$	1 Car Tilt \$
1	34.11	54.05	71.44	88.61	97.87	39.88
2	51.53	80.36	101.27	122.67	134.25	60.26
3	66.05	101.47	125.13	152.12	166.23	77.20
4	77.63	119.36	148.84	181.61	198.06	90.80
5	86.35	143.62	172.64	211.07	230.05	100.96
Rates Per Car Delivered						
Zone	1 Car Capacity \$	3 Car Capacity \$	4 Car Capacity \$	5 Car Capacity \$	6 Car Capacity \$	1 Car Tilt \$
1	34.11	18.03	17.87	17.81	16.31	39.88
2	51.53	26.79	25.31	24.53	22.37	60.26
3	66.05	33.83	31.29	30.41	26.60	77.20
4	77.63	39.79	37.23	36.32	33.02	90.80
5	86.35	47.88	43.15	42.21	38.35	100.96
Vehicle		Standing and Running Rate Per Hour \$			Standing Rate Per Hour \$	
1 Car		43.54			33.76	
3 Car		52.70			41.86	
4 Car		59.56			47.63	
5 Car		63.17			49.88	
6 Car		68.31			54.52	
1 Car Tilt		50.89			38.99	
Intrastate Work						
Vehicle			Standing & Running Rates- Cents per kilometre \$			
1 Car			83.89			
3 Car			120.17			
4 Car			133.04			
5 Car			147.61			
6 Car			158.69			
1 Car Tilt			98.41			

Table B - Local Work

Local Work						
Zone Rates per Car Carriage - Prime Mover and Trailer						
Zone	1 Car Capacity \$	3 Car Capacity \$	4 Car Capacity \$	5 Car Capacity \$	6 Car Capacity \$	1 Car Tilt \$
1	35.50	60.54	80.90	102.39	112.20	43.21
2	53.63	90.08	114.48	141.32	155.89	65.31
3	68.75	113.76	141.42	175.13	193.05	83.68
4	80.80	137.29	168.37	209.17	230.05	98.44
5	89.89	160.98	195.28	243.04	267.13	109.44
Rates Per Car Delivered						
Zone	1 Car Capacity	3 Car Capacity	4 Car Capacity	5 Car Capacity	6 Car Capacity	1 Car Tilt

	\$	\$	\$	\$	\$	\$
1	35.50	20.19	20.24	20.48	18.68	43.21
2	53.63	30.02	28.63	28.26	25.97	65.31
3	68.75	37.92	35.35	35.03	32.18	83.68
4	80.80	45.76	42.09	41.82	38.35	98.44
5	89.89	53.66	48.82	48.60	44.53	109.44
Vehicle		Standing and Running Rate Per Hour			Standing Rate Per Hour	
		\$			\$	
1 Car		45.31			35.44	
3 Car		59.09			42.38	
4 Car		67.37			48.75	
5 Car		72.73			51.88	
6 Car		79.29			66.99	
1 Car Tilt		55.16			42.70	
Intrastate Work						
Vehicle			Standing & Running Rates- Cents per kilometre			
			\$			
1 Car			82.48			
3 Car			128.04			
4 Car			142.17			
5 Car			157.89			
6 Car			164.82			
1 Car Tilt			101.56			

Table C (Including 2% Trailer Hire)

Local Work						
Zone Rates per Car Carriage Prime Mover						
Zone	1 Car Capacity \$	3 Car Capacity \$	4 Car Capacity \$	5 Car Capacity \$	6 Car Capacity \$	1 Car Tilt \$
1	34.50	54.70	73.04	90.44	99.54	39.86
2	52.14	81.36	103.51	124.73	136.57	60.19
3	66.86	102.73	127.85	153.98	168.94	77.16
4	78.61	124.07	152.19	184.62	201.32	90.73
5	87.41	145.42	176.54	214.65	233.72	100.93
Rates Per Car Delivered						
Zone	1 Car Capacity \$	3 Car Capacity \$	4 Car Capacity \$	5 Car Capacity \$	6 Car Capacity \$	1 Car Tilt \$
1	34.50	18.22	18.25	18.10	16.60	39.86
2	52.14	27.11	25.86	24.95	22.75	60.19
3	66.86	34.25	31.96	30.80	28.15	77.16
4	78.61	41.35	38.06	36.92	33.56	90.73
5	87.41	48.49	44.14	42.93	38.96	100.93
Vehicle		Standing and Running Rate Per Hour			Standing Rate Per Hour	
		\$			\$	
1 Car		44.08			33.72	
3 Car		53.37			41.85	
4 Car		61.41			47.62	
5 Car		64.23			49.86	
6 Car		69.43			54.45	
1 Car Tilt		50.88			38.96	
Intrastate Work						
Vehicle			Standing & Running Rates- Cents per kilometre			
			\$			
1 Car			85.91			

3 Car	123.55
4 Car	139.75
5 Car	153.33
6 Car	164.97
1 Car Tilt	98.35

Table D - (Including 2% Trailer Hire)

Port Kembla

Table D (Including 2% Trailer Hire) Port Kembla						
Zone Rates per Car Carriage - Prime Mover						
Zone	1 Car Capacity \$	3 Car Capacity \$	4 Car Capacity \$	5 Car Capacity \$	6 Car Capacity \$	1 Car Tilt \$
Base Rate	199.99	276.68	308.29	337.57	364.21	233.65
1	221.76	303.03	338.06	372.52	398.37	259.09
2	243.52	329.38	367.83	400.75	432.52	284.56
3	265.29	355.74	397.63	432.34	466.68	310.00
4	287.08	382.10	427.37	463.94	500.83	335.46
5	336.06	441.37	494.40	535.03	577.69	392.71
Rates Per Car Delivered						
Zone	1 Car Capacity \$	3 Car Capacity \$	4 Car Capacity \$	5 Car Capacity \$	6 Car Capacity \$	1 Car Tilt \$
Base Rate	199.99	92.23	77.06	67.53	60.71	233.65
1	221.76	101.01	84.53	73.83	66.40	259.09
2	243.52	109.79	91.97	80.14	72.09	284.56
3	265.29	118.57	99.40	86.47	76.68	310.00
4	287.08	127.35	106.85	92.79	83.47	335.46
5	336.06	147.11	123.59	107.01	96.27	392.71
Vehicle	Standing and Running Rate Per Hour \$			Standing Rate Per Hour \$		
1 Car	43.54			33.76		
3 Car	52.70			41.86		
4 Car	59.56			47.63		
5 Car	63.17			49.88		
6 Car	68.31			54.52		
1 Car Tilt	50.89			38.99		
Intrastate Work						
Vehicle	Standing & Running Rates- Cents per kilometre \$					
1 Car	83.89					
3 Car	120.17					
4 Car	133.04					
5 Car	147.61					
6 Car	158.69					
1 Car Tilt	98.42					

Table E - Port Kembla (Including 2% Trailer Hire)

Table E Port Kembla						
Zone Rates per Car Carriage - Prime Mover						
Zone	1 Car Capacity \$	3 Car Capacity \$	4 Car Capacity \$	5 Car Capacity \$	6 Car Capacity \$	1 Car Tilt \$
Base Rate	199.99	291.44	325.77	358.88	383.78	244.89

1	222.64	321.00	359.91	395.25	423.43	272.47
2	245.31	350.54	393.57	431.60	463.10	317.62
3	267.95	380.08	427.26	467.95	502.75	327.65
4	290.59	409.62	460.94	504.33	542.40	355.21
5	341.59	476.09	536.73	586.14	631.62	417.30
Rates Per Car Delivered						
Zone	1 Car Capacity \$	3 Car Capacity \$	4 Car Capacity \$	5 Car Capacity \$	6 Car Capacity \$	1 Car Tilt \$
Base Rate	199.99	97.14	81.56	71.78	63.96	244.89
1	222.64	107.00	89.96	79.06	70.57	272.47
2	245.31	116.86	98.39	86.32	77.18	317.62
3	267.95	126.70	106.81	93.59	83.79	327.65
4	290.59	136.56	115.24	100.88	90.40	355.21
5	341.59	158.71	134.19	117.23	105.27	417.30
Vehicle	Standing and Running Rate Per Hour \$			Standing Rate Per Hour \$		
1 Car	45.31			35.44		
3 Car	59.09			42.38		
4 Car	67.37			48.75		
5 Car	72.73			51.88		
6 Car	79.29			60.28		
1 Car Tilt	55.16			42.70		
Intrastate Work						
Vehicle	Standing & Running Rates- Cents per kilometre \$					
1 Car	82.48					
3 Car	128.04					
4 Car	142.17					
5 Car	157.89					
6 Car	164.82					
1 Car Tilt	101.56					

Table F (Including 2% Trailer Hire)

Port Kembla

Table F (Including 2% Trailer Hire)						
Zone	1 Car Capacity \$	3 Car Capacity \$	4 Car Capacity \$	5 Car Capacity \$	6 Car Capacity \$	1 Car Tilt \$
Base Rate	203.50	282.70	320.22	347.71	375.36	233.49
1	225.54	309.39	350.65	379.85	410.09	264.12
2	247.59	336.07	381.08	411.95	444.80	298.13
3	269.62	362.75	411.52	444.08	479.50	309.83
4	291.65	389.43	441.98	476.21	514.51	335.27
5	341.23	449.46	510.47	548.47	592.36	392.52
Rates Per Car Delivered						
Zone	1 Car Capacity \$	3 Car Capacity \$	4 Car Capacity \$	5 Car Capacity \$	6 Car Capacity \$	1 Car Tilt \$
Base Rate	203.50	94.23	80.05	69.55	62.55	233.49
1	225.54	103.11	87.66	75.95	57.62	264.12
2	247.59	112.02	95.29	82.40	74.13	298.13
3	269.62	120.91	102.88	88.81	79.91	309.83
4	291.65	129.82	110.50	95.26	85.72	335.27
5	341.23	149.82	127.62	109.69	98.72	392.52

Vehicle	Standing and Running Rate Per Hour \$	Standing Rate Per Hour \$
1 Car	44.08	33.71
3 Car	53.37	41.85
4 Car	60.89	47.62
5 Car	64.23	49.87
6 Car	69.43	54.45
1 Car Tilt	50.88	38.96
Intrastate Work		
Vehicle	Standing & Running Rates- Cents per kilometre \$	
1 Car	85.91	
3 Car	123.55	
4 Car	139.75	
5 Car	153.33	
6 Car	164.97	
1 Car Tilt	98.35	

6. Delete the table in Schedule 2, Procedure and Time for Adjustment, of Rates and Amounts, and insert in lieu thereof the following:

Component	Benchmark	Current Index	Current Weighting
Wages	Road Transport and Distribution Award 2010, Grade Three Transport Worker	704.50	40.94
Capital	ABS Consumer Price Index (CPI), Transportation Group, Motor Vehicles	95.9	14.31
Insurances	ABS CPI Financial and insurance services, Insurance Services	108.5	11.97
Registration	ABS CPI, Transportation Group, Other Motoring Charges.	117.7	5.52
Repairs & Maintenance	ABS CPI, Transportation Group, Motor Vehicle Repair and Servicing	103.3	6.30
Tyres	ABS CPI, Transportation Group, Motor Vehicle Parts and Accessories	102.4	1.20
Fuel	AIP NSW State Average for the Retail Price of diesel (excluding GST), calculated by determining the average of the weekly figures between the end of the quarter relating to the last variation and the end of the quarter prior to any new variation. Such calculations must only take into consideration figures for each relevant full quarter of the year. The end of quarters are as follows: December 31, March 31, June 30 and September 30.	138.94	17.36
Administration	ABS CPI, All Groups, Sydney	106.6	2.40
Total			100.00

7. This variation shall take effect from the first full pay period to commence after 16 July 2015

P. M. KITE A J, Acting President

SERIAL C8310

**ENTERPRISE AGREEMENTS APPROVED
BY THE INDUSTRIAL RELATIONS COMMISSION**(Published pursuant to s.45(2) of the *Industrial Relations Act 1996*)**EA15/5 - State Transit Authority Newcastle Ferry General Purpose Hand Enterprise Agreement 2015****Made Between:** State Transit Authority -&- The Seamens' Union of Australia, New South Wales Branch.**New/Variation:** New.**Approval and Commencement Date:** Approved and commenced 1 January 2015.**Description of Employees:** The agreement applies to all employees employed by State Transit Authority Group of the Transport Service of New South Wales located at Level 4, 15 Bourke Road, Mascot NSW 2020, who fall within the coverage of the State Transit Authority of New South Wales Ferries (State) Award.**Nominal Term:** 24 Months.**EA15/6 - State Transit Authority Newcastle Ferry Masters Enterprise Agreement 2015****Made Between:** State Transit Authority -&- the Australian Maritime Officers' Union of New South Wales.**New/Variation:** New.**Approval and Commencement Date:** Approved 13 January 2015 and commenced 1 January 2015.**Description of Employees:** The agreement applies to all employees employed by State Transit Authority Group of the Transport Service of NSW, and all employees defined in clause 3, located at 15, Bourke Rd, Mascot NSW 2020, who fall within the coverage of the Port Services Award 1998.**Nominal Term:** 24 Months.**EA15/7 - Blacktown City Council Enterprise Agreement 2015****Made Between:** Blacktown City Council -&- the New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union, The Association of Professional Engineers, Scientists and Managers, Australia (NSW Branch), The Development and Environmental Professionals' Association.**New/Variation:** Replaces EA12/5.**Approval and Commencement Date:** Approved 26 March 2015 and commenced 1 July 2014.**Description of Employees:** The agreement applies to all employees employed by Blacktown City Council located at 62, Flushcombe Road, Blacktown, who fall within the coverage of the Local Government (State) Award 2014.**Nominal Term:** 36 Months.

EA15/8 - Marrickville Council Section Managers Agreement 2015 - 2018

Made Between: Marrickville Council -&- Stephen Reginald Adams, Josephine Mary Bennett, Mary Louise Brennan, Judith Rosemary Clark, James Leslie Fraser, Lynne Anne George, Simon John Grierson, Denny Yvonne Groth, Lawrence Lynette Hennessy, Pavle Kuzmanovski, Carlos Jose Loureiro, Brooke Louise Martin, Caroline McLeod, Jan Orton, Walter George Petschler, Marcus Phillip Rowan, Joe Anthony Strati, Jeffrey David Swilks.

New/Variation: New.

Approval and Commencement Date: Approved and commenced 21 April 2015.

Description of Employees: The agreement applies to employees employed by Marrickville Council located at 2-14 Fisher St. Petersham, classified as Managers as listed in Appendix A, who fall within the coverage of the Local Government (State) Award 2014.

Nominal Term: 36 Months.