

Vol. 367, Part 5

15 May 2009

Pages 1563 - 1890



NEW SOUTH WALES  
**INDUSTRIAL GAZETTE**

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

ISSN 0028-677X

## CONTENTS

Vol. 367, Part 5

15 May 2009

Pages 1563 - 1890

		Page
Awards and Determinations		
Awards Made or Varied		
Coal Superintending Samplers (State) Award	VSW	1563
Community Colleges Tutors (State) Award	VIRC	1565
Crown Employees (Major and Community Events Reassignment) Award	RIRC	1566
Crown Employees (NSW Police Force (Nurses')) Award	RVIRC	1577
Crown Employees (Public Sector - Salaries 2008) Award	AIRC	1580
Crown Employees (Public Sector - Salaries 2008) Award	VIRC	1723
Crown Employees (Roads and Traffic Authority of New South Wales - Salaried Staff Salaries and Conditions of Employment) Award 2008	AIRC	1728
Crown Employees (Roads and Traffic Authority of New South Wales - Wages Staff) Award 2008	AIRC	1736
Forestry Commission Division trading as Forests NSW Crown Employees Fieldwork and Other Staff Award 2008-2009	AIRC	1800
Public Hospital Medical Physicists (State) Award	AIRC	1870
Public Hospital Medical Physicists (State) Award	VIRC	1875
Royal Rehabilitation Service - Weemala Unit Residential Care Staff (State) Award	AIRC	1877
Transport Industry - Courier and Taxi Truck Contract Determination	VCD	1881
Transport Industry - Courier and Taxi Truck Contract Determination	VCD	1883
INDEX FOR VOLUME 367		1885
END OF VOLUME 367 OF THE N.S.W. INDUSTRIAL GAZETTE		

**COAL SUPERINTENDING SAMPLERS (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 2207 of 2008)

Before Commissioner Cambridge

13 February 2009

**VARIATION**

1. Delete clause 7, State Wage Case Adjustments, of the award published 28 September 2001 (328 I.G. 218), and insert in lieu thereof the following:

**7. State Wage Case Adjustments**

The rates of pay in this award include the adjustments payable under the State Wage Case 2008. These adjustments may be offset against:

- (i) any equivalent overaward payment; and/or
- (ii) award wage increases since 29 May 1991 other than safety net, State Wage Case and minimum rates adjustments.
2. Delete Part B, Monetary Rates, and insert in lieu thereof the following:

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

Item No	Clause No	Classification	SWC 2007 Amount \$	SWC 2008 Adjustment \$	SWC 2008 Amount \$
1	2	Trainee Sampler	543.50	21.70	565.20
2	2	Sampler	666.30	26.70	693.00
3	2	Senior Sampler	690.60	27.60	718.20
4	2	Supervising Sampler	752.30	30.10	782.40
5	2	Leading Hand 3-5 (p/hr)	0.47	0.02	0.49
6	2	Leading Hand 6-10 (p/hr)	0.68	0.03	0.71
7	2	Leading Hand over 10 (p/hr)	0.79	0.03	0.82

**Table 2 - Other Allowances**

Item No	Clause No	Brief Description	SWC 2007 Amount \$	SWC 2008 Amount \$
1	6	Meal Allowance	11.10	11.75
2	19(iv)	First Aid Allowance	2.30 day	2.40 day
3	27(i)	Travel Allowance	5.10 day	5.55 day
4	27(ii)	KM Allowance	0.55 km	0.60 km
5	28	Living Away Allowance	63.20 day	66.30 day

"Note": These allowances are contemporary for expense related allowances as at 30 September 2008 and for work related allowances are inclusive of adjustment in accordance with the June 2008 State Wage Case Decision of the Industrial Relations Commission of New South Wales.

3. This variation shall take effect from the first full pay period to commence on or after 31 December 2008.

I. W. CAMBRIDGE, Commissioner

---

Printed by the authority of the Industrial Registrar.

(1471)

SERIAL C6980

**COMMUNITY COLLEGES TUTORS (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 2318 of 2008)

Before Commissioner Ritchie

5 February 2009

**VARIATION**

1. Delete Table 2 - Other Rates and Allowances of Part B, Monetary Rates of the award published November 2007 (364 I.G. 354) and insert in lieu thereof the following:

**Table 2 - Other Rates and Allowances**

Item No.	Clause	Brief Description	Amount
1	3.3.2	Vehicle capacity 1600cc or less 1601cc - 2700cc 2701cc and over	*58.0 cents per kilometre *69.0 cents per kilometre *70.0 cents per kilometre
2	3.3.6	Attendance at staff meeting	\$16.09 per hour

\*Australian Taxation Office rates as at 5 February, 2009

The rates in clause 3.3.2 shall be adjusted to reflect the amount in the rate prescribed by the Australian Tax Office pursuant to the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006 published 10 March 2006 (357 I.G. 1108) or its successors as amended from time to time or in accordance with the rates as approved from time to time by the Director-General of the Department of Premier and Cabinet. Provided that if such measures are no longer adjusted to reflect ATO rates, the parties shall agree on an appropriate alternative mechanism for future adjustments to these rates.

2. This variation to commence from the first pay period on or after 5 February 2009.

D. W. RITCHIE, Commissioner.

Printed by the authority of the Industrial Registrar.

## **CROWN EMPLOYEES (MAJOR AND COMMUNITY EVENTS REASSIGNMENT) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 1526 of 2008)

Before Commissioner Bishop

16 February 2009

### **REVIEWED AWARD**

#### **1. Arrangement**

Clause No.	Subject Matter
1.	Arrangement
2.	Title
3.	Parties
4.	Definitions
5.	Acknowledgments by the Parties
6.	Consultation
7.	Coverage
8.	Nature of Reassignment
9.	Right of Return and Continuity of Employment
10.	Relationship to Relevant Awards
11.	Rates of Pay
12.	Suspension of Home Agency Flexitime and Other Similar Arrangements
13.	Working Hours
14.	Rest Breaks and Accrued Attendance Entitlements
15.	Time Off In Lieu (TOIL)
16.	Sick Leave, Family and Community Service Leave and Other Paid Leave
17.	Payroll Issues and Record of Attendance
18.	Transport, Travelling Time and Travelling Allowances
19.	Termination of Reassignment
20.	Grievance and Disciplinary Policy
21.	Occupational Health and Safety
22.	Anti-Discrimination
23.	Area, Incidence and Duration

Appendix A - List of Agencies

Appendix B - Grievance Procedure

Schedule 1 - Major and Community Events to which this award applies

#### **2. Title**

This Award will be known as the Crown Employees (Major and Community Events Reassignment) Award.

### 3. Parties

3.1 The Parties to the Award are:

- (i) Director of Public Employment;
- (ii) All agencies referred to in Appendix A;
- (iii) Public Service Departments listed in Schedule 1 to the Act;
- (iv) Declared Authorities listed in section 133 of the Act, except for the State Rail Authority of New South Wales and the State Transit Authority of New South Wales;
- (v) Unions NSW on behalf of affiliated unions;
- (vi) Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales (PSA);
- (vii) Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, New South Wales Branch; and
- (viii) The organiser of the Major and Community Events specified in Schedule 1 of this Award as varied from time to time.

### 4. Definitions

"Act" means the *Public Sector Employment and Management Act 2002*, as amended.

"Agency" means those NSW Government organisations:

- (i) listed in Schedule 1 to the Act; or
- (ii) listed in section 133 of the Act except for the State Rail Authority of New South Wales and the State Transit Authority of New South Wales; or
- (ii) listed in Appendix A.

"Major and Community Event" means an event set out in Schedule 1 to this Award as varied from time to time.

"Organiser of the Major and Community Event" means the body organising the relevant Major and Community Events as set out in Schedule 1 to this Award as varied from time to time.

"Home agency" means the agency employing the staff member.

"Ordinary working hours" means the number of ordinary working hours set by the staff member's relevant Award.

"Reassignment period" means the period specified for the operation of a Major and Community Event as set out in Schedule 1 to this Award as varied from time to time, or some other time agreed on an individual basis, during which a staff member may be reassigned.

"Reassignment/reassigned" means where a staff member has volunteered to undertake duties for a Major and Community Event as directed by the organiser of the Major and Community Event.

"Relevant Award" means the Award or other industrial instruments applying to the staff member's contract of service or employment in their home agency.

"Staff member" means an employee of a home agency who has volunteered for reassignment to a Major and Community Event.

### 5. Acknowledgements By the Parties

- 5.1 The parties agree that reassignment is voluntary and is subject to an expression of interest by the staff member and the approval by the home agency, which is to be based on the home agency's operational and service requirements and efficient use of resources. Staff members shall not be forced to undertake reassignment.
- 5.2 The parties acknowledge that the arrangements contained in this Award may vary the normal working arrangements and conditions which may otherwise have applied to staff members had they not been reassigned.
- 5.3 The parties acknowledge that future Major and Community Events will arise and appropriate variations will be made to Schedule 1 of this Award to facilitate reassignment of staff to those events.
- 5.4 The parties agree that the arrangements contained in this Award recognise the need for equity, fairness, flexibility and transparency in dealing with staff considerations.

### 6. Consultation

- 6.1 The organiser of the Major and Community Event will consult with the parties to this Award, (in relation to Union parties either directly or through Unions NSW) in relation to requirements for staff and how staff will be managed, including hours of work, duties and remuneration.

### 7. Coverage

- 7.1 This Award applies to a staff member employed by or in an agency who is reassigned to a Major and Community Event in accordance with this Award but does not include a staff member employed under the *Education (School Administrative and Support Staff) Act 1987* or those staff covered under the Crown Employees (Teachers in Schools and TAFE and Related Employees) Salaries and Conditions Award other than non school based teaching service staff and those TAFE Related Employees not entitled to agreed weeks of paid non attendance.
- 7.2 Employment arrangements to which this Award applies are:
- (i) full-time;
  - (ii) permanent part-time;
  - (iii) long term temporary staff employed under section 27 of the Act, where there is a continuing relationship that amounts to an ongoing or continuing contract of employment for a period beyond the expiry of the relevant Major and Community Event.

### 8. Nature of Reassignment

- 8.1 At all times during a period of reassignment the staff member will remain the employee of the home agency but will be subject to the control and direction of the organiser of the Major and Community Event while on reassignment.
- 8.2 To volunteer for reassignment, a staff member is to express an interest in reassignment in accordance with procedures established by the Department of Premier and Cabinet.
- 8.3 The approval of the home agency to a staff member being reassigned is subject to the service delivery needs of the home agency at the time of reassignment.
- 8.4 Reassignment will be for a specified term. The minimum duration will be ten working days or as otherwise agreed between the staff member, the organiser of the Major and Community Event and the home agency.



- 8.5 A staff member may be reassigned during the reassignment period at any time and on any number of occasions, which may vary in duration.
- 8.6 Reassignment may extend to times outside the reassignment period, as agreed between the staff member, the home agency and the organiser of the Major and Community Event on a case by case basis.
- 8.7 While it is expected that the staff member, having volunteered for reassignment, will remain with the Major and Community Event for the agreed time, it is recognised that the staff member may terminate the reassignment and return to their home agency, but will do so in accordance with clause 19 of this Award.

### **9. Right of Return and Continuity of Employment**

- 9.1 A staff member who has been reassigned is entitled at the end of the reassignment to return to the position and salary level in the home agency occupied substantively by the staff member immediately before the reassignment. Thereafter the usual staff establishment management arrangements of the home agency apply to the staff member.
- 9.2 Nothing in relation to reassignment will affect the staff member's continuity of service, process for termination of service, or other employment rights with the home agency.

### **10. Relationship to Relevant Awards**

- 10.1 It is the intention of the parties that the staff member's relevant Award will continue to apply while the staff member is on reassignment. However, where this Award varies or replaces arrangements in the staff member's relevant Award, the provisions in this Award are to apply.

### **11. Rates of Pay**

- 11.1 The staff member's rate of pay while the staff member is on reassignment will be the rate of pay they would have received in their home agency had they not been reassigned.
- 11.2 The nominal grading given to a position by the organiser of the Major and Community Event is indicative of the level from which staff seeking reassignment might be drawn. It will not entitle a staff member to higher pay nor operate to reduce a staff member's normal rate of pay.
- 11.3 The rate of pay is to include any shift penalties and other allowances in the nature of salary which the staff member would have been entitled to receive had the staff member not been reassigned.
- 11.4 Where there is any doubt as to the shift penalties that the staff member would have been entitled to receive, the average of the last 4 week rostered period, not including any period of annual or other leave, will be used.
- 11.5 The staff member's rate of pay will apply to all reassignment work, irrespective of the duration, the time of day or day of the week worked.
- 11.6 A staff member who is a shift worker will not be paid shift penalty rates based on any shift rosters applying to the reassigned work.
- 11.7 A staff member who is not a shift worker will not receive payment of shift penalty rates for any shift rosters applying to the reassigned work.

### **12. Suspension of Home Agency Flexitime and Other Similar Arrangements**

- 12.1 A staff member's entitlements under flexible working hours (flexitime), fortnightly or monthly rostered days off or any other work attendance arrangement operating in the staff member's home agency will be suspended for the duration of the staff member's reassignment. All entitlements and associated balances will be preserved until the staff member returns from reassignment. The home agency is to implement

an appropriate extension of time for the staff member to access entitlements and clear associated balances after reassignment.

- 12.2 Accrued flex leave, banked time, accrued days off or rostered days off entitlements, which may have accrued to the staff member under a work attendance arrangement, will not be available during reassignment unless there is prior agreement between the staff member, the home agency and the organiser of the Major and Community Event. Otherwise, the entitlement to access these accruals will be preserved until the staff member returns from reassignment.

NOTE: Working hours arrangements during reassignment may allow staff to use hours worked in excess of the staff member's ordinary working hours towards additional days off duty, as provided in subclauses 14.4 and 14.5 of this Award.

### 13. Working Hours

- 13.1 For the purpose of this Award, the ordinary working hours of a staff member while on reassignment will be the weekly equivalent of the ordinary working hours set by the staff member's relevant Award.
- 13.2 Fixed starting and finishing times or other standard hours arrangements are not provided by this Award.
- 13.3 The number of hours worked by a staff member on reassignment may vary from the staff member's ordinary working hours. Additional hours worked outside the staff member's ordinary hours of work and on weekends may be anticipated.
- 13.4 Daily hours will be agreed between the organiser of the Major and Community Event and the staff member having regard to the Major and Community Event's needs. A staff member will not be required to work daily hours of more than 12 hours inclusive of all meal breaks, or no less than four hours duration unless agreed by the staff member.
- 13.5 A staff member may refuse to work additional hours in circumstances where the working of such hours would result in the staff member working unreasonable hours. In determining what is unreasonable the following factors shall be taken into account:
- (1) the staff member's prior commitments outside the workplace, particularly the staff member's family and carer responsibilities, community obligations or study arrangements;
  - (2) any risk to staff member health and safety;
  - (3) the urgency of the work required to be performed during additional hours, the impact on the operational commitments of the organisation and the effect on client services;
  - (4) the notice (if any) given by the organiser of the Major and Community Event regarding the working of the additional hours, and by the staff member of their intention to refuse the working of additional hours; or
  - (5) any other relevant matter.
- 13.6 Where practicable, daily hours shall be in accordance with the staff member's letter of appointment. Where daily hours or the days on which work is to be performed are modified, the organisers of the Major and Community Event will, where practicable, give seven days notice of the change.
- 13.7 A staff member who is reassigned will record the working hours they are directed to work in a record of attendance. The accurate completion of the record of attendance is the joint responsibility of the organiser of the Major and Community Event and the staff member. The organiser of the Major and Community Event will forward the record of attendance to the home agency on a monthly basis.
- 13.8 Ordinary hours of work and hours worked in excess of ordinary hours recorded in the record of attendance will be monitored by the home agency. Staff members and the organiser of the Major and

Community Event will encourage the use of additional hours worked in accordance with subclauses 14.4 and 14.5 (i.e. additional days off duty) of this Award.

#### **14. Rest Breaks and Accrued Attendance Entitlements**

- 14.1 A staff member will not be required to work more than five hours without the provision of a 30 minute unpaid meal break. A staff member will not be required to work more than nine hours without the provision of a 30-minute paid crib break.
- 14.2 A staff member must have a break of at least eight hours between the completion of one shift and the commencement of the next, and at least ten hours where the staff member is required to work a shift of ten hours or more.
- 14.3 A staff member will be rostered off for a minimum of eight days per 28 day period and as far as is practicable, rostered days off should be taken in lots of 2 consecutive days.
- 14.4 Subject to the operational needs of the organiser of the Major and Community Event, a staff member may take one additional rostered day off per 28 days utilising hours worked in excess of the staff member's ordinary working hours. Hours used to take an additional rostered day off shall be deducted from the time accrued towards time off in lieu as specified in this Award.
- 14.5 Every effort will be made by the parties to utilise hours worked in excess of a staff member's ordinary working hours during the period of reassignment, so as to limit the accrual of time off in lieu.

#### **15. Time Off in Lieu (TOIL)**

- 15.1 Staff members eligible for paid overtime in accordance with their home agency Award may access TOIL as set out in this Award.
- 15.2 TOIL shall be granted for hours that a staff member is directed to work in excess of the staff member's ordinary working hours. Overtime will not be paid in respect of any hours worked.
- 15.3 TOIL shall be calculated on the total hours actually worked over the whole period or periods of reassignment.
- 15.4 If a staff member works hours in excess of their total ordinary working hours across the period or periods of reassignment, TOIL will accrue on an hour for hour basis up to the equivalent of 5 hours per week over the period of the reassignment, i.e., a total period of reassignment of 20 weeks allows for a maximum of 100 hours at time for time. TOIL will accrue at the rate of time and one half for all additional hours thereafter.
- 15.5 The number of hours accruing towards TOIL on an hour for hour basis will be reviewed prior to any variation to Schedule 1 of this Award to add further Major and Community Events.
- 15.6 TOIL accrued during reassignment will be calculated by the staff member's home agency at the end of the reassignment or at the end of the reassignment period based on attendance records.
- 15.7 The giving and taking of TOIL is a mutual responsibility and cannot be unreasonably refused to be given by the home agency or refused to be taken by the staff member.
- 15.8 TOIL will be available to the staff member upon return to their home agency for a period of 12 months. Home agencies will put in place arrangements to allow staff to exhaust TOIL within this period.
- 15.9 An extension of up to 6 months may be negotiated between a staff member and the home agency to clear a time in lieu balance.
- 15.10 A staff member may be directed to take TOIL to exhaust the entitlement within the timeframes specified in the Award. A staff member refusing to take TOIL as directed will not be entitled to claim hours worked.

- 15.11 If TOIL accruals are unable to be cleared within the times specified in this Award even though all reasonable efforts have been made by the home agency and the staff member to do so, the remaining accrued hours will be paid out by the home agency at overtime rates.
- 15.12 A staff member will retain their entitlement to TOIL under this Award in the same manner as is provided for cross-public sector leave arrangements in Division 2 of Part 3.2 of the Act.

#### **16. Sick Leave, Family and Community Service Leave and Other Paid Leave**

- 16.1 Sick Leave, Family and Community Service Leave or other emergency leave, and other paid leave to which the staff member is entitled pursuant to their Award or public sector policy arrangement, will continue to be available during reassignment. The requirements of the relevant Award for the taking of such leave, such as the production of a medical certificate, will apply.
- 16.2 Planned leave approved by the home agency may intervene during a staff member's reassignment, but would be subject to the organiser of the Major and Community Event agreeing to the leave prior to reassignment.
- 16.3 Unplanned leave taken during reassignment, such as sick leave, will require the staff member to notify the organiser of the Major and Community Event as soon as possible of their inability to attend work and the duration that they are likely to be absent.
- 16.4 A staff member will submit a leave form to the organiser of the Major and Community Event for all leave taken. Forms will be forwarded to the home agencies as soon as practicable. The duration of any unplanned leave will be recorded in the staff member's record of attendance and forwarded to the home agency on a monthly basis.
- 16.5 If the staff member indicates to the organiser of the Major and Community Event that the unplanned leave will be for a period of 10 days or more, the organiser of the Major and Community Event may terminate the reassignment and notify the staff member. The Major and Community Event is to notify the home agency immediately and the staff member is to resume work with the home agency.
- 16.6 A staff member whose reassignment has been terminated under these circumstances will be entitled to seek further reassignment upon their return to their home agency.

#### **17. Payroll Issues and Record of Attendance**

- 17.1 All payroll issues will remain the responsibility of the home agency for the duration of the reassignment.
- 17.2 The staff member will continue to receive their pay, as provided in clause 11 of this Award, during the reassignment period from the home agency.
- 17.3 The organiser of the Major and Community Event and the staff member are responsible for maintaining a record of attendance, including the days and hours of work and leave of absence for any reason. The organiser of the Major and Community Event will provide the record of attendance to the home agency on a monthly basis.

#### **18. Transport, Travelling Time and Travelling Allowances**

- 18.1 If a staff member ceases or commences a shift after 8.00 pm and public transport or any other normal means of transport is not reasonably available, then in consideration of the staff member's safety, the organiser of the Major and Community Event may provide transport or make other transport arrangements to or from home, which may include the use of a taxi for that part of the journey for which public transport is not available.
- 18.2 In recognition of the voluntary nature of reassignment, no additional compensation will be provided for additional travel between a staff member's home and place of work with the Major and Community Event, compared with a staff member's home and their home agency.

- 18.3 Travelling allowances and compensation will not be paid where reassigned staff perform duties at a temporary work location. The organisers of the Major and Community Event will meet all reasonable costs associated with travel, overnight accommodation and meals.
- 18.4 For the purpose of subclause 18.3 a temporary work location is any work location apart from that initially nominated by the organiser of the Major and Community Event as the normal work location.

### **19. Termination of Reassignment**

- 19.1 The reassignment may be terminated by:
- (i) mutual agreement;
  - (ii) the staff member;
  - (iii) the organiser of the Major and Community Event; or
  - (iv) the operation of clause 16, Sick Leave, Family and Community Service Leave and Other Paid Leave.
- 19.2 Fourteen days notice is required unless some other time is agreed.
- 19.3 The organiser of the Major and Community Event is required to notify the home agency of the termination of the reassignment and the date on which the staff member will return.
- 19.4 A staff member will return to their home agency upon the termination of the reassignment.

### **20. Grievance and Disciplinary Policy**

- 20.1 All grievances and disputes relating to the provisions of this award during the period of reassignment shall be initially dealt with as close to the sources as possible, with graduated steps for further attempts at resolution at higher levels of authority within the organiser of the Major and Community Event, if required.
- 20.2 Steps taken shall be in accordance with the procedure detailed in Appendix B.
- 20.3 Where the grievance concerns occupational health and safety or discrimination and harassment, the staff member will advise the home agency and the matter will be dealt with in accordance with the procedure in Appendix B or the policy and procedures that apply in the home agency. Where such a grievance or dispute arises, home agencies shall take all reasonable steps to resolve the grievance in consultation with the organiser of the Major and Community Event.
- 20.4 The organiser of the Major and Community Event will notify the home agency in the case of any disciplinary matter and it shall be dealt with in accordance with the policy and procedures that apply in the home agency.

### **21. Occupational Health and Safety**

- 21.1 Staff reassigned to a Major and Community Event are required to comply with any risk assessment and management plan implemented by the organiser of the Major and Community Event in accordance with Occupational Health and Safety requirements.
- 21.2 The organiser of the Major and Community Event will comply with all Occupational Health and Safety requirements.

### **22. Anti-Discrimination**

- 22.1 It is the intention of the parties bound by this Award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes

discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.

- 22.2 It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this Award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this Award are not directly or indirectly discriminatory in the effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provisions of the Award, which by its terms of operation, has a direct or indirect discriminatory effect.
- 22.3 Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise a staff member because the staff member has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- 22.4 Nothing in this clause is to be taken to effect:
- (i) Any conduct or act which is specifically exempted from anti-discrimination legislation;
  - (ii) Offering or providing junior rates of pay to persons under 21 years of age;
  - (iii) Any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
  - (iv) A party to this Award from pursuing matters of unlawful discrimination in any State or federal jurisdiction.
- 22.5 This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

#### NOTES

- (a) Employers and staff members 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."

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

- 24.1 This Award shall apply to staff members employed in Agencies who are reassigned to Major and Community Events in accordance with this Award.
- 24.2 This award is made following a review under section 19 of the *Industrial Relations Act 1996* and rescinds and replaces the Crown Employees (Major and Community Events Reassignment) Award published 31 March 2006 (358 I.G. 608) and all variations thereof.
- 24.3 The changes made to the award pursuant to the Award Review pursuant to section 19(6) of the *Industrial Relations Act 1996* and Principle 26 of the Principles for Review of Awards made by the Industrial Relations Commission of New South Wales on 28 April 1999 (310 I.G. 359) take effect on and from 16 February 2009.
- 24.4 The award remains in force until varied or rescinded, the period for which it was made having already expired.

**APPENDIX A****List of Agencies**

Health Professionals Registration Boards

Parliament of New South Wales

NSW Police Force

Sydney Water Corporation

**APPENDIX B****Grievance Procedure**

- (i) All grievances and disputes relating to the provisions of this Award will 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 organiser of the appropriate Major and Community Event, if required.
- (ii) A staff member is required to notify in writing their immediate manager, as to the substance of the grievance, dispute or difficulty, request a meeting to discuss the matter, and if possible, state the remedy sought.
- (iii) 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 staff member to advise their immediate manager the notification may occur to the next appropriate level of management, including where required, to the Head of the organiser of the Major and Community Event.
- (iv) The immediate manager, or other appropriate officer, will convene a meeting in order to resolve the grievance, dispute or difficulty within two working days, or as soon as practicable, of the matter being brought to attention.
- (v) If the matter remains unresolved with the immediate manager, the staff member may request to meet the appropriate person at the next level of management in order to resolve the matter. This manager will respond within two working days or as soon as practicable. This sequence of reference to successive levels of management may be pursued by the staff member until the matter is referred to the Head of the Major and Community Event.
- (vi) The Head of the organiser of the Major and Community Event may refer the matter to the Director of Public Employment for consideration.
- (vii) If the matter remains unresolved, the Head of the organiser of the Major and Community Event will provide a written response to the staff member and any other party involved in the grievance, dispute or difficulty, concerning the action to be taken, or the reason for not taking action, in relation to the matter.
- (viii) A staff member, at any stage, may request to be represented by their union.
- (ix) The staff member or the union on their behalf, or the Head of the organiser of the Major and Community Event may refer the matter to the NSW Industrial Relations Commission (the Commission) if the matter is unresolved following the use of these procedures.
- (x) The staff member, union, Head of the organiser of the Major and Community Event and the Director of Public Employment will agree to be bound by any order or determination by the Commission in relation to the dispute.
- (xi) While the procedures outlined in (i) to (x) above are being followed, normal work undertaken prior to notification of the dispute or difficulty will continue unless otherwise agreed between the parties, or, in

the case involving occupational health and safety, if practicable, normal work will proceed in a manner which avoids any risk to the health and safety of any staff member or member of the public.

**Schedule 1**

Major and Community Events to which this Award applies

Major and Community Event	Organiser of the Major and Community Event	Reassignment Period

E. A. R. BISHOP, Commissioner

Printed by the authority of the Industrial Registrar.



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

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 1710 of 2008)

Before Commissioner Stanton

3 February 2009

**REVIEWED AWARD**

1. Delete the Award title "CROWN EMPLOYEES (NSW POLICE (NURSES')) AWARD of the award published 3 March 2006 (357 I.G. 698) and insert in lieu thereof the following:

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

2. Delete the words "NSW Police" throughout the award and insert in lieu thereof the following:

"NSW POLICE FORCE"

3. Delete clause 5, Wages Sacrifice to Superannuation, and insert in lieu thereof the following:

**5. Salary Packaging Arrangements, including Salary Sacrifice to Superannuation**

- (i) The entitlement to salary package in accordance with this clause is available to:
  - (a) permanent full-time and part-time employees;
  - (b) temporary employees, subject to the NSW Police Force's convenience; and
  - (c) casual employees, subject to the NSW Police Force'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 Commissioner, 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 Commissioner; and
  - (b) an amount equal to the difference between the employee's salary, and the amount specified by the Commissioner 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 Wage Packaging Agreement.
- (vi) Except in accordance with subclause (vii), a Wage Packaging Agreement shall be recorded in writing and shall be for a period of time as mutually agreed between the employee and the Commissioner at the time of signing the Salary Packaging Agreement.
- (vii) When 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 NSW Police Force 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 NSW Police Force 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 Wage 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 NSW Police Force 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 NSW Police Force may be in excess of superannuation guarantee requirements after the wage packaging is implemented.
- (xi) Where the employee makes an election to wage 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 Commissioner 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 Commissioner 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 Wage Packaging Agreement.
4. Delete the last two paragraphs in clause 23, Area, Incidence and Duration, and insert in lieu thereof the following:

The changes made to the award pursuant to the Award Review pursuant to section 19(6) of the *Industrial Relations Act* 1996 and Principle 26 of the Principles for Review of Awards made by the Industrial Relations Commission of New South Wales on 28 April 1999 (310 I.G. 359) take effect on and from 3 February 2009.

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

J.D. STANTON, Commissioner

---

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.

(Nos. IRC 445 and 879 of 2008)

Before the Honourable Justice Walton, Vice-President  
Mr Deputy President Sams  
Commissioner Murphy  
Commissioner McLeay

16 October 2008

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

## PART A

Clause No.	Subject Matter
1.	Arrangement
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.	Leave Reserved
10.	Area, Incidence and Duration

Schedule A - List of Awards, Agreements and Determinations

Schedule B - Common Salary Points

## PART B

## MONETARY RATES

Table 1 - Rates of Pay

**2. Definitions**

In this Award:

- (i) "2007 Award" means the Crown Employees (Public Sector - Salaries 2007) Award published 30 March 2007 (362 I.G. 404).
- (ii) "Association" means the Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales.
- (iii) "DPE" means the Director of Public Employment, as established under the *Public Sector Employment and Management Act 2002*.

- (iv) "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.

### 3. Salaries

- (i) The salaries under this Award are payable to employees appointed to or performing the duties of any of the positions covered by the Awards, Agreements and Determinations listed in Schedule A to this Award.
- (ii) The salaries payable are prescribed in Part B, Monetary Rates, of this Award.
- (iii) The salaries prescribed in Part B reflect increases to the salaries paid under the 2007 Award of:
- (a) 4% to salaries contained in those Awards, Agreements and Determinations listed in Schedule A and payable with effect from the first full pay period to commence on or after 1 July 2008; and
  - (b) a further 4% to salaries paid under paragraph (a) of this subclause, payable with effect from the first full pay period to commence on or after 1 July 2009; and
  - (c) a further 4% 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 2010.
- (iv) The salary increases referred to in paragraphs (a) of subclause (iii) of this clause, insofar as they apply from the first full pay period on or after 1 July 2008 and have retrospective effect, shall only be paid to those employees who are employed as at the date of the making of this award.

### 4. Allowances

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

Additional Responsibilities Allowance  
All Incidents of Employment Allowance  
Charge Hand Allowance  
Community Language Allowance  
Diving Allowance  
Environmental Allowance  
Extraneous Duties Allowance  
First Aid Allowance  
Flying Allowance  
In-Lieu of Overtime Allowance  
Leading Hand Allowance  
Licence Allowances covered in Trade Based Groups Agreement No. 2301 of 1981 and the Crown Employees (General Staff - Salaries) Award 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) permanent 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 Director of Public Employment (DPE), 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 DPE; and
  - (b) an amount equal to the difference between the employee's salary, and the amount specified by the DPE 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 DPE 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 DPE 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 DPE 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. Dispute Settling Procedure

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

- (i) An employee is required to notify (in writing or otherwise) their immediate manager, as to the substance of the dispute or difficulty, request a meeting to discuss the matter and, if possible, state the remedy sought.
- (ii) Where the grievance or dispute involves confidential or other sensitive material (including issues of harassment or discrimination under the *Anti-Discrimination Act 1977*) that makes it impractical for the employee to advise their immediate manager, the notification may occur to the next appropriate level of management, including, where required, to the appropriate agency head or Delegate.

- (iii) The immediate manager shall convene a meeting in order to resolve the dispute or difficulty within two (2) days, or as soon as practicable, of the matter being brought to attention.
- (iv) If the matter remains unresolved with the immediate manager, the employee may request to meet the appropriate person at the next level of management in order to resolve the matter. This manager shall respond within two (2) days, or as soon as practicable. This sequence of reference to successive levels of management may be pursued by the employee until the matter is referred to the agency head.
- (v) The agency head may refer the matter to the Director of Public Employment (DPE) for consideration.
- (vi) In the event that the matter remains unresolved, the agency head shall provide a written response to the employee and any other party involved in the dispute or difficulty, concerning action to be taken, or the reasons for not taking action, in relation to the matter
- (vii) An employee, at any stage, may request to be represented by an Association representative.
- (viii) The employee, or the Association on their behalf, or the agency head may refer the matter to the Industrial Relations Commission of New South Wales if the matter is unresolved following the use of these procedures.
- (ix) The employee, Association, Department and DPE shall agree to be bound by any lawful recommendation, order or determination by the Industrial Relations Commission of New South Wales in relation to the dispute.
- (x) Whilst the procedures are being followed, normal work undertaken prior to notification of the grievance or dispute shall continue unless otherwise agreed between the parties, or, in the case of a dispute involving Occupational Health and Safety, if practicable, normal work shall proceed in such a manner as to avoid any risk to the health and safety of any employee or member of the public.

#### **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.



## NOTES

- (i) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- (ii) Section 56(d) of the *Anti-Discrimination Act 1977* provides:

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

**8. No Extra Claims**

- (i) This Award provides pay increases of 4% with effect from the first full pay period that commenced on or after 1 July 2008, a further increase of 4% with effect from the first full pay period to commence on or after 1 July 2009, and a further increase of 4% with effect from the first full pay period to commence on or after 1 July 2010.
- (ii) These increases arise from the agreement of the parties contained in the Memorandum of Understanding between the NSW Government and the Association for the period of 1 July 2008 to 30 June 2011 entered into on 2 October 2008 ("Memorandum of Understanding").
- (iii) Subject to clause 9, Leave Reserved, the pay increases under this Award are provided on the basis of the "no extra claims" commitment of the parties contained in clause 8 of the Memorandum of Understanding, provided that this shall not prevent the parties from applying for the award changes identified in the Memorandum of Understanding.

**9. Leave Reserved**

- (i) The Association has leave reserved to pursue its application in IRC Matter No.63 of 2008 in the Industrial Relations Commission of New South Wales during the nominal term of this Award.

**10. Area, Incidence and Duration**

- (i) This Award shall apply to employees employed in the classifications covered by the Awards, Agreements and Determinations listed in Schedule A of this Award.
- (ii) This Award shall not apply to:
  - (a) persons employed by the New South Wales Lotteries Corporation;
  - (b) persons falling within the operation of the Rural Lands Protection Boards Salaries and Conditions Award 2007;
  - (c) persons falling within the operation of the Crown Employees (Institute Managers in TAFE) Salaries and Conditions Award; and
  - (d) persons employed by the RTA.
- (iii) This Award rescinds and replaces the Crown Employees (Public Sector - Salaries 2007) Award published 30 March 2007 (362 I.G. 404).
- (iv) This Award shall take effect on and from 1 July 2008 and shall remain in force until 30 June 2011.

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

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

**Awards:**

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

Crown Employees (Aboriginal Housing Office) Award 2007

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

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

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

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

Crown Employees (Department of Commerce) Award 2008

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

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

Crown Employees (Department of Juvenile Justice - Detention Centres 2005) Award

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

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

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

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

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

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

Crown Employees (General Managers, Superintendents, Managers Security and Deputy Superintendents, Department of Corrective Services) Award 2005

Crown Employees (General Staff - Salaries) Award 2007

Crown Employees (Greyhound and Harness Racing Regulatory Authority - Greyhound Racing Employees) Award 2007

Crown Employees (Greyhound and Harness Racing Regulatory Authority - Harness Racing Staff) Conditions of Employment Award 2007

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

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

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

Crown Employees (Jenolan Caves Reserve Trust Division) Salaries Award

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

Crown Employees (Librarians, Library Assistants, Library Technicians and Archivists) Award 2005

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

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

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

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

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

Crown Employees (NSW Department of Commerce, Government Chief Information Office and OICT Projects, Office of Public Works and Services) Award 2005

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

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

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

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

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

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

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

Crown Employees (NSW Department of Primary Industries) Geoscientists Award

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

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

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

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

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

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

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

Crown Employees (NSW Police Administrative Officers and Temporary Employees Conditions of Employment) Award 2006

Crown Employees (NSW Police Administrative Officers and Temporary Employees - Salaries 2006) Award

Crown Employees (NSW Police Force Communications Officers) Award

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

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

Crown Employees (NSW TAFE Commission - Administrative and Support Staff Conditions of Employment) Award 2005

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

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

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

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

Crown Employees (Parliamentary Electorate Officers) Award

Crown Employees (Parliament House Conditions of Employment) Award 2007

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 2006

Crown Employees (Research Scientists) Award 2007

Crown Employees (Resource NSW) Award 2005

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

Crown Employees (School Administrative and Support Staff) Award

Crown Employees (Senior Assistant Superintendents and Assistant Superintendents, Department of Corrective Services) Award 2005

Crown Employees (Senior Officers Salaries) Award 2007

Crown Employees (Sheriff's Officers) Award 2007

Crown Employees (State Emergency Service Communication Centre - Continuous Shift Workers) Award 2006

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

Crown Employees (State Emergency Service) Region Controllers Award 2008

Crown Employees (State Library Security Staff) Award 2007

Crown Employees (Technical Officers - Treasury) Award 2007

Crown Employees (Tipstaves to Justices) Award 2007

Crown Employees (Trades Assistants) Award

Zoological Parks Board of New South Wales Salaried Employees Award

**Agreements and Determinations:**

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

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

Program Support Officers, Tabulam, Department of Corrective Services Determination No. 959 of 2008

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				
		1.7.07	1.7.08	1.7.09	1.7.10
		Per annum \$	Per annum +4% \$	Per annum +4% \$	Per annum +4% \$
Common Salary Point:	1	18,832	19,585	20,368	21,183
	2	20,095	20,899	21,735	22,604
	3	21,154	22,000	22,880	23,795
	4	22,429	23,326	24,259	25,229
	5	23,852	24,806	25,798	26,830
	6	25,452	26,470	27,529	28,630
	7	27,055	28,137	29,262	30,432
	8	28,908	30,064	31,267	32,518
	9	30,656	31,882	33,157	34,483
	10	32,424	33,721	35,070	36,473
	11	32,723	34,032	35,393	36,809
	12	33,014	34,335	35,708	37,136
	13	33,344	34,678	36,065	37,508
	14	33,691	35,039	36,441	37,899
	15	34,010	35,370	36,785	38,256
	16	34,401	35,777	37,208	38,696
	17	35,266	36,677	38,144	39,670
	18	35,613	37,038	38,520	40,061
	19	35,925	37,362	38,856	40,410
	20	36,229	37,678	39,185	40,752
	21	36,575	38,038	39,560	41,142
	22	36,915	38,392	39,928	41,525
	23	37,762	39,272	40,843	42,477
	24	38,134	39,659	41,245	42,895
	25	38,448	39,986	41,585	43,248
	26	38,759	40,309	41,921	43,598
	27	39,071	40,634	42,259	43,949
	28	39,400	40,976	42,615	44,320
	29	39,807	41,399	43,055	44,777
	30	40,146	41,752	43,422	45,159
	31	40,466	42,085	43,768	45,519
	32	40,857	42,491	44,191	45,959
	33	41,189	42,837	44,550	46,332
	34	41,575	43,238	44,968	46,767
	35	41,912	43,588	45,332	47,145
	36	42,338	44,032	45,793	47,625
	37	42,743	44,453	46,231	48,080
	38	43,099	44,823	46,616	48,481
	39	43,543	45,285	47,096	48,980
	40	43,903	45,659	47,485	49,384
	41	44,396	46,172	48,019	49,940
	42	44,745	46,535	48,396	50,332
	43	45,188	46,996	48,876	50,831
	44	45,524	47,345	49,239	51,209
	45	45,967	47,806	49,718	51,707
	46	46,320	48,173	50,100	52,104



	47	46,807	48,679	50,626	52,651
	48	47,196	49,084	51,047	53,089
	49	47,682	49,589	51,573	53,636
	50	48,143	50,069	52,072	54,155
	51	48,518	50,459	52,477	54,576
	52	49,012	50,972	53,011	55,131
	53	49,431	51,408	53,464	55,603
	54	49,863	51,858	53,932	56,089
	55	50,356	52,370	54,465	56,644
	56	50,829	52,862	54,976	57,175
	57	51,277	53,328	55,461	57,679
	58	51,784	53,855	56,009	58,249
	59	52,324	54,417	56,594	58,858
	60	52,810	54,922	57,119	59,404
	61	53,344	55,478	57,697	60,005
	62	53,847	56,001	58,241	60,571
	63	54,480	56,659	58,925	61,282
	64	55,010	57,210	59,498	61,878
	65	55,472	57,691	59,999	62,399
	66	56,128	58,373	60,708	63,136
	67	56,701	58,969	61,328	63,781
	68	57,117	59,402	61,778	64,249
	69	57,772	60,083	62,486	64,985
	70	58,341	60,675	63,102	65,626
	71	58,925	61,282	63,733	66,282
	72	59,428	61,805	64,277	66,848
	73	60,041	62,443	64,941	67,539
	74	60,518	62,939	65,457	68,075
	75	61,128	63,573	66,116	68,761
	76	61,801	64,273	66,844	69,518
	77	62,330	64,823	67,416	70,113
	78	63,056	65,578	68,201	70,929
	79	63,561	66,103	68,747	71,497
	80	64,250	66,820	69,493	72,273
	81	64,827	67,420	70,117	72,922
	82	65,527	68,148	70,874	73,709
	83	66,166	68,813	71,566	74,429
	84	66,749	69,419	72,196	75,084
	85	67,448	70,146	72,952	75,870
	86	68,051	70,773	73,604	76,548
	87	68,784	71,535	74,396	77,372
	88	69,468	72,247	75,137	78,142
	90	70,167	72,974	75,893	78,929
	90	70,862	73,696	76,644	79,710
	91	71,546	74,408	77,384	80,479
	92	72,208	75,096	78,100	81,224
	93	72,966	75,885	78,920	82,077
	94	73,750	76,700	79,768	82,959
	95	74,527	77,508	80,608	83,832
	96	75,308	78,320	81,453	84,711
	97	76,064	79,107	82,271	85,562
	98	76,896	79,972	83,171	86,498
	99	77,634	80,739	83,969	87,328
	100	78,427	81,564	84,827	88,220
	101	79,188	82,356	85,650	89,076
	102	79,947	83,145	86,471	89,930
	103	80,683	83,910	87,266	90,757
	104	81,414	84,671	88,058	91,580

	105	82,244	85,534	88,955	92,513
	106	83,077	86,400	89,856	93,450
	107	83,906	87,262	90,752	94,382
	108	84,738	88,128	91,653	95,319
	109	85,580	89,003	92,563	96,266
	110	86,419	89,876	93,471	97,210
	111	87,263	90,754	94,384	98,159
	112	88,113	91,638	95,304	99,116
	113	88,962	92,520	96,221	100,070
	114	89,810	93,402	97,138	101,024
	115	90,699	94,327	98,100	102,024
	116	91,589	95,253	99,063	103,026
	117	92,500	96,200	100,048	104,050
	118	93,418	97,155	101,041	105,083
	119	94,443	98,221	102,150	106,236
	120	95,472	99,291	103,263	107,394
	121	96,293	100,145	104,151	108,317
	122	97,109	100,993	105,033	109,234
	123	98,190	102,118	106,203	110,451
	124	99,269	103,240	107,370	111,665
	125	100,364	104,379	108,554	112,896
	126	101,454	105,512	109,732	114,121
	127	102,516	106,617	110,882	115,317
	128	103,591	107,735	112,044	116,526
	129	104,754	108,944	113,302	117,834
	130	105,923	110,160	114,566	119,149

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

Classification and Grades	Administrative and Clerical Officer				
	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Clerks General Scale					
Clerks General Scale step 1	4	22,429	23,326	24,259	25,229
Clerks General Scale step 2	6	25,452	26,470	27,529	28,630
Clerks General Scale step 3 - 1st year of service or 18 years	7	27,055	28,137	29,262	30,432
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	30,656	31,882	33,157	34,483

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	32,723	34,032	35,393	36,809
Clerks General Scale step 6 - Minimum for employee 21 years of age	17	35,266	36,677	38,144	39,670
Clerks General Scale step 7	20	36,229	37,678	39,185	40,752
Clerks General Scale step 8	23	37,762	39,272	40,843	42,477
Clerks General Scale step 9	25	38,448	39,986	41,585	43,248
Clerks General Scale step 10	28	39,400	40,976	42,615	44,320
Clerks General Scale step 11	32	40,857	42,491	44,191	45,959
Clerks General Scale step 12	36	42,338	44,032	45,793	47,625
Clerks General Scale step 13	40	43,903	45,659	47,485	49,384
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	-	45,781	47,612	49,516	51,497
Grade 1					
1st year of service	46	46,320	48,173	50,100	52,104
Thereafter	49	47,682	49,589	51,573	53,636
Grade 2					
1st year of service	52	49,012	50,972	53,011	55,131
Thereafter	55	50,356	52,370	54,465	56,644
Grade 3					
1st year of service	58	51,784	53,855	56,009	58,249
Thereafter	61	53,344	55,478	57,697	60,005
Grade 4					
1st year of service	64	55,010	57,210	59,498	61,878
Thereafter	67	56,701	58,969	61,328	63,781
Grade 5					
1st year of service	75	61,128	63,573	66,116	68,761
Thereafter	78	63,056	65,578	68,201	70,929
Grade 6					
1st year of service	82	65,527	68,148	70,874	73,709
Thereafter	85	67,448	70,146	72,952	75,870
Grade 7					
1st year of service	88	69,468	72,247	75,137	78,142
Thereafter	91	71,546	74,408	77,384	80,479
Grade 8					
1st year of service	95	74,527	77,508	80,608	83,832
Thereafter	98	76,896	79,972	83,171	86,498
Grade 9					
1st year of service	101	79,188	82,356	85,650	89,076
Thereafter	104	81,414	84,671	88,058	91,580
Grade 10					
1st year of service	108	84,738	88,128	91,653	95,319
Thereafter	111	87,263	90,754	94,384	98,159

Grade 11					
1st year of service	116	91,589	95,253	99,063	103,026
Thereafter	120	95,472	99,291	103,263	107,394
Grade 12					
1st year of service	126	101,454	105,512	109,732	114,121
Thereafter	130	105,923	110,160	114,566	119,149

### Crown Employees (Aboriginal Housing Office) Award 2007

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

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

Casino Inspectors, Department of Gaming and Racing					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Preliminary Training Rates - Inspectors					
Inspector - 1st Year of Service	64	55,010	57,210	59,498	61,878
Inspector - 2nd Year of Service	67	56,701	58,969	61,328	63,781
Inspector - 3rd Year of Service	75	61,128	63,573	66,116	68,761
Thereafter	78	63,056	65,578	68,201	70,929
Salary Rates - Inspectors					
Inspector - 1st Year of Service	-	71,514	74,375	77,350	80,444
Inspector - 2nd Year of Service	-	73,710	76,658	79,724	82,913
Inspector - 3rd Year of Service	-	79,466	82,645	85,951	89,389
Thereafter	-	81,974	85,253	88,663	92,210
Preliminary Training Rates - Supervising Inspectors					
Supervising Inspector - 1st year of Service	88	69,468	72,247	75,137	78,142
Supervising Inspector - 2nd year of Service	91	71,546	74,408	77,384	80,479
Supervising Inspector - 3rd year of Service	95	74,527	77,508	80,608	83,832
Thereafter	98	76,896	79,972	83,171	86,498
Salary Rates - Supervising Inspector					
Supervising Inspector - 1st year of Service	-	90,309	93,921	97,678	101,585
Supervising Inspector - 2nd year of Service	-	93,009	96,729	100,598	104,622
Supervising Inspector - 3rd year of Service	-	96,886	100,761	104,791	108,983
Thereafter	-	99,965	103,964	108,123	112,448

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

Correctional Officers - Department of Corrective Services					
Classification and Grades	CSP NO.	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Probationary Correctional Officer	45	45,967	47,806	49,718	51,707
Correctional Officer -					
1st year	47	46,807	48,679	50,626	52,651
2nd year and thereafter	49	47,682	49,589	51,573	53,636
Correctional Officer, First Class -1st year	55	50,356	52,370	54,465	56,644
2nd year and thereafter	63	54,480	56,659	58,925	61,282
Senior Correctional Officer	69	57,772	60,083	62,486	64,985

Overseer - 1st year	55	50,356	52,370	54,465	56,644
2nd year and thereafter	63	54,480	56,659	58,925	61,282
Senior Overseer	69	57,772	60,083	62,486	64,985
Industries and Maintenance Allowance - Overseer 1st year	-	7,416	7,713	8,022	8,343
Overseer 2nd year and thereafter	-	3,292	3,424	3,561	3,703
Senior Overseer	-	6,478	6,737	7,006	7,286
Incidental Allowance - Probationary Correctional Officer (in training)	-	n/a	n/a	n/a	n/a
Probationary Correctional Officer (on graduation)	-	756	786	817	850
Correctional Officer 1st year	-	1,135	1,180	1,227	1,276
Correctional Officer 2nd year and thereafter	-	1,514	1,575	1,638	1,704
Correctional Officer, First Class 1st year	-	2,266	2,357	2,451	2,549
Correctional Officer, First Class 2nd year and thereafter	-	2,266	2,357	2,451	2,549
Senior Correctional Officer	-	3,777	3,928	4,085	4,248
Overseer 1st year	-	2,266	2,357	2,451	2,549
Overseer 2nd year and thereafter	-	2,266	2,357	2,451	2,549
Senior Overseer	-	3,777	3,928	4,085	4,248

**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	1.7.07	1.7.08	1.7.09	1.7.10
	Per annum	Per annum	Per annum	Per annum
	\$	+4% \$	+4% \$	+4% \$
General Manager	141,912	147,588	153,492	159,632
Manager of Security	119,721	124,511	129,491	134,671
Principal Correctional Officer	92,504	89,068	92,631	96,336
Chief Correctional Officer	86,587	90,050	93,652	97,398

Correctional Officers - Kempsey, Dillwynia and Wellington Correctional Centres					
	CSP	1.7.07	1.7.08	1.7.09	1.7.10
		Per annum	Per annum	Per annum	Per annum
		\$	\$	\$	\$
Correctional Officers:					
Senior Correctional Officer	69	57,772	60,083	62,486	64,985
Correctional Officer 1 <sup>st</sup> Class Year 2	63	54,480	56,659	58,925	61,282
Correctional Officer 1 <sup>st</sup> Class Year 2	55	50,356	52,370	54,465	56,644
Correctional Officer Year 2	49	47,682	49,589	51,573	53,636
Correctional Officer Year 1	47	46,807	48,679	50,626	52,651
Correctional Officer Probationary	45	45,967	47,806	49,718	51,707
Correctional Officer (Training)	45	45,967	47,806	49,718	51,707
Incidental Allowance:					
Senior Correctional Officer	-	3,777	3,928	4,085	4,248
Correctional Officer 1 <sup>st</sup> Class Years 1 and 2	-	2,266	2,357	2,451	2,549
Correctional Officer Year 2	-	1,514	1,575	1,638	1,704
Correctional Officer Year 1	-	1,135	1,180	1,227	1,276
Correctional Officer Probationary	-	756	786	817	850
Industrial Officers:					
Principal Industry Officer Level 1	-	96,462	100,320	104,333	108,506
Principal Industry Officer Level 2	-	91,804	95,476	99,295	103,267

Chief Industry Officer	-	87,442	90,940	94,578	98,361
Senior Overseer	80	64,250	66,820	69,493	72,273
Overseer	69	57,772	60,083	62,486	64,985
Incidental Allowance					
Senior Overseer	-	3,777	3,928	4,085	4,248
Overseer	-	2,266	2,357	2,451	2,549

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

Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Grade 1					
1st year of service	17	35,266	36,677	38,144	39,670
2nd year of service	-	36,885	38,360	39,894	41,490

**Crown Employees (Department of Commerce) Award 2008**

Department of Commerce (other than GCIO, OFT, OIR, Businesslink)				
Classifications and Grades	1.7.07 Per annum \$	1.7.08 Per annum \$	1.7.09 Per annum \$	1.7.10 Per annum \$
DPWS Professional Staff -				
General Scale 1	27,426	28,523	29,664	30,851
General Scale HSC 19 years	31,076	32,319	33,612	34,956
General Scale 2 or age 20	33,169	34,496	35,876	37,311
General Scale 3 or age 21	35,748	37,178	38,665	40,212
General Scale 4	36,726	38,195	39,723	41,312
General Scale 5	38,276	39,807	41,399	43,055
General Scale 6	38,973	40,532	42,153	43,839
General Scale 7	39,941	41,539	43,201	44,929
General Scale 8	41,417	43,074	44,797	46,589
General Scale 9	42,920	44,637	46,422	48,279
General Scale 10	44,501	46,281	48,132	50,057
General Scale 11	45,810	47,642	49,548	51,530
General Scale 12	46,953	48,831	50,784	52,815
General Scale 13	48,332	50,265	52,276	54,367
Grade 1				
Year 1	48,801	50,753	52,783	54,894
Year 2	51,526	53,587	55,730	57,959
Year 3	55,224	57,433	59,730	62,119
Year 4	59,138	61,504	63,964	66,523
Year 5	62,646	65,152	67,758	70,468
Grade 2				
Year 1	66,426	69,083	71,846	74,720
Year 2	68,984	71,743	74,613	77,598
Year 3	71,126	73,971	76,930	80,007
Year 4	73,198	76,126	79,171	82,338
Grade 3				
Year 1	77,108	80,192	83,400	86,736
Year 2	79,501	82,681	85,988	89,428
Year 3	82,530	85,831	89,264	92,835
Year 4	85,055	88,457	91,995	95,675
Grade 4				
Year 1	89,319	92,892	96,608	100,472
Year 2	91,937	95,614	99,439	103,417

Year 3	93,770	97,521	101,422	105,479
DPWS Senior Professional Staff -				
Senior 1				
Year 1	97,612	101,516	105,577	109,800
Year 2	99,535	103,516	107,657	111,963
Senior 2				
Year 1	101,740	105,810	110,042	114,444
Year 2	103,924	108,081	112,404	116,900
Senior 3				
Year 1	106,189	110,437	114,854	119,448
Year 2	107,374	111,669	116,136	120,781
DPWS Project Staff -				
Grade 1				
Year 1	57,935	60,252	62,662	65,168
Year 2	59,141	61,507	63,967	66,256
Grade 2				
Year 1	62,680	65,187	67,794	70,506
Year 2	64,487	67,066	69,749	72,539
Grade 3				
Year 1	66,474	69,133	71,898	74,774
Year 2	68,454	71,192	74,040	77,002
Grade 4				
Year 1	70,436	73,253	76,183	79,230
DPWS Senior Management				
Grade 1				
Year 1	116,406	121,062	125,904	130,940
Year 2	122,273	127,164	132,251	137,541
Grade 2 -				
Year 1	128,137	133,262	138,592	144,136
Year 2	134,006	139,366	144,941	150,739
DPWS Staff -				
General Scale 1	27,426	28,523	29,664	30,851
General Scale HSC 19 yrs	31,076	32,319	33,612	34,956
General Scale 2 or age 20	33,169	34,496	35,876	37,311
General Scale 3 or age 21	35,748	37,178	38,665	40,212
General Scale 4	36,726	38,195	39,723	41,312
General Scale 5	38,276	39,807	41,399	43,055
General Scale 6	38,973	40,532	42,153	43,839
General Scale 7	39,941	41,539	43,201	44,929
General Scale 8	41,417	43,074	44,797	46,589
General Scale 9	42,920	44,637	46,422	48,279
General Scale 10	44,501	46,281	48,132	50,057
* Personal	45,810	47,642	49,548	51,530
Grade 1 -				
Year 1	46,953	48,831	50,784	52,815
Year 2	48,332	50,265	52,276	54,367
Grade 2 -				
Year 1	49,685	51,672	53,739	55,889
Year 2	51,044	53,086	55,209	57,417
Grade 3 -				
Year 1	52,493	54,593	56,777	59,048
Year 2	54,076	56,239	58,489	60,829
Grade 4 -				
Year 1	55,765	57,996	60,316	62,729
Year 2	57,476	59,775	62,166	64,653

Grade 5 - Year 1	61,965	64,444	67,022	69,703
Year 2	63,924	66,481	69,140	71,906
Grade 6 - Year 1	66,426	69,083	71,846	74,720
Year 2	68,370	71,105	73,949	76,907
Grade 7 - Year 1	70,423	73,240	76,170	79,217
Year 2	72,530	75,431	78,448	81,586
Grade 8 - Year 1	75,546	78,568	81,711	84,979
Year 2	77,952	81,070	84,313	87,686
Grade 9 - Year 1	80,274	83,485	86,824	90,297
Year 2	82,530	85,831	89,264	92,835
Grade 10 - Year 1	85,903	89,339	92,913	96,630
Year 2	88,459	91,997	95,677	99,504
Grade 11 - Year 1	92,845	96,559	100,421	104,438
Year 2	96,782	100,653	104,679	108,866
Grade 12 - Year 1	102,844	106,958	111,236	115,685
Year 2	107,374	111,669	116,136	120,781
DPWS Technical Staff (A) - General Scale 1 or 16 years	22,738	23,648	24,594	25,578
General Scale 2 or 17 years	25,803	26,835	27,908	29,024
General Scale 3 or 18 years	27,426	28,523	29,664	30,851
General Scale 4 or 20 years	31,076	32,319	33,612	34,956
General Scale 5 or 21 years	33,169	34,496	35,876	37,311
General Scale 6	35,748	37,178	38,665	40,212
General Scale 7	36,726	38,195	39,723	41,312
General Scale 8	38,276	39,807	41,399	43,055
General Scale 9	38,973	40,532	42,153	43,839
General Scale 10	39,941	41,539	43,201	44,929
General Scale 11	41,417	43,074	44,797	46,589
General Scale 12	42,920	44,637	46,422	48,279
General Scale 13	44,501	46,281	48,132	50,057
General Scale 14	45,810	47,642	49,548	51,530
Grade I - Year 1	47,845	49,759	51,749	53,819
Year 2	49,188	51,156	53,202	55,330
Year 3	50,544	52,566	54,669	56,856
Year 4	51,526	53,587	55,730	57,959
Year 5	53,042	55,164	57,371	59,666
Grade II - Year 1	55,765	57,996	60,316	62,729
Year 2	56,896	59,172	61,539	64,001
Year 3	57,902	60,218	62,627	65,132
Year 4	59,138	61,504	63,964	66,523
Grade III - Year 1	63,183	65,710	68,338	71,072
DPWS Senior Technical (A) -				



Senior I - Year 1	61,965	64,444	67,022	69,703
Year 2	63,183	65,710	68,338	71,072
Year 3	65,128	67,733	70,442	73,260
Senior II - Year 1	67,068	69,751	72,541	75,443
Year 2	68,984	71,743	74,613	77,598
Senior III - Year 1	71,829	74,702	77,690	80,798
Senior Officer - Grade 1 - Year 1	119,940	124,738	129,728	134,917
Year 2	129,129	134,294	139,666	145,253
Grade 2 - Year 1	131,289	136,541	142,003	147,683
Year 2	140,446	146,064	151,907	157,983
Grade 3 - Year 1	145,099	150,903	156,939	163,217
Year 2	159,137	165,502	172,122	179,007

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

Environment Officers - Department of Environment and Climate Change New South Wales				
Classification	1.7.07 Per annum	1.7.08 Per annum +4%	1.7.09 Per annum +4%	1.7.10 Per annum +4%
<b>Class 1</b>				
1	27,316	28,409	29,545	30,727
2	33,001	34,321	35,694	37,122
3	36,221	37,670	39,177	40,744
4	38,435	39,972	41,571	43,234
5	40,137	41,742	43,412	45,148
6	42,325	44,018	45,779	47,610
7	46,771	48,642	50,588	52,612
<b>Class 2</b>				
1	46,771	48,642	50,588	52,612
2	48,143	50,069	52,072	54,155
3	49,421	51,398	53,454	55,592
4	51,267	53,318	55,451	57,669
<b>Class 3</b>				
1	49,421	51,398	53,454	55,592
2	51,267	53,318	55,451	57,669
3	53,832	55,985	58,224	60,553
4	55,453	57,671	59,978	62,377
<b>Class 4</b>				
1	53,832	55,985	58,224	60,553
2	55,453	57,671	59,978	62,377
3	57,755	60,065	62,468	64,967
4	60,024	62,425	64,922	67,519
<b>Class 5</b>				
1	57,755	60,065	62,468	64,967
2	60,024	62,425	64,922	67,519
3	62,316	64,809	67,401	70,097
4	64,235	66,804	69,476	72,255

Class 6				
1	62,316	64,809	67,401	70,097
2	64,235	66,804	69,476	72,255
3	66,732	69,401	72,177	75,064
4	68,762	71,512	74,372	77,347
Class 7				
1	66,732	69,401	72,177	75,064
2	68,762	71,512	74,372	77,347
3	70,842	73,676	76,623	79,688
4	73,732	76,681	79,748	82,938
Class 8				
1	70,842	73,676	76,623	79,688
2	73,732	76,681	79,748	82,938
3	76,042	79,084	82,247	85,537
4	79,922	83,119	86,444	89,902
Class 9				
1	76,042	79,084	82,247	85,537
2	79,922	83,119	86,444	89,902
3	82,221	85,510	88,930	92,487
4	84,711	88,099	91,623	95,288
Class 10				
1	82,221	85,510	88,930	92,487
2	84,711	88,099	91,623	95,288
3	88,089	91,613	95,278	99,089
4	90,671	94,298	98,070	101,993
Class 11				
1	88,089	91,613	95,278	99,089
2	90,671	94,298	98,070	101,993
3	93,387	97,122	101,007	105,047
4	97,081	100,964	105,003	109,203
Class 12				
1	93,387	97,122	101,007	105,047
2	97,081	100,964	105,003	109,203
3	100,337	104,350	108,524	112,865
4	102,491	106,591	110,855	115,289
Class 13				
1	100,337	104,350	108,524	112,865
2	102,491	106,591	110,855	115,289
3	105,891	110,127	114,532	119,113
4	107,475	111,774	116,245	120,895
Class 14				
1	105,891	110,127	114,532	119,113
2	107,475	111,774	116,245	120,895
3	112,453	116,951	121,629	126,494
4	117,434	122,131	127,016	132,097
Class 15				
1	112,453	116,951	121,629	126,494
2	117,434	122,131	127,016	132,097
3	122,413	127,310	132,402	137,698
4	127,390	132,486	137,785	143,296

Other Rates and Allowances Brief Description	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
AHIS weekly allowance: inconvenience and 6 incoming calls after/before normal working hours	352.56	366.66	381.33	396.58
For each call above 6 incoming calls in an AHIS roster period; not limited	17.26	17.95	18.67	19.42
Extra per public holiday falling on a weekday	108.16	112.49	116.99	121.67
Out of hours disturbance (AHIS Supervising Officers)	34.74	36.13	37.58	39.08

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

Ranger Classifications				
Classification and Grades	1.7.07 Per annum	1.7.08 Per annum +4%	1.7.09 Per annum +4%	1.7.10 Per annum +4%
<b>Trainee Rangers</b>				
1st year of service	41,487	43,146	44,872	46,667
2nd year of service	42,232	43,921	45,678	47,505
3rd year of service	43,505	45,245	47,055	48,937
4th year of service	44,285	46,056	47,898	49,814
5th year of service	44,745	46,535	48,396	50,332
6th year of service	45,392	47,208	49,096	51,060
<b>Rangers</b>				
<b>Grade 1</b>				
1st level	45,392	47,208	49,096	51,060
2nd level	47,178	49,065	51,028	53,069
3rd level	49,810	51,802	53,874	56,029
4th level	53,385	55,520	57,741	60,051
5th level	58,841	61,195	63,643	66,189
6th level	62,285	64,776	67,367	70,062
<b>Grade 2</b>				
1st year	63,526	66,067	68,710	71,458
2nd year	65,412	68,028	70,749	73,579
3rd year	67,402	70,098	72,902	75,818
4th year	70,112	72,916	75,833	78,866
<b>Senior Ranger</b>				
1st year & thereafter	75,353	78,367	81,502	84,762
<b>Assistant District Manager</b>				
Grade 1	77,599	80,703	83,931	87,288
Grade 2	83,038	86,360	89,814	93,407
Grade 3	89,751	93,341	97,075	100,958
Grade 4	93,557	97,299	101,191	105,239
<b>District Manager</b>				
Grade 1	79,784	82,975	86,294	89,746
Grade 2	85,515	88,936	92,493	96,193
Grade 3	93,557	97,299	101,191	105,239
Grade 4	99,419	103,396	107,532	111,833
Grade 5	103,798	107,950	112,268	116,759

Project/Research Officer Classification				
Classification and Grades	1.7.07 Per annum	1.7.08 Per annum +4%	1.7.09 Per annum +4%	1.7.10 Per annum +4%
Grade 1				
1st year	47,011	48,891	50,847	52,881
2nd year	48,519	50,460	52,478	54,577
3rd year	52,928	55,045	57,247	59,537
4th year	57,064	59,347	61,721	64,190
5th year	61,174	63,621	66,166	68,813
Grade 2*				
1st year	65,527	68,148	70,874	73,709
2nd year	67,445	70,143	72,949	75,867
3rd year	69,468	72,247	75,137	78,142
Grade 3*				
1st year	72,966	75,885	78,920	82,077
2nd year	75,308	78,320	81,453	84,711
3rd year	77,639	80,745	83,975	87,334
4th year	79,186	82,353	85,647	89,073
Grade 4*				
1st year	79,945	83,143	86,469	89,928
2nd year	82,244	85,534	88,955	92,513
Grade 5				
1st year	86,414	89,871	93,466	97,205
2nd year	90,080	93,683	97,430	101,327
Grade 6				
1st year	95,722	99,551	103,533	107,674
2nd year	96,726	100,595	104,619	108,804
* Progression criteria applies				

Project Officer (Aboriginal Positions)				
Classification and Grades	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Grade 1				
1 <sup>st</sup> year	47,011	48,891	50,847	52,881
2 <sup>nd</sup> year	48,519	50,460	52,478	54,577
3 <sup>rd</sup> year	52,928	55,045	57,247	59,537
4 <sup>th</sup> year	57,064	59,347	61,721	64,190
5 <sup>th</sup> year	61,174	63,621	66,166	68,813
Grade 2*				
1 <sup>st</sup> year	65,527	68,148	70,874	73,709
2 <sup>nd</sup> year	67,445	70,143	72,949	75,867
3 <sup>rd</sup> year	69,468	72,247	75,137	78,142
Grade 3*				
1 <sup>st</sup> year	72,966	75,885	78,920	82,077
2 <sup>nd</sup> year	75,308	78,320	81,453	84,711
3 <sup>rd</sup> year	77,639	80,745	83,975	87,334
4 <sup>th</sup> year	79,186	82,353	85,647	89,073
Grade 4*				
1 <sup>st</sup> year	79,945	83,143	86,469	89,928
2 <sup>nd</sup> year	82,244	85,534	88,955	92,513
Grade 5				
1 <sup>st</sup> year	86,414	89,871	93,466	97,205
2 <sup>nd</sup> year	90,080	93,683	97,430	101,327

Grade 6				
1st year	95,722	99,551	103,533	107,674
2nd year	96,726	100,595	104,619	108,804
*Progression criteria applies				

Field Officer Classification				
Classification and Grades	1.7.07 Per annum	1.7.08 Per annum +4%	1.7.09 Per annum +4%	1.7.10 Per annum +4%
Field Officer Base Grade 1/2				
Employees Engaged on or after 1 July 2007				
Grade 1				
Year 1	35,658	37,084	38,567	40,110
Year 2	36,558	38,020	39,541	41,123
Grade 2				
Year 1	37,402	38,898	40,454	42,072
Year 2	39,146	40,712	42,340	44,034
Field Officer Grade 1/4				
Employees Engaged on or after 1 July 2007				
Grade 1				
1st year	35,658	37,084	38,567	40,110
2nd year	36,558	38,020	39,541	41,123
Grade 2				
1st year	37,402	38,898	40,454	42,072
2nd year	39,146	40,712	42,340	44,034
Grade 3 (A)				
1st year	44,668	46,455	48,313	50,246
2nd year	45,456	47,274	49,165	51,132
Grade 4 (A)				
1st year	46,728	48,597	50,541	52,563
2nd year	47,572	49,475	51,454	53,512
Field Officer Grade 1/4				
Employees engaged on or before 30 June 2007				
Grade 1				
1st year	41,227	42,876	44,591	46,375
2nd year	41,997	43,677	45,424	47,241
Grade 2				
1st year	42,628	44,333	46,106	47,950
2nd year	43,444	45,182	46,989	48,869
Grade 3 (A)				
1st year	44,668	46,455	48,313	50,246
2nd year	45,456	47,274	49,165	51,132
Grade 4 (A)				
1st year	46,728	48,597	50,541	52,563
2nd year	47,572	49,475	51,454	53,512
Field Officer Grade B3/B4				
Employees engaged on or before 30 June 2007				
Grade 3 (B)				
1st year	44,668	46,455	48,313	50,246
2nd year	45,456	47,274	49,165	51,132
Grade 4 (B)				
1st year	46,728	48,597	50,541	52,563
2nd year	47,572	49,475	51,454	53,512

Senior Field Officer and Senior Field Officer (Plant)				
Grade 1				
1st year	48,628	50,573	52,596	54,700
2nd year	49,455	51,433	53,490	55,630
Grade 2				
1st year	50,456	52,474	54,573	56,756
2nd year	51,511	53,571	55,714	57,943
Field Supervisor Classification and Grades				
Grade 1				
1st year	53,279	55,410	57,626	59,931
2nd year	54,500	56,680	58,947	61,305
Grade 2				
1st year	55,720	57,949	60,267	62,678
2nd year	56,942	59,220	61,589	64,053
Senior Field Supervisor Classification and Grades				
Grade 1				
1st year	61,778	64,249	66,819	69,492
2nd year	63,296	65,828	68,461	71,199
Grade 2				
1st year	64,815	67,408	70,104	72,908
2nd year	66,333	68,986	71,745	74,615

**Crown Employees (Department of Juvenile Justice - Detention Centres 2005) Award**

Juvenile Justice Detention Centres - Department of Juvenile Justice					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Operational					
Level 1					
Year 1	20	36,229	37,678	39,185	40,752
Year 2	23	37,762	39,272	40,843	42,477
Year 6	40	43,903	45,659	47,485	49,384
Level 2					
Year 1	46	46,320	48,173	50,100	52,104
Year 2	49	47,682	49,589	51,573	53,636
Year 3	52	49,012	50,972	53,011	55,131
Year 4	55	50,356	52,370	54,465	56,644
Level 4					
Year 1	64	55,010	57,210	59,498	61,878
Year 2	67	56,701	58,969	61,328	63,781
Year 3	75	61,128	63,573	66,116	68,761
Year 4	78	63,056	65,578	68,201	70,929
Operational Casual Hourly Rate - Does not include 15% casual loading					
Level 1					
Year 1	-	18.27	19.00	19.76	20.55
Year 2	-	19.04	19.80	20.59	21.41
Year 6	-	22.15	23.04	23.96	24.92
Level 2					
Year 1	-	23.36	24.29	25.26	26.27
Year 2	-	24.06	25.02	26.02	27.06

Year 3	-	24.65	25.64	26.67	27.74
Year 4	-	25.4	26.42	27.48	28.58
Counselling and Administrative					
Level 1					
Year 3	28	39,400	40,976	42,615	44,320
Year 4	32	40,857	42,491	44,191	45,959
Year 5	36	42,338	44,032	45,793	47,625
Year 6	40	43,903	45,659	47,485	49,384
Level 2					
Year 1	46	46,320	48,173	50,100	52,104
Year 2	49	47,682	49,589	51,573	53,636
Year 3	52	49,012	50,972	53,011	55,131
Year 4	55	50,356	52,370	54,465	56,644
Level 3					
Year 1	58	51,784	53,855	56,009	58,249
Year 2	61	53,344	55,478	57,697	60,005
Level 4					
Year 1	64	55,010	57,210	59,498	61,878
Year 2	67	56,701	58,969	61,328	63,781
Year 3	75	61,128	63,573	66,116	68,761
Year 4	78	63,056	65,578	68,201	70,929
Level 5					
Year 1	82	65,527	68,148	70,874	73,709
Year 2	85	67,448	70,146	72,952	75,870
Year 3	88	69,468	72,247	75,137	78,142
Year 4	91	71,546	74,408	77,384	80,479
Level 6					
Year 1	95	74,527	77,508	80,608	83,832
Year 2	98	76,896	79,972	83,171	86,498
Year 3	101	79,188	82,356	85,650	89,076
Year 4	104	81,414	84,671	88,058	91,580
Level 7					
Year 1	108	84,738	88,128	91,653	95,319
Year 2	111	87,263	90,754	94,384	98,159
Managerial					
Level 5					
Year 1	82	65,527	68,148	70,874	73,709
Year 2	85	67,448	70,146	72,952	75,870
Year 3	88	69,468	72,247	75,137	78,142
Year 4	91	71,546	74,408	77,384	80,479
Level 6					
Year 1	95	74,527	77,508	80,608	83,832
Year 2	98	76,896	79,972	83,171	86,498
Year 3	101	79,188	82,356	85,650	89,076
Year 4	104	81,414	84,671	88,058	91,580
Level 7					
Year 1	108	84,738	88,128	91,653	95,319
Year 2	111	87,263	90,754	94,384	98,159
Level 8					
Year 1	116	91,589	95,253	99,063	103,026
Year 2	120	95,472	99,291	103,263	107,394
Level 9					
Year 1	126	101,454	105,512	109,732	114,121
Year 2	130	105,923	110,160	114,566	119,149

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

Classification and Grades	1.7.07 Per annum \$	1.7.08 Per annum \$	1.7.09 Per annum \$	1.7.10 Per annum \$
Level 1	42,893	44,609	46,393	48,249
Level 2	44,250	46,020	47,861	49,775
Level 3	45,582	47,405	49,301	51,273
Level 4	47,053	48,935	50,892	52,928
Level 5	48,717	50,666	52,693	54,801
<b>Catering Officers - Academy Allowance</b>				
Senior Catering Officer	3,749	3,899	4,055	4,217
Catering Officer	1,809	1,881	1,956	2,034
Apprentice	1,447	1,505	1,565	1,628

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

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

Allowance	1.7.07 Per annum \$	1.7.08 Per annum \$	1.7.09 Per annum \$	1.7.10 Per annum \$
Annual Allowance (clause 11)	8,505	8,845	9,199	9,567

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

<b>Program Officers - Department of the Arts, Sport and Recreation</b>				
Classification and Grades	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
<b>Program Officers</b>				
Level 1	43,383	45,118	46,923	48,800
Level 2	45,084	46,887	48,762	50,712
Level 3	47,627	49,532	51,513	53,574
Level 4	51,031	53,072	55,195	57,403
Level 5	52,730	54,839	57,033	59,314
Level 6	55,290	57,502	59,802	62,194
Level 7	57,836	60,149	62,555	65,057
Level 8	60,395	62,811	65,323	67,936
Level 9	62,938	65,456	68,074	70,797
Level 10	65,496	68,116	70,841	73,675
Level 11	68,038	70,760	73,590	76,534
Level 12	69,741	72,531	75,432	78,449
<b>Program Officers Temporary Employees</b>	1.7.07 Per day \$	1.7.08 Per day +4% \$	1.7.09 Per day +4% \$	1.7.10 Per day +4% \$
Level 1	166.32	172.97	179.89	187.09
Level 2	172.79	179.70	186.89	194.37
Level 3	182.53	189.83	197.42	205.32
Level 4	195.64	203.47	211.61	220.07
Level 5	202.10	210.18	218.59	227.33



Level 6	211.94	220.42	229.24	238.41
Level 7	221.68	230.55	239.77	249.36
Level 8	231.50	240.76	250.39	260.41
Level 9	241.25	250.90	260.94	271.38
Level 10	251.08	261.12	271.56	282.42
Level 11	260.82	271.25	282.10	293.38
Level 12	267.28	277.97	289.09	300.65
Program Officers Casual Employees	1.7.07 Per day \$	1.7.08 Per day +4% \$	1.7.09 Per day +4% \$	1.7.10 Per day +4% \$
Level 1	187.09	194.57	202.35	210.44
Level 2	194.41	202.19	210.28	218.69
Level 3	205.38	213.60	222.14	231.03
Level 4	220.04	228.84	237.99	247.51
Level 5	227.41	236.51	245.97	255.81
Level 6	238.41	247.95	257.87	268.18
Level 7	249.39	259.37	269.74	280.53
Level 8	260.42	270.84	281.67	292.94
Level 9	271.39	282.25	293.54	305.28
Level 10	282.44	293.74	305.49	317.71
Level 11	293.40	305.14	317.35	330.04
Level 12	300.72	312.75	325.26	338.27
	1.7.07 Per day \$	1.7.08 Per day +4% \$	1.7.09 Per day +4% \$	1.7.10 Per day +4% \$
Assistant instructor (Per day)	45.61	47.43	49.33	51.30
Program Officer (Instructor)	145.38 176.37	151.20 183.42	157.25 190.76	163.54 198.39
Allowances				
Sport and recreation allowance - permanent Program Officers (per annum)	8,505	8,845	9,199	9,567
Sport and recreation allowance- temporary Program Officers (per day)	32.60	33.90	35.26	36.67
Night duty allowance - casual Program Officers (per night)	69.59	72.37	75.26	78.27
Night duty allowance - Program Officer (Instructors) (per night)	33.58	34.92	36.32	37.77

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

Services Officers - Department of the Arts, Sport and Recreation				
<b>Table 1</b>				
Salary Scale for Services Officers Prior to Competency Attainment				
Classification and Grades	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 annum +4% \$
Level 1	36,332	37,785	39,296	40,868
Level 2	38,321	39,854	41,448	43,106
Level 3	39,970	41,569	43,232	44,961
Level *4	41,622	43,287	45,018	46,819

	Per hour	Per hour	Per hour	Per hour
	\$	\$	\$	\$
Level 1	18.32	19.05	19.81	20.60
Level 2	19.32	20.09	20.89	21.73
Level 3	20.17	20.98	21.82	22.69
Level 4	21.00	21.84	22.71	23.62

<b>Table 2</b> Salary Scale for Services Officers after Competency Attainment				
Classification and Grades	1.7.07 Per annum	1.7.08 Per annum +4%	1.7.09 Per annum +4%	1.7.10 Per annum +4%
	\$	\$	\$	\$
Level 1	37,422	38,919	40,476	42,095
Level 2	39,472	41,051	42,693	44,401
Level 3	41,172	42,819	44,532	46,313
Level *4	42,870	44,585	46,368	48,223
	Per hour	Per hour	Per hour	Per hour
	\$	\$	\$	\$
Level 1	18.88	19.64	20.43	21.25
Level 2	19.92	20.72	21.55	22.41
Level 3	20.77	21.60	22.46	23.36
Level 4	21.62	22.48	23.38	24.32
* Services Officer (Groundsperson) and Services Officer (Gardener) salary rate				

<b>Table 3</b> Salary Scale for Assistant Services Officers				
Classification and Grades	1.7.07 Per annum	1.7.08 Per annum +4%	1.7.09 Per annum +4%	1.7.10 Per annum +4%
	\$	\$	\$	\$
Level 1	36,332	37,785	39,296	40,868
Level 2	38,321	39,854	41,448	43,106
	Per hour	Per hour	Per hour	Per hour
	\$	\$	\$	\$
Level 1	18.32	19.05	19.81	20.60
Level 2	19.32	20.09	20.89	21.73

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

Exhibition Project Managers and Project Officers - Australian Museum					
Classification and Grades	Common Salary Point	1.7.07 Per annum	1.7.08 Per annum +4%	1.7.09 Per annum +4%	1.7.10 Per annum +4%
		\$	\$	\$	\$
Exhibition Project Officer					
Skill Level 1	46	46,320	48,173	50,100	52,104
Skill Level 2	52	49,012	50,972	53,011	55,131
Skill Level 3	58	51,784	53,855	56,009	58,249
Skill Level 4	64	55,010	57,210	59,498	61,878
Skill Level 5	67	56,701	58,969	61,328	63,781
Skill Level 6	78	63,056	65,578	68,201	70,929

Skill Level 7	83	66,166	68,813	71,566	74,429
Skill Level 8	88	69,468	72,247	75,137	78,142
Exhibition Project Manager					
Year 1	95	74,527	77,508	80,608	83,832
Year 2	98	76,896	79,972	83,171	86,498
Year 3	102	79,947	83,145	86,471	89,930

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

General Assistants in Schools - Department of Education and Training						
Classification and Grades	Annual Salary	Common Salary	1.7.07 Per annum	1.7.08 Per annum	1.7.09 Per annum	1.7.10 Per annum
	Class	Point	\$	\$ +4%	\$ +4%	\$ +4%
Full-time Permanent - Junior		-	25,147	26,153	27,199	28,287
On employment		-	32,332	33,625	34,970	36,369
After 12 months or at 20 years						
Adult						
Year 1		19	35,925	37,362	38,856	40,410
Year 2		20	36,229	37,678	39,185	40,752
Year 3		22	36,915	38,392	39,928	41,525
Year 4		23	37,762	39,272	40,843	42,477
Year 5		25	38,448	39,986	41,585	43,248
Part-time Permanent (up to 35.5 hpw)			1.7.07 Per Hour	1.7.08 Per Hour	1.7.09 Per Hour	1.7.10 Per Hour
			\$	\$ +4%	\$ +4%	\$ +4%
Junior		-	13.97	14.53	15.11	15.71
On employment		-	17.93	18.65	19.40	20.18
After 12 months or at 20 years		-	20.48	21.30	22.15	23.04
Adult						
Full-time (38 hpw) Temporary - Unloaded Junior		-	12.69	13.20	13.73	14.28
On employment		-	16.3	16.95	17.63	18.34
After 12 months or at 20 years		-	18.11	18.83	19.58	20.36
Adult						
Full-time Temporary - Loaded Junior		-	13.74	14.29	14.86	15.45
On employment		-	17.65	18.36	19.09	19.85
After 12 months or at 20 years		-	19.64	20.43	21.25	22.10
Adult						
Part-time Temporary (up to 35.5 hpw) Unloaded Junior		-	13.97	14.53	15.11	15.71
On employment		-	17.93	18.65	19.40	20.18
After 12 months or at 20 years		-	20.48	21.30	22.15	23.04
Adult						
Loaded Junior		-	15.12	15.72	16.35	17.00
On employment		-	19.43	20.21	21.02	21.86
After 12 months or at 20 years		-	22.18	23.07	23.99	24.95
Adult						

**Crown Employees (General Managers, Superintendents, Managers Security and Deputy Superintendents, Department of Corrective Services) Award 2005**

Rank	Annualised Salary from the first full pay period on or after 1 July 2007 \$	Annualised Salary from the first full pay period on or after 1 July 2008 \$	Annualised Salary from the first full pay period on or after 1 July 2009 \$	Annualised Salary from the first full pay period on or after 1 July 2010 \$
General Manager (commissioned officer)	141,912	147,588	153,492	159,632
Superintendent	130,214	135,423	140,840	146,474
Manager Security (commissioned officer)	119,722	124,511	129,491	134,671
Deputy Superintendent	111,533	115,994	120,634	125,459

**Crown Employees (General Staff - Salaries) Award 2007**

General Staff - Salaries					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Artist's Model, TAFE (draped)	33	41,189	42,837	44,550	46,332
(undraped)	39	43,543	45,285	47,096	48,980
Assistant, Enrolled Nurses Training Program, TAFE (part-time)					
1st year	23	37,762	39,272	40,843	42,477
2nd year	25	38,448	39,986	41,585	43,248
3rd year	28	39,400	40,976	42,615	44,320
Assistant Food & Beverage Controller, Ryde TAFE					
1st year	42	44,745	46,535	48,396	50,332
2nd year	48	47,196	49,084	51,047	53,089
Assistant Operations Controller, Port Macquarie, Campbelltown, TAFE					
1st year	39	43,543	45,285	47,096	48,980
2nd year	42	44,745	46,535	48,396	50,332
Assistant Operations Manager, TAFE (Hamilton, Ryde, Werrington)					
1st year	59	52,324	54,417	56,594	58,858
2nd year	61	53,344	55,478	57,697	60,005
3rd year	64	55,010	57,210	59,498	61,878
4th year	67	56,701	58,969	61,328	63,781
(East Sydney)					
1st year	56	50,829	52,862	54,976	57,175
2nd year	60	52,810	54,922	57,119	59,404
Catering Services Manager, Kurri Kurri, Ryde, TAFE					
1st year	70	58,341	60,675	63,102	65,626
2nd year	75	61,128	63,573	66,116	68,761

Catering Supervisor, Kurri Kurri, Ryde, TAFE					
1st year	52	49,012	50,972	53,011	55,131
2nd year	55	50,356	52,370	54,465	56,644
Class Preparation Assistant Tourism & Hospitality/Rural Studies; Floristry, Catering and Bakery, TAFE					
1st year	23	37,762	39,272	40,843	42,477
2nd year	25	38,448	39,986	41,585	43,248
3rd year	26	38,759	40,309	41,921	43,598
Class Preparation Assistant Hairdresser, TAFE					
1st year	17	35,266	36,677	38,144	39,670
2nd year	20	36,229	37,678	39,185	40,752
3rd year	22	36,915	38,392	39,928	41,525
Duty Manager, Ryde, TAFE	57	51,277	53,328	55,461	57,679
Fitter-Operator, TAFE	51	48,518	50,459	52,477	54,576
Food and Beverage Controller, TAFE	39	43,543	45,285	47,096	48,980
(Hamilton)	42	44,745	46,535	48,396	50,332
Food School Assistant, TAFE					
Years 1 - 3	18	35,613	37,038	38,520	40,061
Year 4 - 6	19	35,925	37,362	38,856	40,410
Year 7	20	36,229	37,678	39,185	40,752
Foreman, TAFE					
Electrical Grade 2	64	55,010	57,210	59,498	61,878
Electrical Grade 3	68	57,117	59,402	61,778	64,249
Electrical Grade 5	77	62,330	64,823	67,416	70,113
Other than Electrical					
Grade 1	57	51,277	53,328	55,461	57,679
Grade 2	61	53,344	55,478	57,697	60,005
Grade 3	65	55,472	57,691	59,999	62,399
Grade 4	73	60,041	62,443	64,941	67,539
Grade 5	77	62,330	64,823	67,416	70,113
Assistant Mechanical Foreman, TAFE	61	53,344	55,478	57,697	60,005
General Assistant/Caretaker, TAFE	25	38,448	39,986	41,585	43,248
Guest Services Agent, Ryde, TAFE					
1st year	34	41,575	43,238	44,968	46,767
2nd year	36	42,338	44,032	45,793	47,625
House Officer, TAFE, Sydney					
1st year	44	45,524	47,345	49,239	51,209
2nd year	47	46,807	48,679	50,626	52,651
3rd year	49	47,682	49,589	51,573	53,636
Newcastle					
1st year	41	44,396	46,172	48,019	49,940
2nd year	42	44,745	46,535	48,396	50,332
3rd year	43	45,188	46,996	48,876	50,831
House Supervisor (Goulburn, Kurri Kurri), TAFE					
1st year	39	43,543	45,285	47,096	48,980
2nd year	41	44,396	46,172	48,019	49,940
Kitchen Assistant (part-time), TAFE	18	35,613 (19.76 per hr)	37,038 (20.55 per hr)	38,520 (21.37 per hr)	40,061 (22.22 per hr)

Laboratory Craftsman, TAFE					
Grade 1, 1st year	40	43,903	45,659	47,485	49,384
Grade 1, 2nd year	41	44,396	46,172	48,019	49,940
Grade 1, 3rd year	43	45,188	46,996	48,876	50,831
Grade 1, 4th year	44	45,524	47,345	49,239	51,209
Grade 2, 1st year	45	45,967	47,806	49,718	51,707
Grade 2, 2nd year	46	46,320	48,173	50,100	52,104
Grade 2, 3rd year	47	46,807	48,679	50,626	52,651
Senior Laboratory Craftsman	55	50,356	52,370	54,465	56,644
Operations Controller Campbelltown/Port Macquarie/Orange, TAFE					
1st year	52	49,012	50,972	53,011	55,131
2nd year	55	50,356	52,370	54,465	56,644
Operations Manager - Food School/ Horticulture/Technical Support/ Purchasing and Stores Controller - East Sydney, Ryde, TAFE					
1st year	75	61,128	63,573	66,116	68,761
2nd year	78	63,056	65,578	68,201	70,929
3rd year	82	65,527	68,148	70,874	73,709
4th year	85	67,448	70,146	72,952	75,870
Hamilton/Wollongong					
1st year	72	59,428	61,805	64,277	66,848
2nd year	75	61,128	63,573	66,116	68,761
3rd year	78	63,056	65,578	68,201	70,929
4th year	82	65,527	68,148	70,874	73,709
Operations Manager (Brookvale, Dubbo, Loftus, Werrington) TAFE					
1st year	66	56,128	58,373	60,708	63,136
2nd year	77	62,330	64,823	67,416	70,113
Operations Supervisor - Food School, Kingscliff, Wollongong, TAFE					
1st year	52	49,012	50,972	53,011	55,131
2nd year	55	50,356	52,370	54,465	56,644
Senior Housekeeper, Ryde, TAFE					
1st year	57	51,277	53,328	55,461	57,679
2nd year	63	54,480	56,659	58,925	61,282
Scientific Instrument Maker, TAFE	51	48,518	50,459	52,477	54,576
Steel Production Assistant (formerly Cold Saw Operator) TAFE	25	38,448	39,986	41,585	43,248
Steel Production Supervisor (formerly Charge Hand, Cold Saw (Operator), TAFE	40	43,903	45,659	47,485	49,384
Stores Attendant, Hairdressing, TAFE					
1st year	22	36,915	38,392	39,928	41,525
2nd year	23	37,762	39,272	40,843	42,477
3rd year	25	38,448	39,986	41,585	43,248
Technical Assistant (Art, Ceramics, TV Studio) TAFE					
Years 1 - 3	32	40,857	42,491	44,191	45,959
Years 4 - 6	34	41,575	43,238	44,968	46,767
Year 7	35	41,912	43,588	45,332	47,145
Technical Assistant (Design)					
1st year	35	41,912	43,588	45,332	47,145
2nd year	37	42,743	44,453	46,231	48,080
3rd year	39	43,543	45,285	47,096	48,980

Technical Assistant (Electrical Engineering/ Applied Electricity), TAFE					
1st year	50	48,143	50,069	52,072	54,155
2nd year	52	49,012	50,972	53,011	55,131
3rd year	54	49,863	51,858	53,932	56,089
Technical Assistant (Mechanical Engineering/ Civil Engineering Building)					
1st year	46	46,320	48,173	50,100	52,104
2nd year	47	46,807	48,679	50,626	52,651
Technical Assistant (Vehicle Building)					
1st year	46	46,320	48,173	50,100	52,104
2nd year	47	46,807	48,679	50,626	52,651
Technical Assistant (Refrigeration and Air Conditioning), TAFE	32	40,857	42,491	44,191	45,959
Technical Assistant (Rural Studies), TAFE					
1st year	34	41,575	43,238	44,968	46,767
2nd year	36	42,338	44,032	45,793	47,625
3rd year	39	43,543	45,285	47,096	48,980
4th year	41	44,396	46,172	48,019	49,940
5th year	44	45,524	47,345	49,239	51,209
6th year	47	46,807	48,679	50,626	52,651
7th year	50	48,143	50,069	52,072	54,155
8th year	53	49,431	51,408	53,464	55,603
9th year	56	50,829	52,862	54,976	57,175
10th year	59	52,324	54,417	56,594	58,858
11th year	61	53,344	55,478	57,697	60,005
Community Liaison Officer/Aboriginal Community Liaison Officer, Department of Education and Training (DET)	57	51,277	53,328	55,461	57,679
Farm Foreman, DET					
Grade A					
1st year	39	43,543	45,285	47,096	48,980
2nd year	41	44,396	46,172	48,019	49,940
3rd year	43	45,188	46,996	48,876	50,831
Grade B					
1st year	45	45,967	47,806	49,718	51,707
2nd year	47	46,807	48,679	50,626	52,651
3rd year	51	48,518	50,459	52,477	54,576
House Officer, DET					
1st year	34	41,575	43,238	44,968	46,767
2nd year	36	42,338	44,032	45,793	47,625
3rd year	39	43,543	45,285	47,096	48,980
Maintenance Officer, DET					
1st year	24	38,134	39,659	41,245	42,895
2nd - 7th year	25	38,448	39,986	41,585	43,248
8th year	26	38,759	40,309	41,921	43,598
Photographic Assistant, DET					
1st year	22	36,915	38,392	39,928	41,525
2nd year	23	37,762	39,272	40,843	42,477
3rd year	25	38,448	39,986	41,585	43,248
4th year	26	38,759	40,309	41,921	43,598
Matrons and Sub-Matrons, DET					
Matron					
1st year	45	45,967	47,806	49,718	51,707
Thereafter	46	46,320	48,173	50,100	52,104

Sub-Matron					
1st year	39	43,543	45,285	47,096	48,980
Thereafter	40	43,903	45,659	47,485	49,384
Storeman/Attendant, Hurlstone/Yanco Agricultural High School, DET					
1st year	17	35,266	36,677	38,144	39,670
2nd year	18	35,613	37,038	38,520	40,061
3rd year and 4th year	20	36,229	37,678	39,185	40,752
5th year	22	36,915	38,392	39,928	41,525
Technical Assistant (Art, Ceramics, TV Studio)					
Years 1 - 3	32	40,857	42,491	44,191	45,959
Years 4 - 6	34	41,575	43,238	44,968	46,767
Year 7	35	41,912	43,588	45,332	47,145
Assistant, Dept of Infrastructure Planning and Natural Resources (DIPNR) Junior - under 17 (50% of Grade 1, Yr 1) Aged 17 (60% of Grade 1, Yr 1) Aged 18 (70% of Grade 1, Yr 1) Aged 19 (80% of Grade 1, Yr 1) Aged 20 (90% of Grade 1, Yr)					
Grade 1					
1st year	18	35,613	37,038	38,520	40,061
2nd year	22	36,915	38,392	39,928	41,525
3rd year	25	38,448	39,986	41,585	43,248
4th year	29	39,807	41,399	43,055	44,777
5th year	32	40,857	42,491	44,191	45,959
Grade 2					
1st year	34	41,575	43,238	44,968	46,767
2nd year	36	42,338	44,032	45,793	47,625
3rd year	37	42,743	44,453	46,231	48,080
4th year	39	43,543	45,285	47,096	48,980
Grade 3					
1st year	46	46,320	48,173	50,100	52,104
2nd year	52	49,012	50,972	53,011	55,131
Field Services Staff, DIPNR Field Supervisor					
1st year	48	47,196	49,084	51,047	53,089
2nd year	51	48,518	50,459	52,477	54,576
3rd year	53	49,431	51,408	53,464	55,603
4th year	55	50,356	52,370	54,465	56,644
5th year	58	51,784	53,855	56,009	58,249
Field Service Manager, Years 1-3 only Other locations (not specified)					
1st year	66	56,128	58,373	60,708	63,136
2nd year	67	56,701	58,969	61,328	63,781
3rd year	69	57,772	60,083	62,486	64,985
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	61,128	63,573	66,116	68,761
Regional Field Services Manager	83	66,166	68,813	71,566	74,429



Drillers (Central West Region employees only), DIPNR					
Driller's Assistant	22	36,915	38,392	39,928	41,525
Roster Allowance		4,282	4,453	4,631	4,816
Trainee Drilling Officer	25	38,448	39,986	41,585	43,248
Roster Allowance		4,460	4,638	4,824	5,017
Drilling Officer - Level 1	38	43,099	44,823	46,616	48,481
Roster Allowance		5,000	5,200	5,408	5,624
Drilling Officer - Level 2	40	43,903	45,659	47,485	49,384
Roster Allowance		5,093	5,297	5,509	5,729
Drilling Officer - Level 3	43	45,188	46,996	48,876	50,831
Roster Allowance		5,242	5,452	5,670	5,897
Drilling Officer - Level 4	48	47,196	49,084	51,047	53,089
Roster Allowance		5,475	5,694	5,922	6,159
Drilling Officer - Level 5	53	49,431	51,408	53,464	55,603
Roster Allowance		5,734	5,963	6,202	6,450
Senior Drilling Officer	57	51,277	53,328	55,461	57,679
Roster Allowance		5,948	6,186	6,433	6,690
Overseers, DIPNR					
Grade 1 (ex Dept of Water Resources only)	60	52,810	54,922	57,119	59,404
Grade II	61	53,344	55,478	57,697	60,005
Grade III	65	55,472	57,691	59,999	62,399
Grade IV	73	60,041	62,443	64,941	67,539
Grade V	77	62,330	64,823	67,416	70,113
Plant Managers, DIPNR					
Grade 1 (Workshop Supervisors, Goulburn, Inverell, Scone & Wagga Wagga)	65	55,472	57,691	59,999	62,399
Grade 2 (Workshop Manager, Wellington & Fleet Managers, Tamworth & Wagga Wagga)					
Year 1	69	57,772	60,083	62,486	64,985
Year 2	70	58,341	60,675	63,102	65,626
Assistant Education Officers, Powerhouse Museum	43	45,188	46,996	48,876	50,831
House Officer, Powerhouse Museum	44	45,524	47,345	49,239	51,209
Museum Officer, Powerhouse Museum	18	35,613	37,038	38,520	40,061
	19	35,925	37,362	38,856	40,410
	20	36,229	37,678	39,185	40,752
	21	36,575	38,038	39,560	41,142
	23	37,762	39,272	40,843	42,477
Photographer - Grade 1 - Years 1-3 (various agencies)					
1st year	39	43,543	45,285	47,096	48,980
2nd year	41	44,396	46,172	48,019	49,940
3rd year	43	45,188	46,996	48,876	50,831
Grade 2*					
1st year	49	47,682	49,589	51,573	53,636
2nd year	51	48,518	50,459	52,477	54,576
*Progression from Photographer Grade 1 to Photographer Grade 2 (see Sch A of award)					
Photographers Grade 3** Years 1-3					
1st year	63	54,480	56,659	58,925	61,282
2nd year	65	55,472	57,691	59,999	62,399
3rd year	69	57,772	60,083	62,486	64,985
**Grade 3 requirements in Sch A of award					

Photographic Assistant	22	36,915	38,392	39,928	41,525	
	23	37,762	39,272	40,843	42,477	
	25	38,448	39,986	41,585	43,248	
	26	38,759	40,309	41,921	43,598	
Preparator - Grade 1, Powerhouse Museum Years 1-3	45	45,967	47,806	49,718	51,707	
	48	47,196	49,084	51,047	53,089	
	51	48,518	50,459	52,477	54,576	
Grade II - Years 1-2	55	50,356	52,370	54,465	56,644	
	59	52,324	54,417	56,594	58,858	
Senior Preparator, Powerhouse Museum	63	54,480	56,659	58,925	61,282	
	65	55,472	57,691	59,999	62,399	
Stores Officer, Powerhouse Museum Grade 1	31	40,466	42,085	43,768	45,519	
	33	41,189	42,837	44,550	46,332	
Grade 2	34	41,575	43,238	44,968	46,767	
	35	41,912	43,588	45,332	47,145	
Grade 3	36	42,338	44,032	45,793	47,625	
	37	42,743	44,453	46,231	48,080	
Grade 4	39	43,543	45,285	47,096	48,980	
	41	44,396	46,172	48,019	49,940	
Transport Officer, Powerhouse Museum	47	46,807	48,679	50,626	52,651	
	49	47,682	49,589	51,573	53,636	
Field Assistant, Dept of Mineral Resources	Year 1	26	38,759	40,309	41,921	43,598
	Year 2	28	39,400	40,976	42,615	44,320
	Year 3	31	40,466	42,085	43,768	45,519
	Year 4	32	40,857	42,491	44,191	45,959
	Year 5	34	41,575	43,238	44,968	46,767
Regional Mining Officer, Dept of Mineral Resources	58	51,784	53,855	56,009	58,249	
	61	53,344	55,478	57,697	60,005	
	64	55,010	57,210	59,498	61,878	
	67	56,701	58,969	61,328	63,781	
Regional Mining Officer, Lightning Ridge, Dept of Mineral Resources	75	61,128	63,573	66,116	68,761	
	79	63,561	66,103	68,747	71,497	
	82	65,527	68,148	70,874	73,709	
	85	67,448	70,146	72,952	75,870	
Craftsman/Framer, Art Gallery	32	40,857	42,491	44,191	45,959	
Gallery Services Officer, Art Gallery	18	35,613	37,038	38,520	40,061	
	20	36,229	37,678	39,185	40,752	
Supervisor, Gallery Services Officers	23	37,762	39,272	40,843	42,477	
Art Gallery -						
Senior Gallery Services Officer	43	45,188	46,996	48,876	50,831	
	45	45,967	47,806	49,718	51,707	
	47	46,807	48,679	50,626	52,651	
	49	47,682	49,589	51,573	53,636	
Installation Officer, Art Gallery	26	38,759	40,309	41,921	43,598	
	29	39,807	41,399	43,055	44,777	
	32	40,857	42,491	44,191	45,959	
Senior Installation Officer, Art Gallery	32	40,857	42,491	44,191	45,959	
	35	41,912	43,588	45,332	47,145	
Display Technician, Art Gallery Grade 1	45	45,967	47,806	49,718	51,707	
	48	47,196	49,084	51,047	53,089	
	51	48,518	50,459	52,477	54,576	

Grade 2	55	50,356	52,370	54,465	56,644
	59	52,324	54,417	56,594	58,858
Senior Display Technician	63	54,480	56,659	58,925	61,282
	65	55,472	57,691	59,999	62,399
Bar Manager, Police Academy	34	41,575	43,238	44,968	46,767
Building Manager, NSW Police	60	52,810	54,922	57,119	59,404
	61	53,344	55,478	57,697	60,005
	63	54,480	56,659	58,925	61,282
Driving Instructor, NSW Police College	68	57,117	59,402	61,778	64,249
	69	57,772	60,083	62,486	64,985
	72	59,428	61,805	64,277	66,848
General Assistant, NSW Police College	19	35,925	37,362	38,856	40,410
	20	36,229	37,678	39,185	40,752
	22	36,915	38,392	39,928	41,525
	23	37,762	39,272	40,843	42,477
	25	38,448	39,986	41,585	43,248
Groom, Mounted Police	16	34,401	35,777	37,208	38,696
	18	35,613	37,038	38,520	40,061
Maintenance Attendant, Goulburn Police College	22	36,915	38,392	39,928	41,525
Senior Basement Attendant, Police Headquarters	29	39,807	41,399	43,055	44,777
	31	40,466	42,085	43,768	45,519
	32	40,857	42,491	44,191	45,959
	34	41,575	43,238	44,968	46,767
Storeman/Attendant, Police Headquarters	17	35,266	36,677	38,144	39,670
Uniform Fitter and Advisory Officer, NSW Police	37	42,743	44,453	46,231	48,080
Police Armourer					
Year 1	51	48,518	50,459	52,477	54,576
Year 2	55	50,356	52,370	54,465	56,644
Year 3	58	51,784	53,855	56,009	58,249
Year 4	59	52,324	54,417	56,594	58,858
General Assistant, State Library	23	37,762	39,272	40,843	42,477
Photographic Operator, State Library	23	37,762	39,272	40,843	42,477
	26	38,759	40,309	41,921	43,598
Museum Assistant, Historic Houses Trust Grade 1 Years 1 to 4	20	36,229	37,678	39,185	40,752
	21	36,575	38,038	39,560	41,142
	25	38,448	39,986	41,585	43,248
	27	39,071	40,634	42,259	43,949
Grade 2, Years 1 to 5	30	40,146	41,752	43,422	45,159
	31	40,466	42,085	43,768	45,519
	34	41,575	43,238	44,968	46,767
	35	41,912	43,588	45,332	47,145
	36	42,338	44,032	45,793	47,625
Museum Guide, Historic Houses Trust Years 1 to 6	28	39,400	40,976	42,615	44,320
	30	40,146	41,752	43,422	45,159
	32	40,857	42,491	44,191	45,959
	34	41,575	43,238	44,968	46,767
	36	42,338	44,032	45,793	47,625
	39	43,543	45,285	47,096	48,980
Chief Guide, Historic Houses Trust	48	47,196	49,084	51,047	53,089
	51	48,518	50,459	52,477	54,576
Timber Inspectors, State Forests Chief Timber Inspector	92	72,208	75,096	78,100	81,224

Deputy Chief Timber Inspector	77	62,330	64,823	67,416	70,113
	80	64,250	66,820	69,493	72,273
Senior Timber Inspector	67	56,701	58,969	61,328	63,781
	68	57,117	59,402	61,778	64,249
	69	57,772	60,083	62,486	64,985
Timber Inspector	45	45,967	47,806	49,718	51,707
	47	46,807	48,679	50,626	52,651
	49	47,682	49,589	51,573	53,636
Entrance Attendant, Royal Botanic Gardens	51	48,518	50,459	52,477	54,576
	53	49,431	51,408	53,464	55,603
	56	50,829	52,862	54,976	57,175
	58	51,784	53,855	56,009	58,249
Herbarium Assistants, Royal Botanic Gardens - Grade 1	30	40,146	41,752	43,422	45,159
	18	35,613	37,038	38,520	40,061
	22	36,915	38,392	39,928	41,525
	25	38,448	39,986	41,585	43,248
	29	39,807	41,399	43,055	44,777
Grade 2	32	40,857	42,491	44,191	45,959
	34	41,575	43,238	44,968	46,767
	36	42,338	44,032	45,793	47,625
	37	42,743	44,453	46,231	48,080
Centre Supervisor, State Sports Centre	39	43,543	45,285	47,096	48,980
	37 (+10%all purpose allow.)	42,743	44,453	46,231	48,080
Centre Supervisor, State Sports Centre	40	43,903	45,659	47,485	49,384
Events Technical Officer, State Sports Centre	58	51,784	53,855	56,009	58,249
Maintenance Officer, State Sports Centre	55	50,356	52,370	54,465	56,644
Facilities Manager, State Sports Centre	111	87,263	90,754	94,384	98,159
Assistant Facilities Manager, State Sports Centre	67	56,701	58,969	61,328	63,781
General Assistant, WorkCover	19	35,925	37,362	38,856	40,410
	20	36,229	37,678	39,185	40,752
	22	36,915	38,392	39,928	41,525
	23	37,762	39,272	40,843	42,477
	25	38,448	39,986	41,585	43,248
Day Attendant, Australian Museum	18	35,613	37,038	38,520	40,061
	19	35,925	37,362	38,856	40,410
	20	36,229	37,678	39,185	40,752
	21	36,575	38,038	39,560	41,142
	23	37,762	39,272	40,843	42,477
Preparator, Australian Museum Assistant Preparator (55)	29	39,807	41,399	43,055	44,777
	34	41,575	43,238	44,968	46,767
	39	43,543	45,285	47,096	48,980
	43	45,188	46,996	48,876	50,831
Cadet Preparator (56)	21	36,575	38,038	39,560	41,142
	25	38,448	39,986	41,585	43,248
Chief Preparator	82	65,527	68,148	70,874	73,709
	84	66,749	69,419	72,196	75,084
Preparator (57) Grade I	46	46,320	48,173	50,100	52,104
	49	47,682	49,589	51,573	53,636
	52	49,012	50,972	53,011	55,131

Grade II	56	50,829	52,862	54,976	57,175
	60	52,810	54,922	57,119	59,404
Senior Preparator	63	54,480	56,659	58,925	61,282
	65	55,472	57,691	59,999	62,399
Cleaner/Messenger/Courtkeeper, Sheriff's Office, Attorney-General's Dept	30	40,146	41,752	43,422	45,159
Courtkeeper and Cleaner, Darlinghurst, Attorney-General's Dept	27	39,071	40,634	42,259	43,949
Courtkeeper/Cleaner and Messenger, Bathurst, Attorney-General's Dept	25	38,448	39,986	41,585	43,248
Courtkeeper/Cleaner and Messenger, Queanbeyan (Local Court), Attorney- General's Dept	25	38,448	39,986	41,585	43,248
Security Attendant, Attorney-General's Dept (formerly Assistant Service Officer)	17	35,266	36,677	38,144	39,670
	18	35,613	37,038	38,520	40,061
	20	36,229	37,678	39,185	40,752
	22	36,915	38,392	39,928	41,525
Basement Attendant, Attorney-General's Dept (formerly Assistant Service Officer)	23	37,762	39,272	40,843	42,477
Property Inspector, Public Trust Office	64	55,010	57,210	59,498	61,878
	67	56,701	58,969	61,328	63,781
	69	57,772	60,083	62,486	64,985
	73	60,041	62,443	64,941	67,539

**Crown Employees (Greyhound and Harness Racing Regulatory Authority - Greyhound Racing Employees) Award 2007**

Classifications and Grades Greyhound Racing Employees	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Administrative Manager - A & C Grade 9/10					
1st year	101	79,188	82,356	85,650	89,076
2nd year	104	81,414	84,671	88,058	91,580
3rd year	108	84,738	88,128	91,653	95,319
Thereafter	111	87,263	90,754	94,384	98,159
Chief Steward - A & C Grade 9/10					
1st year	101	79,188	82,356	85,650	89,076
2nd year	104	81,414	84,671	88,058	91,580
3rd year	108	84,738	88,128	91,653	95,319
Thereafter	111	87,263	90,754	94,384	98,159
Administrative Officer (Finance) - A & C Grade 9					
1st year	101	79,188	82,356	85,650	89,076
Thereafter	104	81,414	84,671	88,058	91,580
Special Projects Officer - A & C Grade 8					
1st year	95	74,527	77,508	80,608	83,832
Thereafter	98	76,896	79,972	83,171	86,498
Accountant - A & C Grade 7					
1st year	88	69,468	72,247	75,137	78,142
Thereafter	91	71,546	74,408	77,384	80,479
Deputy Chief Steward - A & C Grade 7					
1st year	88	69,468	72,247	75,137	78,142
Thereafter	91	71,546	74,408	77,384	80,479

Manager Registration Division - A & C Grade 7					
1st year	88	69,468	72,247	75,137	78,142
Thereafter	91	71,546	74,408	77,384	80,479
Stewards - A & C Grade 6					
1st year	82	65,527	68,148	70,874	73,709
Thereafter	85	67,448	70,146	72,952	75,870
Clerk - A & C Grade 3/4					
1st year	58	51,784	53,855	56,009	58,249
2nd year	61	53,344	55,478	57,697	60,005
3rd year	64	55,010	57,210	59,498	61,878
Thereafter	67	56,701	58,969	61,328	63,781
Executive Assistant to - A & C Grade 3/4 Chief Executive					
1st year	58	51,784	53,855	56,009	58,249
2nd year	61	53,344	55,478	57,697	60,005
3rd year	64	55,010	57,210	59,498	61,878
Thereafter	67	56,701	58,969	61,328	63,781
Field Officer - A & C Grade 3					
1st year	58	51,784	53,855	56,009	58,249
Thereafter	61	53,344	55,478	57,697	60,005
Greyhound Identity Officer - A & C Grade 2					
1st year	52	49,012	50,972	53,011	55,131
Thereafter	55	50,356	52,370	54,465	56,644
Personal Assistant to - A & C Grade 2 Chief Steward					
1st year	52	49,012	50,972	53,011	55,131
Thereafter	55	50,356	52,370	54,465	56,644
Cadet Steward - A & C Grade 1					
1st year	46	46,320	48,173	50,100	52,104
Thereafter	49	47,682	49,589	51,573	53,636
Registration Clerk - A & C Grade 1					
1st year	46	46,320	48,173	50,100	52,104
Thereafter	49	47,682	49,589	51,573	53,636

**Crown Employees (Greyhound and Harness Racing Regulatory Authority - Harness Racing Staff)  
Conditions of Employment Award 2007**

Classification and Grades Harness Racing Staff	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Group 1 Classified Officer					
(i) Chief Steward					
1st year	126	101,454	105,512	109,732	114,121
Thereafter	130	105,923	110,160	114,566	119,149
(ii) Chief Handicapper					
1st year	82	65,527	68,148	70,874	73,709
2nd year	85	67,448	70,146	72,952	75,870
3rd year	88	69,468	72,247	75,137	78,142
4th year	91	71,546	74,408	77,384	80,479
5th year	95	74,527	77,508	80,608	83,832
6th year	98	76,896	79,972	83,171	86,498
(iii) Deputy Chief Steward					
1st year	108	84,738	88,128	91,653	95,319
Thereafter	111	87,263	90,754	94,384	98,159

(iv) Deputy Chief Handicapper/ Club Liaison Officer					
1st year	75	61,128	63,573	66,116	68,761
2nd year	78	63,056	65,578	68,201	70,929
(v) Steward					
1st year	64	55,010	57,210	59,498	61,878
2nd year	67	56,701	58,969	61,328	63,781
3rd year	75	61,128	63,573	66,116	68,761
4th year	78	63,056	65,578	68,201	70,929
5th year	82	65,527	68,148	70,874	73,709
6th year	85	67,448	70,146	72,952	75,870
7th year	88	69,468	72,247	75,137	78,142
8th year	91	71,546	74,408	77,384	80,479
(vi) Handicapper					
1st year	46	46,320	48,173	50,100	52,104
2nd year	49	47,682	49,589	51,573	53,636
3rd year	52	49,012	50,972	53,011	55,131
4th year	55	50,356	52,370	54,465	56,644
5th year	58	51,784	53,855	56,009	58,249
6th year	61	53,344	55,478	57,697	60,005
(vii) Cadet Steward					
1st year	28	39,400	40,976	42,615	44,320
2nd year	32	40,857	42,491	44,191	45,959
3rd year	36	42,338	44,032	45,793	47,625
4th year	40	43,903	45,659	47,485	49,384
5th year	46	46,320	48,173	50,100	52,104
6th year	49	47,682	49,589	51,573	53,636
(viii) Cadet Handicapper					
1st year	28	39,400	40,976	42,615	44,320
2nd year	32	40,857	42,491	44,191	45,959
3rd year	36	42,338	44,032	45,793	47,625
4th year	40	43,903	45,659	47,485	49,384
(ix) Freeze Branding Officer					
1st year	52	49,012	50,972	53,011	55,131
2nd year	55	50,356	52,370	54,465	56,644
3rd year	58	51,784	53,855	56,009	58,249
4th year	61	53,344	55,478	57,697	60,005
(x) Assistant Freeze Branding Officer					
1st year	28	39,400	40,976	42,615	44,320
2nd year	32	40,857	42,491	44,191	45,959
3rd year	36	42,338	44,032	45,793	47,625
4th year	40	43,903	45,659	47,485	49,384
(xi) Customer Relations Officer Grade 12					
Min	126	101,454	105,512	109,732	114,121
Max	130	105,923	110,160	114,566	119,149
(xii) Assistant Customer Relations Officer					
1st year	46	46,320	48,173	50,100	52,104
2nd year	49	47,682	49,589	51,573	53,636
3rd year	52	49,012	50,972	53,011	55,131
4th year	55	50,356	52,370	54,465	56,644
(xiii) Registrar					
1st year	82	65,527	68,148	70,874	73,709
2nd year	85	67,448	70,146	72,952	75,870
3rd year	88	69,468	72,247	75,137	78,142
4th year	91	71,546	74,408	77,384	80,479

(xiv) Deputy Registrar					
1st year	52	49,012	50,972	53,011	55,131
2nd year	55	50,356	52,370	54,465	56,644
3rd year	58	51,784	53,855	56,009	58,249
4th year	61	53,344	55,478	57,697	60,005
(xv) Accountant					
1st year	75	61,128	63,573	66,116	68,761
2nd year	78	63,056	65,578	68,201	70,929
3rd year	82	65,527	68,148	70,874	73,709
4th year	85	67,448	70,146	72,952	75,870
5th year	88	69,468	72,247	75,137	78,142
6th year	91	71,546	74,408	77,384	80,479
(xvi) Senior Accounts Clerk					
1st year	46	46,320	48,173	50,100	52,104
2nd year	49	47,682	49,589	51,573	53,636
3rd year	52	49,012	50,972	53,011	55,131
4th year	55	50,356	52,370	54,465	56,644
5th year	58	51,784	53,855	56,009	58,249
6th year	61	53,344	55,478	57,697	60,005
(xvii) Secretary to Department Head					
1st year	28	39,400	40,976	42,615	44,320
2nd year	32	40,857	42,491	44,191	45,959
3rd year	36	42,338	44,032	45,793	47,625
4th year	40	43,903	45,659	47,485	49,384
(xviii) Executive Assistant to General Manager					
1st year	46	46,320	48,173	50,100	52,104
Thereafter	49	47,682	49,589	51,573	53,636

Attendance at Race Meetings	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
(A) Stewards Allowance - less than 250 km	329	342	356	370
(B) Stewards Allowance - further than 250 km	447	465	484	503
(C) Other than Stewards - Allowance	252	262	272	283

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

Gardens - Horticulture and Trades Staff Historic Houses Trust				
Classification and Grades	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Horticultural/Trades Officer				
Level One	34,010	35,370	36,785	38,256
Level Two Year 1	37,762	39,272	40,843	42,477
Level Two Year thereafter	38,759	40,309	41,921	43,598
Level Three Year 1	40,146	41,752	43,422	45,159
Level Three Year thereafter	41,575	43,238	44,968	46,767
Level Four Year 1	43,099	44,823	46,616	48,481
Level Four Year thereafter	44,396	46,172	48,019	49,940
Level Five Year 1	45,967	47,806	49,718	51,707
Level Five Year thereafter	47,196	49,084	51,047	53,089



Level Six Year 1	48,518	50,459	52,477	54,576
Level Six Year thereafter	49,863	51,858	53,932	56,089
Level Seven Year 1	51,277	53,328	55,461	57,679
Level Seven Year thereafter	52,810	54,922	57,119	59,404
Level Eight Year 1	54,480	56,659	58,925	61,282
Level Eight Year thereafter	56,701	58,969	61,328	63,781
Level Nine Year 1	58,925	61,282	63,733	66,282
Level Nine Year thereafter	61,128	63,573	66,116	68,761
Level Ten Year 1	63,056	65,578	68,201	70,929
Level Ten Year thereafter	64,827	67,420	70,117	72,922
Level Eleven Year 1	70,167	72,974	75,893	78,929
Level Eleven Year thereafter	74,527	77,508	80,608	83,832

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

Home Care Service of New South Wales Administrative Staff					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Home Care Gradings and Pay Scales -					
Grade 1 -					
Step 1	29	39,807	41,399	43,055	44,777
Step 2	33	41,189	42,837	44,550	46,332
Grade 2 -					
Step 1	35	41,912	43,588	45,332	47,145
Step 2	38	43,099	44,823	46,616	48,481
Grade 3 -					
Step 1	40	43,903	45,659	47,485	49,384
Step 2	43	45,188	46,996	48,876	50,831
Grade 4 -					
Step 1	45	45,967	47,806	49,718	51,707
Step 2	49	47,682	49,589	51,573	53,636
Grade 5 -					
Step 1	52	49,012	50,972	53,011	55,131
Step 2	56	50,829	52,862	54,976	57,175
Grade 6 -					
Step 1	58	51,784	53,855	56,009	58,249
Step 2	62	53,847	56,001	58,241	60,571
Grade 7 -					
Step 1	64	55,010	57,210	59,498	61,878
Step 2	68	57,117	59,402	61,778	64,249
Grade 8 -					
Step 1	70	58,341	60,675	63,102	65,626
Step 2	74	60,518	62,939	65,457	68,075
Grade 9 -					
Step 1	76	61,801	64,273	66,844	69,518
Step 2	79	63,561	66,103	68,747	71,497
Grade 10 -					
Step 1	81	64,827	67,420	70,117	72,922
Step 2	84	66,749	69,419	72,196	75,084
Grade 11 -					
Step 1	86	68,051	70,773	73,604	76,548
Step 2	89	70,167	72,974	75,893	78,929
Grade 12 -					
Step 1	90	70,862	73,696	76,644	79,710
Step 2	94	73,750	76,700	79,768	82,959

Grade 13 -					
Step 1	96	75,308	78,320	81,453	84,711
Step 2	100	78,427	81,564	84,827	88,220
Grade 14 -					
Step 1	102	79,947	83,145	86,471	89,930
Step 2	105	82,244	85,534	88,955	92,513
Grade 15 -					
Step 1	107	83,906	87,262	90,752	94,382
Step 2	110	86,419	89,876	93,471	97,210
Grade 16 -					
Step 1	112	88,113	91,638	95,304	99,116
Step 2	115	90,699	94,327	98,100	102,024
Grade 17 -					
Step 1	117	92,500	96,200	100,048	104,050
Step 2	120	95,472	99,291	103,263	107,394
Grade 18 -					
Step 1	121	96,293	100,145	104,151	108,317
Step 2	124	99,269	103,240	107,370	111,665
Grade 19 -					
Step 1	126	101,454	105,512	109,732	114,121
Step 2	130	105,923	110,160	114,566	119,149

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

Interpreters and Translators - Community Relations Commission					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Interpreting/Translating Officer					
Year 1	49	47,682	49,589	51,573	53,636
Year 2	56	50,829	52,862	54,976	57,175
Year 3	63	54,480	56,659	58,925	61,282
Interpreter/Translator					
Year 1	56	50,829	52,862	54,976	57,175
Year 2	63	54,480	56,659	58,925	61,282
Year 3	70	58,341	60,675	63,102	65,626
Year 4	76	61,801	64,273	66,844	69,518
Year 5	81	64,827	67,420	70,117	72,922
Senior Interpreter/Translator					
Year 1	84	66,749	69,419	72,196	75,084
Year 2	87	68,784	71,535	74,396	77,372
Year 3	91	71,546	74,408	77,384	80,479
Casual Interpreter		per hour	per hour	per hour	per hour
Base Hourly Rate (Unloaded)	-	35.48	36.90	38.38	39.92
Hourly Rate (Base + 54.5%)	-	54.82	57.01	59.30	61.68
Base Overtime Rate (Base + 34.5%)	-	47.72	49.63	51.62	53.69
Casual Translator					
Standard Document	-	27.44	28.54	29.68	30.87
Non Standard Document Translation					
First 200 words or part thereof	-	54.83	57.02	59.30	61.67
Then 100 words thereafter or part thereof	-	27.44	28.54	29.68	30.87
Editing					
First 200 words or part thereof	-	41.13	42.78	44.49	46.27
Then 100 words thereafter or part thereof	-	20.56	21.38	22.24	23.13

Proof Reading					
First 200 words or part thereof	-	27.44	28.54	29.68	30.87
Then 100 words thereafter or part thereof	-	13.71	14.26	14.83	15.42
Checking					
First 200 words or part thereof	-	41.13	42.78	44.49	46.27
Then 100 words thereafter or part thereof	-	20.56	21.38	22.24	23.13

**Crown Employees (Jenolan Caves Reserve Trust Division) Salaries Award**

Jenolan Caves Reserve Trust Officers				
Classification and Grades	1.7.07 Per annum \$	1.7.08 Per annum \$	1.7.09 Per annum \$	1.7.10 Per annum \$
Administration Officer	43,369	45,104	46,908	48,784
Administration Officer (Special)	44,945	46,743	48,613	50,558
Business Development Manager	81,415	84,672	88,059	91,581
Caretaker Jenolan Cottages	41,727	43,396	45,132	46,937
Manager Caving Operations	65,527	68,148	70,874	73,709
Director	118,519	123,260	128,190	133,318
Guide - Grade 1	41,727	43,396	45,132	46,937
Guide - Grade 2	43,369	45,104	46,908	48,784
Maintenance Officer	39,347	40,921	42,558	44,260
Karst Resources Officer	62,606	65,110	67,714	70,423
Senior Finance Officer	69,465	72,244	75,134	78,139
Guide - Grade 3	46,600	48,464	50,403	52,419
System Administrator/Finance Officer	62,606	65,110	67,714	70,423
Team Leader - Electrical	54,248	56,418	58,675	61,022
Team Leader - Maintenance	54,248	56,418	58,675	61,022
Trades Officer	44,945	46,743	48,613	50,558
Trades Officer - Electrical (W/ends)	51,175	53,222	55,351	57,565
Visitor Services Officer (Tickers - PT)*	41,727	43,396	45,132	46,937
*Visitor Services Officer part-time works four days per week. Base rate is 80 per cent of Level 1A base rate				

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

Legal Officers					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Legal Officers					
Grade I					
1st year of service	51	48,518	50,459	52,477	54,576
2nd year of service	55	50,356	52,370	54,465	56,644
3rd year of service	58	51,784	53,855	56,009	58,249
4th year of service	61	53,344	55,478	57,697	60,005
5th year of service	65	55,472	57,691	59,999	62,399
Grade II					
1st year of service	73	60,041	62,443	64,941	67,539
2nd year of service	78	63,056	65,578	68,201	70,929
3rd year of service	84	66,749	69,419	72,196	75,084
4th year of service	89	70,167	72,974	75,893	78,929
5th year of service	93	72,966	75,885	78,920	82,077

Grade III					
1st year of service	98	76,896	79,972	83,171	86,498
2nd year of service	101	79,188	82,356	85,650	89,076
3rd year of service	105	82,244	85,534	88,955	92,513
Grade IV					
1st year of service	112	88,113	91,638	95,304	99,116
2nd year of service	114	89,810	93,402	97,138	101,024
Grade V					
1st year of service	119	94,443	98,221	102,150	106,236
2nd year of service	121	96,293	100,145	104,151	108,317
Grade VI					
1st year of service	126	101,454	105,512	109,732	114,121
2nd year of service	128	103,591	107,735	112,044	116,526

**Crown Employees (Librarians, Library Assistants, Library Technicians and Archivists) Award 2005**

Librarians, Library Assistants, Library Technicians and Archivists					
Classification and Grades	Common Salary Point	1.7.07	1.7.08	1.7.09	1.7.10
		Per annum	Per annum +4%	Per annum +4%	Per annum +4%
		\$	\$	\$	\$
Librarians and Archivists					
Grade 1					
Year 1	46	46,320	48,173	50,100	52,104
Year 2	52	49,012	50,972	53,011	55,131
Year 3	58	51,784	53,855	56,009	58,249
Year 4	64	55,010	57,210	59,498	61,878
Year 5	69	57,772	60,083	62,486	64,985
Year 6	74	60,518	62,939	65,457	68,075
Grade 2					
Year 1	78	63,056	65,578	68,201	70,929
Year 2	82	65,527	68,148	70,874	73,709
Year 3	87	68,784	71,535	74,396	77,372
Year 4	91	71,546	74,408	77,384	80,479
Grade 3					
Year 1	96	75,308	78,320	81,453	84,711
Year 2	99	77,634	80,739	83,969	87,328
Year 3	103	80,683	83,910	87,266	90,757
Year 4	107	83,906	87,262	90,752	94,382
Grade 4					
Year 1	110	86,419	89,876	93,471	97,210
Year 2	113	88,962	92,520	96,221	100,070
Year 3	116	91,589	95,253	99,063	103,026
Year 4	119	94,443	98,221	102,150	106,236
Grade 5					
Year 1	122	97,109	100,993	105,033	109,234
Year 2	125	100,364	104,379	108,554	112,896
Year 3	128	103,591	107,735	112,044	116,526
Year 4	-	107,105	111,389	115,845	120,479
Library Assistants and Library Technicians					
Library Assistant					
Year 1	20	36,229	37,678	39,185	40,752
Year 2	25	38,448	39,986	41,585	43,248
Year 3	32	40,857	42,491	44,191	45,959
Year 4	40	43,903	45,659	47,485	49,384
Year 5	44	45,524	47,345	49,239	51,209

Library Technician					
Grade 1					
Year 1	46	46,320	48,173	50,100	52,104
Year 2	52	49,012	50,972	53,011	55,131
Year 3	58	51,784	53,855	56,009	58,249
Year 4	64	55,010	57,210	59,498	61,878
Grade 2					
Year 1	75	61,128	63,573	66,116	68,761
Year 2	78	63,056	65,578	68,201	70,929
Year 3	82	65,527	68,148	70,874	73,709
Year 4	87	68,784	71,535	74,396	77,372

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

Lord Howe Island Board Officer				
Classification and Grades	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
LHIB Officer				
Grade 1				
Year 1	39,329	40,902	42,538	44,240
Year 2	41,083	42,726	44,435	46,212
Year 3	42,098	43,782	45,533	47,354
LHIB Officer				
Grade 2				
Year 1	43,220	44,949	46,747	48,617
Year 2	43,649	45,395	47,211	49,099
	45,538	47,360	49,254	51,224
LHIB Officer				
Grade 3				
Year 1	46,303	48,155	50,081	52,084
Year 2	47,606	49,510	51,490	53,550
Year 3	49,181	51,148	53,194	55,322
LHIB Officer				
Grade 4				
Year 1	50,611	52,635	54,740	56,930
Year 2	53,014	55,135	57,340	59,634
Year 3	55,043	57,245	59,535	61,916
LHIB Officer				
Grade 5				
Year 1	56,214	58,463	60,802	63,234
Year 2	57,820	60,133	62,538	65,040
Year 3	61,175	63,622	66,167	68,814
LHIB Officer				
Grade 5A				
Year 1	61,176	63,623	66,168	68,815
Year 2	62,970	65,489	68,109	70,833
Year 3	70,632	73,457	76,395	79,451
Year 4	73,488	76,428	79,485	82,664
Year 5	75,758	78,788	81,940	85,218
Year 6	78,272	81,403	84,659	88,045
LHIB Officer				
Grade 6				
Year 1	62,970	65,489	68,109	70,833
Year 2	70,632	73,457	76,395	79,451
Year 3	73,488	76,428	79,485	82,664

LHIB Officer Grade 7				
Year 1	75,758	78,788	81,940	85,218
Year 2	78,272	81,403	84,659	88,045
Year 3	83,275	86,606	90,070	93,673
LHIB Officer Grade 8				
Year 1	85,692	89,120	92,685	96,392
Year 2	89,837	93,430	97,167	101,054
Year 3	93,560	97,302	101,194	105,242
LHIB Senior Officer Grade 1				
Year 1	103,426	107,563	111,866	116,341
Year 2	107,897	112,213	116,702	121,370

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

Casual Guide Lecturers - Museum of Applied Arts and Sciences				
Classification	1.7.07 Per hour	1.7.08 Per hour +4%	1.7.09 Per hour +4%	1.7.10 Per hour +4%
	\$	\$	\$	\$
Casual Guide Lecturer	34.28	35.65	37.08	38.56

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

Multi-Skilled Reporters and Sound Reporters Dual Remote					
Classification and Grade	Common Salary Point	1.7.07 Per annum	1.7.08 Per annum +4%	1.7.09 Per annum +4%	1.7.10 Per annum +4%
	\$	\$	\$	\$	\$
Trainee Multi-Skilled Sound Reporter Year 1	46	46,320	48,173	50,100	52,104
Multi-Skilled Sound Reporter Year 2	52	49,012	50,972	53,011	55,131
Multi-Skilled Sound Reporter Year 3	55	50,356	52,370	54,465	56,644
Multi-Skilled Sound Reporter Year 4	58	51,784	53,855	56,009	58,249
Multi-Skilled Sound Reporter Year 5	61	53,344	55,478	57,697	60,005
Sound Reporter Dual Remote	64	55,010	57,210	59,498	61,878

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

Community Living and Residential Staff - Department of Ageing, Disability and Home Care				
Classification and Grades	1.7.07 Per annum	1.7.08 Per annum +4%	1.7.09 Per annum +4%	1.7.10 Per annum +4%
	\$	\$	\$	\$
House Manager	66,078	68,721	71,470	74,329
Residential Support Worker - Level 1				
Year 1	39,306	40,878	42,513	44,214
Year 2	39,997	41,597	43,261	44,991
Year 3	41,045	42,687	44,394	46,170

Residential Support Worker - Level 2				
Year 1	41,842	43,516	45,257	47,067
Year 2	42,633	44,338	46,112	47,956
Year 3	43,807	45,559	47,381	49,276
Year 4	44,567	46,350	48,204	50,132
Year 5	45,353	47,167	49,054	51,016
Year 6	46,870	48,745	50,695	52,723
Year 7	48,394	50,330	52,343	54,437
Residential Support Worker - Level 3				
Year 1	50,212	52,220	54,309	56,481
Year 2	52,723	54,832	57,025	59,306
Year 3	53,856	56,010	58,250	60,580
Year 4	55,510	57,730	60,039	62,441
Year 5	58,180	60,507	62,927	65,444
Year 6	61,022	63,463	66,002	68,642
Year 7	63,466	66,005	68,645	71,391
Year 8	64,154	66,720	69,389	72,165
Community Support Worker (CSW) -				
Year 1	39,306	40,878	42,513	44,214
Year 2	39,997	41,597	43,261	44,991
Year 3	41,045	42,687	44,394	46,170
Year 4	41,842	43,516	45,257	47,067
Year 5	42,633	44,338	46,112	47,956
Community Worker (CW) -				
Year 1	42,633	44,338	46,112	47,956
Year 2	43,807	45,559	47,381	49,276
Year 3	45,353	47,167	49,054	51,016
Year 4	47,980	49,899	51,895	53,971
Year 5	50,212	52,220	54,309	56,481
Year 6	52,723	54,832	57,025	59,306
Year 7	55,510	57,730	60,039	62,441
Year 8	58,180	60,507	62,927	65,444
Community Consultant				
Year 1	56,129	58,374	60,709	63,137
Year 2	58,926	61,283	63,734	66,283
Year 3	61,128	63,573	66,116	68,761
Year 4	63,560	66,102	68,746	71,496
Year 5	66,749	69,419	72,196	75,084
Allowances -				
(i) An officer who is required by the Department to accompany clients on excursions, etc, which necessitate overnight stays shall be paid an allowance equivalent to eight hours at ordinary rates for each overnight stay				
(ii) An officer who is nominated to supervise a team in a community based service, other than in a residential setting, shall be paid a Team Leader Allowance as follows				
No of staff Supervised 5 to 10	3,020	3,141	3,267	3,398
No of staff Supervised 11 to 25	5,044	5,246	5,456	5,674
No of staff Supervised 26 to 40	7,069	7,352	7,646	7,952
No of staff Supervised 40 +	8,065	8,388	8,724	9,073

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

Residential Centre Support Services Staff - Department of Ageing, Disability and Home Care				
Classification and Grades	1.7.07 Per annum \$	1.7.08 Per annum \$	1.7.09 Per annum \$	1.7.10 Per annum \$
Schedule A				
Transport Driver				
Up to 2,950 kilograms	37,941	39,459	41,037	42,678
Over 2,950 kilos and up to 4,650 kilos*	38,250	39,780	41,371	43,026
Over 4,650 kilos and up to 7,700 kilos*	38,575	40,118	41,723	43,392
Over 7,700 kilos and up to 10,800 kilos*	38,970	40,529	42,150	43,836
Over 10,800 kilos and up to 12,350 kilos*	39,306	40,878	42,513	44,214
Over 12,350 kilos and up to 15,5000 kilos*	39,616	41,201	42,849	44,563
Over 15,500 kilos and up to 21,000 kilos*	40,005	41,605	43,269	45,000
Over 21,000 kilos and up to 22,450 kilos*	40,333	41,946	43,624	45,369
*Manufacturer's Gross Vehicle Mass				
Extra Hand	37,941	39,459	41,037	42,678
Services Support Officer -				
Grade 1	34,864	36,259	37,709	39,217
Grade 2	35,803	37,235	38,724	40,273
Grade 3	36,969	38,448	39,986	41,585
Apprentice Cook -				
1st six months (50%)	18,971	19,730	20,519	21,340
2nd six months (70%)	26,559	27,621	28,726	29,875
3rd six months (80%)	30,353	31,567	32,830	34,143
4th six months (85%)	32,250	33,540	34,882	36,277
5th six months (90%)	34,147	35,513	36,934	38,411
6th six months (95%)	36,044	37,486	38,985	40,544
Hunter Residences -				
Head Chef	51,228	53,277	55,408	57,624
Chef	45,353	47,167	49,054	51,016
Metro Residences -				
Head Chef	41,335	42,988	44,708	46,496
Deputy Head Chef	39,616	41,201	42,849	44,563
Chef	38,970	40,529	42,150	43,836
Other Residences -				
Head Chef	39,616	41,201	42,849	44,563
Deputy Head Chef	38,970	40,529	42,150	43,836
Chef	37,941	39,459	41,037	42,678
Outdoor Attendant Sewerage Works - Peat Island	39,616	41,201	42,849	44,563
Gardener (Tradesperson)	41,845	43,519	45,260	47,070
Gardener (non-Tradesperson)	39,306	40,878	42,513	44,214
Instructor Woodwork -				
Without Qualifications - 1st Year	45,351	47,165	49,052	51,014
Without Qualifications - 2nd Year	46,211	48,059	49,981	51,980
Without Qualifications - Thereafter	46,680	48,547	50,489	52,509
With Qualifications - 1st Year	46,314	48,167	50,094	52,098
With Qualifications - 2nd Year	47,503	49,403	51,379	53,434
With Qualifications - Thereafter	47,985	49,904	51,900	53,976
Technical Instructor Without Qualifications -				
1st Year	42,630	44,335	46,108	47,952
2nd Year	42,976	44,695	46,483	48,342
Thereafter	43,464	45,203	47,011	48,891



Technical Instructor With Qualifications -		0	0	0
1st Year	44,240	46,010	47,850	49,764
2nd Year	44,567	46,350	48,204	50,132
Thereafter	45,351	47,165	49,052	51,014
Therapy Aide -				
1st Year	37,943	39,461	41,039	42,681
2nd Year	38,579	40,122	41,727	43,396
Thereafter	39,613	41,198	42,846	44,560
Supervisor - Linen Distribution - Rydalmere	39,998	41,598	43,262	44,992
Marsden, Grosvenor	38,215	39,744	41,334	42,987
Schedule B - Special Allowances				
(i) Services Support Officers Grade 2 additional duties allowance	12.00 per week	12.50 per week	13.00 per week	13.50 per week
(ii) Sewerage works and grease traps allowance \$3.40 Per week (the allowance is not automatically adjusted in the future)				
(iii) Sewerage chokages allowance	7.20 per day	7.49 per day	7.79 per day	8.10 per day
(iv) Drivers and Extra Hands who handle wet and dry garbage shall be paid an allowance per hour	0.38 per hour	0.40 per hour	0.42 per hour	0.44 per hour
(v) Staff members required to handle linen of a nauseous nature (other than in sealed bags) per shift	3.40 per shift	3.54 per shift	3.68 per shift	3.83 per shift
(vi) Leading Hand Allowance (Per Week)	Per week	Per week	Per week	Per week
In charge of 2 to 5 other officers	24.80	25.80	26.85	27.85
In charge of 6 to 10 other officers	35.30	36.70	38.15	39.70
In charge of 11 to 15 other officers	44.90	46.70	48.60	50.55
In charge of 16 to 19 other officers	55.00	57.20	59.50	61.90
(vii) A Boiler Attendant required to attend more than one high pressure boiler	652 per annum	678.10 per annum	705.20 per annum	733.40 per annum
(viii) Uniform Allowance - If the uniform of a staff member is not laundered at the expense of the Department - \$5.35 per week				
Schedule C - Allowances				
(i) Cold Places - Where temperature is reduced by artificial means to below 0 degrees Celsius	0.60 per hour	0.62 per hour	0.64 per hour	0.67 per hour
(ii) Confined Spaces	0.76 per hour	0.79 per hour	0.82 per hour	0.85 per hour
(iii) Dirty Work	0.60 per hour	0.62 per hour	0.64 per hour	0.67 per hour
(iv) Height Money Staff members working at a height of 7.5 metres from the ground, deck, floor or water	0.60 per hour	0.62 per hour	0.64 per hour	0.67 per hour

And for every additional 3 metres	0.17 per hour	0.18 per hour	0.19 per hour	0.20 per hour
(v) Hot Places Staff members working in the shade in places where the temperature is raised by artificial means to between 46 degrees Celsius and 54 degrees Celsius Where the temperature exceeds 54 degrees Celsius	0.60 per hour	0.62 per hour	0.64 per hour	0.67 per hour
(vi)(a) Insulation Material Staff members working in any room or similar area or in any confined (unventilated) space where pumice or other recognised insulating material is being used in insulating work	0.76 per hour	0.79 per hour	0.82 per hour	0.85 per hour
Where the insulating material is silicate	0.50 per hour	0.52 per hour	0.54 per hour	0.56 per hour
(b) Asbestos A staff member required to work with any materials containing asbestos and where safeguards include The mandatory wearing of protective equipment	0.76 per hour	0.79 per hour	0.82 per hour	0.85 per hour
(b) Asbestos A staff member required to work with any materials containing asbestos and where safeguards include The mandatory wearing of protective equipment	0.61 per hour	0.63 per hour	0.65 per hour	0.67 per hour
(vii) Wet Places (a) (1) A staff member working in a place where water other than rain is falling so that their clothing shall be appreciably wet and/or water, oil or mud underfoot is sufficient to saturate their boots	0.60 per hour	0.62 per hour	0.64 per hour	0.67 per hour
(2) Where a staff member is required to work in the rain	0.60 per hour	0.62 per hour	0.64 per hour	0.67 per hour
(b) A staff member called upon to work knee-deep mud or water.	4.70 per day	4.90 per day	5.10 per day	5.30 per day
(viii) Acid Furnaces, Stills, etc.- A staff member engaged on the construction or alteration or repairs to boilers, flues, furnaces, retorts, kilns, ovens, ladles and similar refractory work	3.04 per hour	3.16 per hour	3.30 per hour	3.45 per hour
(ix) Depth Money - A staff member engaged in tunnels, cylinders, caissons, coffer dams and sewer work and in underground shafts exceeding 3 metres in depth	0.60 per hour	0.62 per hour	0.64 per hour	0.67 per hour
(x) Swinging Scaffolds - (a) A staff member working in a bosun's chair or on a swinging scaffold shall be paid: For the first four hours whilst so engaged	4.39 per hour	4.56 per hour	4.74 per hour	4.92 per hour
After four hours	0.88 per hour	0.91 per hour	0.95 per hour	0.99 per hour

(xi) Spray Application - carried out in other than a properly constructed booth	0.60 per hour	0.62 per hour	0.64 per hour	0.67 per hour
(xii) Roof Work	0.76 per hour	0.79 per hour	0.82 per hour	0.85 per hour
(xiii) Explosive Powered Tools Staff members required to use explosive powered tools shall be paid	0.04 per hour	0.04 per hour	0.04 per hour	0.04 per hour
With a minimum payment per day	1.41 per day	1.46 per day	1.51 per day	1.57 per day
(xiv) Toxic and Obnoxious Substances - (a) A staff member engaged in either the preparation and/or the application of toxic or epoxy based materials	0.76 per hour	0.79 per hour	0.82 per hour	0.85 per hour
(b) In addition, staff members applying such material in buildings where the air-conditioning plant is not operating.	0.52 per hour	0.54 per hour	0.56 per hour	0.58 per hour
(c) Where there is an absence of adequate natural ventilation, the employer shall provide ventilation by artificial means and/or supply an approved type of respirator and, in addition, protective clothing shall be supplied where recommended by the Department.				
(d) Staff members working in close proximity to staff members so engaged	0.60 per hour	0.62 per hour	0.64 per hour	0.67 per hour
Schedule D - Existing staff as at 19/4/99				
Outdoor Attendant (Other) 11th year and thereafter Current incumbents only	37,640 per annum	39,146 per annum	40,712 per annum	42,340 per annum

**Crown Employees (NSW Department of Commerce, Government Chief Information Office and OICT Projects, Office of Public Works and Services) Award 2005**

Classifications and Grades	Common Salary Point		1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
	General Scale	Year 1	7	27,055	28,137	29,262
	Year 2	11	32,723	34,032	35,393	36,809
	Year 3	17	35,266	36,677	38,144	39,670
	Year 4	20	36,229	37,678	39,185	40,752
	Year 5	23	37,762	39,272	40,843	42,477
	Year 6	25	38,448	39,986	41,585	43,248
	Year 7	28	39,400	40,976	42,615	44,320
	Year 8	32	40,857	42,491	44,191	45,959
	Year 9	36	42,338	44,032	45,793	47,625
	Year 10	40	43,903	45,659	47,485	49,384
Grade 1-2	Year 1	46	46,320	48,173	50,100	52,104
	Year 2	49	47,682	49,589	51,573	53,636
	Year 3	52	49,012	50,972	53,011	55,131
	Year 4	55	50,356	52,370	54,465	56,644
Grade 3-4	Year 1	58	51,784	53,855	56,009	58,249
	Year 2	61	53,344	55,478	57,697	60,005
	Year 3	64	55,010	57,210	59,498	61,878
	Year 4	67	56,701	58,969	61,328	63,781

Grade 5-6	Year 1	75	61,128	63,573	66,116	68,761
	Year 2	78	63,056	65,578	68,201	70,929
	Year 3	82	65,527	68,148	70,874	73,709
	Year 4	85	67,448	70,146	72,952	75,870
Grade 7-8	Year 1	88	69,468	72,247	75,137	78,142
	Year 2	91	71,546	74,408	77,384	80,479
	Year 3	95	74,527	77,508	80,608	83,832
	Year 4	98	76,896	79,972	83,171	86,498
Grade 9-10	Year 1	101	79,188	82,356	85,650	89,076
	Year 2	104	81,414	84,671	88,058	91,580
	Year 3	108	84,738	88,128	91,653	95,319
	Year 4	111	87,263	90,754	94,384	98,159
Grade 11	Year 1	116	91,589	95,253	99,063	103,026
	Year 2	120	95,472	99,291	103,263	107,394
Grade 12	Year 1	126	101,454	105,512	109,732	114,121
	Year 2	130	105,923	110,160	114,566	119,149
Senior Officer	Year 1	-	118,519	123,260	128,190	133,318
Grade 1	Year 2	-	127,708	132,816	138,129	143,654
Senior Officer	Year 1	-	129,868	135,063	140,466	146,085
Grade 2	Year 2	-	139,025	144,586	150,369	156,384
Senior Officer	Year 1	-	143,678	149,425	155,402	161,618
Grade 3	Year 2	-	157,716	164,025	170,586	177,409

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

After Hour Service - Department of Community Services				
	1.7.07 Per day \$	1.7.08 Per day +4% \$	1.7.09 Per day +4% \$	1.7.10 Per day +4% \$
Monday 5.00 pm to Saturday 9.00 am	76.51	79.57	82.75	86.06
Saturday 9.00 am to Sunday 9.00 am	114.75	119.34	124.11	129.07
Sunday 9.00 am to Monday 9.00 am	114.75	119.34	124.11	129.07
Public Holiday	114.75	119.34	124.11	129.07
Other Rates and Allowances				
Disturbance Rate	22.93	23.85	24.80	25.79

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

Departmental Officer - Department of Lands						
Classifications and Grades	CSP NO.	1.07.07 Per annum \$	1.07.08 Per annum \$	1.07.09 Per annum \$	1.07.10 Per annum \$	
General Scale	Year 1	7	27,055	28,137	29,262	30,432
	Year 2	11	32,723	34,032	35,393	36,809
	Year 3	17	35,266	36,677	38,144	39,670
	Year 4	20	36,229	37,678	39,185	40,752
	Year 5	23	37,762	39,272	40,843	42,477
	Year 6	25	38,448	39,986	41,585	43,248
	Year 7	28	39,400	40,976	42,615	44,320
	Year 8	32	40,857	42,491	44,191	45,959
	Year 9	36	42,338	44,032	45,793	47,625
	Year 10	40	43,903	45,659	47,485	49,384

Grade 1-2 (Level 1)	Year 1	46	46,320	48,173	50,100	52,104
	Year 2	49	47,682	49,589	51,573	53,636
	Year 3	52	49,012	50,972	53,011	55,131
	Year 4	55	50,356	52,370	54,465	56,644
Grade 3-4 (Level 2)	Year 1	58	51,784	53,855	56,009	58,249
	Year 2	61	53,344	55,478	57,697	60,005
	Year 3	64	55,010	57,210	59,498	61,878
	Year 4	67	56,701	58,969	61,328	63,781
Grade 5-6 (Level 3)	Year 1	75	61,128	63,573	66,116	68,761
	Year 2	78	63,056	65,578	68,201	70,929
	Year 3	82	65,527	68,148	70,874	73,709
	Year 4	85	67,448	70,146	72,952	75,870
Grade 7-8 (Level 4)	Year 1	88	69,468	72,247	75,137	78,142
	Year 2	91	71,546	74,408	77,384	80,479
	Year 3	95	74,527	77,508	80,608	83,832
	Year 4	98	76,896	79,972	83,171	86,498
Grade 9-10 (Level 5)	Year 1	101	79,188	82,356	85,650	89,076
	Year 2	104	81,414	84,671	88,058	91,580
	Year 3	108	84,738	88,128	91,653	95,319
	Year 4	111	87,263	90,754	94,384	98,159
Grade 11 (Level 6)	Year 1	116	91,589	95,253	99,063	103,026
	Year 2	120	95,472	99,291	103,263	107,394
Grade 12 (Level 7)	Year 1	126	101,454	105,512	109,732	114,121
	Year 2	130	105,923	110,160	114,566	119,149
Senior Officer	Year 1	-	118,519	123,260	128,190	133,318
Grade 1 (Level 8)	Year 2	-	127,708	132,816	138,129	143,654
Senior Officer	Year 1	-	129,868	135,063	140,466	146,085
Grade 2 (Level 9)	Year 2	-	139,025	144,586	150,369	156,384
Senior Officer	Year 1	-	143,678	149,425	155,402	161,618
Grade 3 (Level 10)	Year 2	-	157,716	164,025	170,586	177,409

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

Classification	Common Salary Point	1.7.07	1.7.08	1.7.09	1.7.10
		Per annum	Per annum +4%	Per annum +4%	Per annum +4%
		\$	\$	\$	\$
Graphic Service Operator Class 2					
Commencing Salary	46	46,320	48,173	50,100	52,104
After completion of stage 1 training	49	47,682	49,589	51,573	53,636
After completion of stage 2 training	52	49,012	50,972	53,011	55,131
After completion of stage 3 training	55	50,356	52,370	54,465	56,644
Graphic Service Operator Class 1					
Commencing Salary	58	51,784	53,855	56,009	58,249
After completion of stage 1 training	61	53,344	55,478	57,697	60,005
After completion of stage 2 training	64	55,010	57,210	59,498	61,878
After completion of stage 3 training	67	56,701	58,969	61,328	63,781
After completion of stage 4 training	75	61,128	63,573	66,116	68,761
After completion of stage 5 training	78	63,056	65,578	68,201	70,929
Graphic Services Operator - Shift Supervisor					
Commencement salary	88	69,468	72,247	75,137	78,142
Year 2	91	71,546	74,408	77,384	80,479
Year 3	95	74,527	77,508	80,608	83,832
Year 4	98	76,896	79,972	83,171	86,498

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

Domestic Services Officers - Department of Primary Industries					
Classification	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Domestic Services Officers (A) Full Time (Old Classifications)					
Level 1 Porter, Pantry Person, Store Person, Useful, Steward, House Person, Kitchen Person, Boiler Attendant, Fourth Cook, General Services Officer Grade 1	17	35,266	36,677	38,144	39,670
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	37,762	39,272	40,843	42,477
Level 3 Security Officer Grade 2, Assistant House Supervisor, Security Officer Grade 3	31	40,466	42,085	43,768	45,519
Level 4 House Supervisor	44	45,524	47,345	49,239	51,209
Level 5 Manager Catering and Accommodation	70	58,341	60,675	63,102	65,626
Apprentice Cook (Per week)		Per week \$	Per week \$	Per week \$	Per week \$
1st Year	-	374.10	389.10	404.70	420.90
2nd Year	-	493.90	513.70	534.20	555.60
3rd Year	-	611.00	635.40	660.80	687.20
4th Year	-	715.10	743.70	773.40	804.30
Other Rates and Allowances					
Qualification - Commercial Cookery Trade Course Stage I (Per annum)	-	658	684	711	739
Qualification - Commercial Cookery Trade Course Stage II and III (Per annum)	-	1,317	1,370	1,425	1,482
Broken Shift (Per day)	-	11.10	11.54	12.00	12.48

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

Fisheries Staff					
Administrative and Clerical Officers	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
General Scale					
Year 1	9	30,656	31,882	33,157	34,483
Year 2	17	35,266	36,677	38,144	39,670
Year 3	25	38,448	39,986	41,585	43,248
Year 4	32	40,857	42,491	44,191	45,959
Year 5	40	43,903	45,659	47,485	49,384

Clerical Officers - Grade 1/2					
Year 1	9	30,656	31,882	33,157	34,483
Year 2	17	35,266	36,677	38,144	39,670
Year 3	25	38,448	39,986	41,585	43,248
Year 4	32	40,857	42,491	44,191	45,959
Year 5	40	43,903	45,659	47,485	49,384
Fisheries Officers - Grade 1					
Year 1	52	49,012	50,972	53,011	55,131
Grade 2					
Year 1	58	51,784	53,855	56,009	58,249
Year 2	64	55,010	57,210	59,498	61,878
Grade 3					
Year 1	64	55,010	57,210	59,498	61,878
Year 2	67	56,701	58,969	61,328	63,781
District Fisheries Officer					
Year 1	78	63,056	65,578	68,201	70,929
Year 2	85	67,448	70,146	72,952	75,870
Supervising Fisheries Officer					
Year 1	101	79,188	82,356	85,650	89,076
Year 2	104	81,414	84,671	88,058	91,580
Clause 4 (i)(a) Fisheries Officers receive a salary loading of 13.7%					
Fisheries Scientific Technicians					
Grade 1					
Year 1	-	33,856	35,210	36,618	38,083
Year 2	-	36,132	37,577	39,080	40,643
Year 3	-	38,448	39,986	41,585	43,248
Year 4	-	40,692	42,320	44,013	45,774
Year 5	-	42,971	44,690	46,478	48,337
Year 6	-	45,247	47,057	48,939	50,897
Grade 2					
Year 1	-	47,067	48,950	50,908	52,944
Year 2	-	49,542	51,524	53,585	55,728
Year 3	-	52,020	54,101	56,265	58,516
Grade 3					
Year 1	-	54,496	56,676	58,943	61,301
Year 2	-	57,304	59,596	61,980	64,459
Year 3	-	61,798	64,270	66,841	69,515
Grade 4					
Year 1	-	62,919	65,436	68,053	70,775
Year 2	-	64,819	67,412	70,108	72,912
Year 3	-	66,749	69,419	72,196	75,084
Grade 5					
Year 1	-	69,196	71,964	74,843	77,837
Year 2	-	71,674	74,541	77,523	80,624
Year 3	-	74,527	77,508	80,608	83,832
Fisheries Maintenance Technician					
Grade 1					
Year 1	-	33,856	35,210	36,618	38,083
Year 2	-	36,132	37,577	39,080	40,643
Year 3	-	38,448	39,986	41,585	43,248
Year 4	-	40,692	42,320	44,013	45,774
Year 5	-	42,971	44,690	46,478	48,337
Year 6	-	45,247	47,057	48,939	50,897
Grade 2					
Year 1	-	47,067	48,950	50,908	52,944
Year 2	-	49,542	51,524	53,585	55,728
Year 3	-	52,020	54,101	56,265	58,516

Grade 3					
Year 1	-	54,496	56,676	58,943	61,301
Year 2	-	57,304	59,596	61,980	64,459
Year 3	-	61,798	64,270	66,841	69,515
Grade 4					
Year 1	-	62,919	65,436	68,053	70,775
Year 2	-	64,819	67,412	70,108	72,912
Year 3	-	66,749	69,419	72,196	75,084
Grade 5					
Year 1	-	69,196	71,964	74,843	77,837
Year 2	-	71,674	74,541	77,523	80,624
Year 3	-	74,527	77,508	80,608	83,832
Fish Hatchery Staff					
Assistant Manager					
Year 1	-	47,067	48,950	50,908	52,944
Year 2	-	49,542	51,524	53,585	55,728
Year 3	-	52,021	54,102	56,266	58,517
Manager					
Year 1	-	54,496	56,676	58,943	61,301
Year 2	-	57,304	59,596	61,980	64,459
Year 3	-	61,801	64,273	66,844	69,518
Clause 4 (i)(c) Fish Hatchery Staff receive a salary loading of 11.05%					
Senior Manager					
Year 1	-	110,059	114,461	119,039	123,801
Year 2	-	120,688	125,516	130,537	135,758

Other Rates and Allowances Brief Description	Amount per annum \$	Amount per annum 1.7.08 \$	Amount per annum 1.7.09 \$	Amount per annum 1.7.10 \$
Regional Dive Coordinator	1,570	1,633	1,698	1,766
Regional Dive Officer	1,100	1,144	1,190	1,238

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

Forestry Field Officers - Forests NSW		Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Forest Assistant						
Grade 1	First Year	36	42,338	44,032	45,793	47,625
	Second Year	42	44,745	46,535	48,396	50,332
	Third Year	46	46,320	48,173	50,100	52,104
	Fourth Year	50	48,143	50,069	52,072	54,155
	Fifth Year	63	54,480	56,659	58,925	61,282
Grade 2	First Year	70	58,341	60,675	63,102	65,626
	Second Year	77	62,330	64,823	67,416	70,113



Forester Grade 1	First Year	50	48,143	50,069	52,072	54,155
	Second Year	63	54,480	56,659	58,925	61,282
	Third Year	70	58,341	60,675	63,102	65,626
	Fourth Year	77	62,330	64,823	67,416	70,113
	Fifth Year	87	68,784	71,535	74,396	77,372
	Sixth Year	94	73,750	76,700	79,768	82,959
Grade 2	First Year	99	77,634	80,739	83,969	87,328
	Second Year	103	80,683	83,910	87,266	90,757
	Third Year	105	82,244	85,534	88,955	92,513
Grade 3		109	85,580	89,003	92,563	96,266
Grade 4		111	87,263	90,754	94,384	98,159
Grade 5		113	88,962	92,520	96,221	100,070
Grade 6	First Year	126	101,454	105,512	109,732	114,121
	Second Year	128	103,591	107,735	112,044	116,526
Grade 7		130	105,923	110,160	114,566	119,149

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

Senior Staff - Forests NSW				
Classification and Grades	1.7.07	1.7.08	1.7.09	1.7.10
	Per annum	Per annum	Per annum	Per annum
	\$	+4% \$	+4% \$	+4% \$
Level 1	105,498	109,718	114,107	118,671
	111,551	116,013	120,654	125,480
Level 2	111,552	116,014	120,655	125,481
	120,555	125,377	130,392	135,608
Level 3	120,556	125,378	130,393	135,609
	126,597	131,661	136,927	142,404
Level 4	126,598	131,662	136,928	142,405
	130,029	135,230	140,639	146,265

### Crown Employees (NSW Department of Primary Industries) Geoscientists Award

Geoscientists, Department of Primary Industries					
Classification and Grades	Common Salary Point	1.7.07	1.7.08	1.7.09	1.7.10
		Per annum	Per annum	Per annum	Per annum
		\$	+4% \$	+4% \$	+4% \$
Geoscientists					
Grade I					
1st year of service	47	46,807	48,679	50,626	52,651
2nd year of service	51	48,518	50,459	52,477	54,576
3rd year of service	57	51,277	53,328	55,461	57,679
4th year of service	64	55,010	57,210	59,498	61,878
5th year of service	71	58,925	61,282	63,733	66,282
6th year of service and thereafter	77	62,330	64,823	67,416	70,113
Grade II					
1st year of service	82	65,527	68,148	70,874	73,709
2nd year of service	85	67,448	70,146	72,952	75,870
3rd year of service	89	70,167	72,974	75,893	78,929
4th year of service and thereafter	94	73,750	76,700	79,768	82,959

Senior					
1st year of service	97	76,064	79,107	82,271	85,562
2nd year of service	99	77,634	80,739	83,969	87,328
3rd year of service	102	79,947	83,145	86,471	89,930
4th year of service and thereafter	105	82,244	85,534	88,955	92,513
Principal					
1st year of service	111	87,263	90,754	94,384	98,159
2nd year of service and thereafter	114	89,810	93,402	97,138	101,024
Assistant Director, Geological Survey					
1st year of service	119	94,443	98,221	102,150	106,236
2nd year of service	124	99,269	103,240	107,370	111,665
3rd year of service and thereafter	128	103,591	107,735	112,044	116,526

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

Land Information Officers - Department of Primary Industries					
Classification	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Land Information Officer Level 1					
Year 1	20	36,229	37,678	39,185	40,752
Year 2	27	39,071	40,634	42,259	43,949
Year 3	36	42,338	44,032	45,793	47,625
Year 4	46	46,320	48,173	50,100	52,104
Land Information Officer Level 2					
Year 1	52	49,012	50,972	53,011	55,131
Year 2	57	51,277	53,328	55,461	57,679
Year 3	62	53,847	56,001	58,241	60,571
Land Information Officer Level 3					
Year 1	67	56,701	58,969	61,328	63,781
Year 2	71	58,925	61,282	63,733	66,282
Year 3	75	61,128	63,573	66,116	68,761
Year 4	78	63,056	65,578	68,201	70,929
Land Information Officer Level 4					
Year 1	82	65,527	68,148	70,874	73,709
Year 2	85	67,448	70,146	72,952	75,870
Year 3	88	69,468	72,247	75,137	78,142
Land Information Officer Level 5					
Year 1	91	71,546	74,408	77,384	80,479
Year 2	94	73,750	76,700	79,768	82,959
Year 3	98	76,896	79,972	83,171	86,498
Land Information Officer Level 6					
Year 1	101	79,188	82,356	85,650	89,076
Year 2	105	82,244	85,534	88,955	92,513
Year 3	108	84,738	88,128	91,653	95,319
Year 4	111	87,263	90,754	94,384	98,159
Land Information Officer Level 7					
Year 1	116	91,589	95,253	99,063	103,026
Year 2	120	95,472	99,291	103,263	107,394
Year 3	126	101,454	105,512	109,732	114,121
Year 4	130	105,923	110,160	114,566	119,149

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

Staff Administered by Local Office Coordinator	1.7.07 Per annum \$	1.7.08 Per annum \$	1.7.09 Per annum \$	1.7.10 Per annum \$
Full Allowance -				
Up to three staff	1,822	1,895	1,971	2,050
Up to six staff	2,731	2,840	2,954	3,072
Up to ten staff	3,643	3,789	3,941	4,099
More than ten staff	5,466	5,685	5,912	6,148
Partial Allowance -				
Up to three staff	911	947	985	1,024
Up to six staff	1,366	1,421	1,478	1,537
Up to ten staff	1,822	1,895	1,971	2,050
More than ten staff	2,733	2,842	2,956	3,074

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

	Classification and Grade	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Inspector Grade 1 - Mine Safety Officer Inspector (Information and Analysis) Inspector (Mining) Inspector (Environment)	Level 1	50	48,143	50,069	52,072	54,155
	Level 2	57	51,277	53,328	55,461	57,679
	Level 3	63	54,480	56,659	58,925	61,282
	Level 4	69	57,772	60,083	62,486	64,985
	Level 5	75	61,128	63,573	66,116	68,761
	Level 6	80	64,250	66,820	69,493	72,273
	Level 7	92	72,208	75,096	78,100	81,224
	Level 8	102	79,947	83,145	86,471	89,930
	Level 9	112	88,113	91,638	95,304	99,116
Inspector Grade 2 - Inspector (Review, Enforcement and Systems) Mine Safety Officer Inspector (Mining) Inspector (Environment)	Level 1	-	100,322	104,335	108,508	112,848
	Level 2	-	103,692	107,840	112,154	116,640
	Level 3	-	106,990	111,270	115,721	120,350
	Level 4	-	109,683	114,070	118,633	123,378
	Level 5	-	113,332	117,865	122,580	127,483
	Level 6	-	116,119	120,764	125,595	130,619
Inspector Grade 3 - Inspector (Management and/or Systems) Inspector (Mining) Inspector (Environment)	Level 1	-	128,000	133,120	138,445	143,983
	Level 2	-	132,742	138,052	143,574	149,317
	Level 3	-	137,921	143,438	149,176	155,143
	Level 4	-	143,032	148,753	154,703	160,891
	Level 5	-	148,141	154,067	160,230	166,639
Inspector Grade 4 - Regional Manager Grade 4 Assistant Director Deputy Chief Inspector Grade 4	Level 1	-	150,147	156,153	162,399	168,895
	Level 2	-	155,711	161,939	168,417	175,154

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

Operational Staff - NSW Department of Primary Industries					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Junior Under 17 at 17 years	- -	26,165 31,771	27,212 33,042	28,300 34,364	29,432 35,739
Grade 1					
Step 1	-	37,377	38,872	40,427	42,044
Step 2	26	38,759	40,309	41,921	43,598
Step 3	29	39,807	41,399	43,055	44,777
Step 4	33	41,189	42,837	44,550	46,332
Grade 2					
Step 1	36	42,338	44,032	45,793	47,625
Step 2	39	43,543	45,285	47,096	48,980
Step 3	43	45,188	46,996	48,876	50,831
Step 4	46	46,320	48,173	50,100	52,104
Grade 3					
Step 1	46	46,320	48,173	50,100	52,104
Step 2	50	48,143	50,069	52,072	54,155
Step 3	53	49,431	51,408	53,464	55,603
Grade 4					
Step 1	56	50,829	52,862	54,976	57,175
Step 2	60	52,810	54,922	57,119	59,404
Step 3	63	54,480	56,659	58,925	61,282
Grade 5					
Step 1	63	54,480	56,659	58,925	61,282
Step 2	66	56,128	58,373	60,708	63,136
Step 3	70	58,341	60,675	63,102	65,626
Grade 6					
Step 1	73	60,041	62,443	64,941	67,539
Step 2	76	61,801	64,273	66,844	69,518
Step 3	80	64,250	66,820	69,493	72,273
Apprentices Full-time (Weekly Rate)					
Year 1	-	374.10	389.10	404.70	420.90
Year 2	-	493.90	513.70	534.20	555.60
Year 3	-	629.30	654.50	680.70	707.90
Year 4	-	715.10	743.70	773.40	804.30
Chokage, etc., allowance per day or part thereof	-	6.99 Per day	7.27 Per day	7.56 Per day	7.86 Per day
Maintenance Operator - Licence and Registration Allowances					
Electricians Licence A Grade	-	1,947	2,025	2,106	2,190
B Grade	-	1,047	1,089	1,133	1,178
Registration Allowance	-	1,466	1,525	1,586	1,649
(a) Plumber's Licence	-	1,925	2,002	2,082	2,165
(b) Gasfitter's Licence	-	1,925	2,002	2,082	2,165
(c) Drainer's Licence	-	1,659	1,725	1,794	1,866

(d) Plumber's/Gasfitter's Licence	-	2,568	2,671	2,778	2,889
(e) Gasfitter's/Drainer's Licence	-	2,568	2,671	2,778	2,889
(f) Plumber's/Drainer's Licence	-	2,568	2,671	2,778	2,889
(g) Plumber's/Gasfitter's/Drainer's Licence	-	3,544	3,686	3,833	3,986
Leading Hand Allowance	-	1,696 per annum	1,764 per annum	1,835 per annum	1,908 per annum
Broken Shift	-	10.80 per day	11.23 per day	11.68 per day	12.15 per day
Occupational First Aid	-	19.20 per week	20.00 per week	20.80 per week	21.60 per week
First Aid Allowance	-	12.90 per week	13.40 per week	13.90 per week	14.50 per week
Refrigeration Allowance	-	514 per annum	535 per annum	556 per annum	578 per annum

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

Professional Officers - Department of Primary Industries						
Classification and Grades	Salary Class	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Grade 1						
Year 1	46	46	46,320	48,173	50,100	52,104
Year 2	50	50	48,143	50,069	52,072	54,155
Year 3	56	56	50,829	52,862	54,976	57,175
Year 4	64	64	55,010	57,210	59,498	61,878
Year 5	70	70	58,341	60,675	63,102	65,626
Year 6	76	76	61,801	64,273	66,844	69,518
Grade 2						
Year 1	81	81	64,827	67,420	70,117	72,922
Year 2	84	84	66,749	69,419	72,196	75,084
Year 3	87	87	68,784	71,535	74,396	77,372
Year 4	91	91	71,546	74,408	77,384	80,479
Grade 3						
Year 1	95	95	74,527	77,508	80,608	83,832
Year 2	98	98	76,896	79,972	83,171	86,498
Year 3	100	100	78,427	81,564	84,827	88,220
Year 4	103	103	80,683	83,910	87,266	90,757
Grade 4						
Year 1	107	107	83,906	87,262	90,752	94,382
Year 2	110	110	86,419	89,876	93,471	97,210
Year 3	113	113	88,962	92,520	96,221	100,070
Grade 5						
Year 1	116	116	91,589	95,253	99,063	103,026
Year 2	118	118	93,418	97,155	101,041	105,083
Grade 6						
Year 1	121	121	96,293	100,145	104,151	108,317
Year 2	124	124	99,269	103,240	107,370	111,665
Grade 7						
Year 1	127	127	102,516	106,617	110,882	115,317
Year 2	130	130	105,923	110,160	114,566	119,149

Grade 8						
Year 1	132	-	111,097	115,541	120,163	124,970
Year 2	133	-	116,694	121,362	126,216	131,265
Grade 9						
Year 1	134	-	122,600	127,504	132,604	137,908
Year 2	135	-	128,806	133,958	139,316	144,889
OIC Veterinary Laboratory Allowance		-	5,466	5,685	5,912	6,148

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

Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Grade 1, Year 1	29	39,807	41,399	43,055	44,777
Grade 1, Year 2	33	41,189	42,837	44,550	46,332
Grade 1, Year 3	37	42,743	44,453	46,231	48,080
Grade 2, Year 1	42	44,745	46,535	48,396	50,332
Grade 2, Year 2	50	48,143	50,069	52,072	54,155
Grade 2, Year 3	56	50,829	52,862	54,976	57,175
Grade 3, Year 1	62	53,847	56,001	58,241	60,571
Grade 3, Year 2	70	58,341	60,675	63,102	65,626
Grade 3, Year 3	74	60,518	62,939	65,457	68,075
Grade 4, Year 1	78	63,056	65,578	68,201	70,929
Grade 4, Year 2	81	64,827	67,420	70,117	72,922
Grade 5, Year 1	85	67,448	70,146	72,952	75,870
Grade 5, Year 2	88	69,468	72,247	75,137	78,142
Grade 6, Year 1	95	74,527	77,508	80,608	83,832
Grade 6, Year 2	98	76,896	79,972	83,171	86,498
Grade 7, Year 1	100	78,427	81,564	84,827	88,220
Grade 7, Year 2	103	80,683	83,910	87,266	90,757
Grade 8, Year 1	107	83,906	87,262	90,752	94,382
Grade 8, Year 2	110	86,419	89,876	93,471	97,210
Grade 8, Year 3	113	88,962	92,520	96,221	100,070
Allowances					
One person crossing relief allowance	-	4,267	4,438	4,616	4,801
One person crossing telephone allowance	-	2,109	2,193	2,281	2,372

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

Technical Staff - NSW Department of Primary Industries					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Technical Assistant - Junior					
Under 17	n/a	19,380	20,155	20,961	21,799
Age 17	n/a	23,255	24,185	25,152	26,158
Age 18	n/a	27,132	28,217	29,346	30,520
Age 19	n/a	31,009	32,249	33,539	34,881
Age 20	n/a	34,884	36,279	37,730	39,239

Grade 1					
1 <sup>st</sup> Year	26	38,759	40,309	41,921	43,598
2 <sup>nd</sup> Year	29	39,807	41,399	43,055	44,777
3 <sup>rd</sup> Year and thereafter	33	41,189	42,837	44,550	46,332
Grade 2					
1 <sup>st</sup> Year	36	42,338	44,032	45,793	47,625
2 <sup>nd</sup> Year and thereafter	39	43,543	45,285	47,096	48,980
Grade 3					
1 <sup>st</sup> Year	43	45,188	46,996	48,876	50,831
2 <sup>nd</sup> Year and thereafter	46	46,320	48,173	50,100	52,104
Technical Officer -					
Grade 1					
1st Year	46	46,320	48,173	50,100	52,104
2nd Year	50	48,143	50,069	52,072	54,155
3rd Year	53	49,431	51,408	53,464	55,603
4th Year and thereafter	56	50,829	52,862	54,976	57,175
Grade 2					
1st Year	64	55,010	57,210	59,498	61,878
2nd Year	67	56,701	58,969	61,328	63,781
3rd Year	70	58,341	60,675	63,102	65,626
4th Year and thereafter	76	61,801	64,273	66,844	69,518
Grade 3					
1st Year	81	64,827	67,420	70,117	72,922
2nd Year	84	66,749	69,419	72,196	75,084
3rd Year	87	68,784	71,535	74,396	77,372
4th Year and thereafter	91	71,546	74,408	77,384	80,479
Grade 4					
1st Year	95	74,527	77,508	80,608	83,832
2nd Year	98	76,896	79,972	83,171	86,498
3rd Year	100	78,427	81,564	84,827	88,220
4th Year and thereafter	103	80,683	83,910	87,266	90,757
Grade 5					
1st Year	107	83,906	87,262	90,752	94,382
2nd Year	110	86,419	89,876	93,471	97,210
3rd Year and thereafter	113	88,962	92,520	96,221	100,070
Technical Co-ordinator Allowance	-	2,080	2,163	2,250	2,340

**Crown Employees (NSW Police Administrative Officers and Temporary Employees Conditions of Employment) Award 2006**

Allowances	1.7.07	1.7.08	1.7.09	1.7.10
	\$	+4%	+4%	+4%
	\$	\$	\$	\$
On call allowance	per hour 0.73	per hour 0.76	per hour 0.79	per hour 0.82
Community Language Allowance Scheme	per annum	per annum	per annum	per annum
Base level rate	1,036	1,077	1,120	1,165
Higher level rate	1,556	1,618	1,683	1,750
Flying Allowance	per hour 15.60	per hour 16.20	per hour 16.80	per hour 17.50
First Aid Allowance	per annum	per annum	per annum	per annum
Holders of basic qualification	666	693	721	750
Holders of current occupational first aid certificate	1,002	1,042	1,084	1,127

**Crown Employees (NSW Police Administrative Officers and Temporary Employees - Salaries 2006)  
Award**

Administrative Officer and Temporary Employee Classifications NSW Police Force					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Armourer, Police					
1st year of service	63	54,480	56,659	58,925	61,282
2nd year of service	65	55,472	57,691	59,999	62,399
3rd year of service	67	56,701	58,969	61,328	63,781
4th year of service and thereafter	69	57,772	60,083	62,486	64,985
Senior Armourer, Police					
1st year of service	74	60,518	62,939	65,457	68,075
2nd year of service	76	61,801	64,273	66,844	69,518
3rd year of service and thereafter	79	63,561	66,103	68,747	71,497
Administrative and Clerical Clerks General Scale					
1st year of service or 18 years	7	27,055	28,137	29,262	30,432
2nd year of service Minimum at 20 years	11	32,723	34,032	35,393	36,809
3rd year of service Minimum at 21 years	17	35,266	36,677	38,144	39,670
4th year of service	20	36,229	37,678	39,185	40,752
5th year of service	23	37,762	39,272	40,843	42,477
6th year of service	25	38,448	39,986	41,585	43,248
7th year of service	28	39,400	40,976	42,615	44,320
8th year of service	32	40,857	42,491	44,191	45,959
9th year of service	36	42,338	44,032	45,793	47,625
10th year of service	40	43,903	45,659	47,485	49,384
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 10th year of the General Scale.	-	45,781	47,612	49,516	51,497
Minimum for employee with Higher School Certificate Qualification at 19 years of age	9	30,656	31,882	33,157	34,483
Grade 1					
1st year of service	46	46,320	48,173	50,100	52,104
Thereafter	49	47,682	49,589	51,573	53,636
Grade 2					
1st year of service	52	49,012	50,972	53,011	55,131
Thereafter	55	50,356	52,370	54,465	56,644
Grade 3					
1st year of service	58	51,784	53,855	56,009	58,249
Thereafter	61	53,344	55,478	57,697	60,005
Grade 4					
1st year of service	64	55,010	57,210	59,498	61,878
Thereafter	67	56,701	58,969	61,328	63,781
Grade 5					
1st year of service	75	61,128	63,573	66,116	68,761
Thereafter	78	63,056	65,578	68,201	70,929
Grade 6					
1st year of service	82	65,527	68,148	70,874	73,709
Thereafter	85	67,448	70,146	72,952	75,870



Grade 7					
1st year of service	88	69,468	72,247	75,137	78,142
Thereafter	91	71,546	74,408	77,384	80,479
Grade 8					
1st year of service	95	74,527	77,508	80,608	83,832
Thereafter	98	76,896	79,972	83,171	86,498
Grade 9					
1st year of service	101	79,188	82,356	85,650	89,076
Thereafter	104	81,414	84,671	88,058	91,580
Grade 10					
1st year of service	108	84,738	88,128	91,653	95,319
Thereafter	111	87,263	90,754	94,384	98,159
Grade 11					
1st year of service	116	91,589	95,253	99,063	103,026
Thereafter	120	95,472	99,291	103,263	107,394
Grade 12					
1st year of service	126	101,454	105,512	109,732	114,121
Thereafter	130	105,923	110,160	114,566	119,149
Bar Manager, Police Academy					
1st year of service	45	45,967	47,806	49,718	51,707
Thereafter	47	46,807	48,679	50,626	52,651
Building Manager (Sydney Police Centre)					
1st year of service	70	58,341	60,675	63,102	65,626
2nd year of service	71	58,925	61,282	63,733	66,282
PT Building Manager Allowance	-	1,066	1,109	1,153	1,199
Clerical Officer					
Grade 1					
Group A					
1st year of service under 17	1	18,832	19,585	20,368	21,183
2nd year of service or 17	4	22,429	23,326	24,259	25,229
3rd year of service or 18	6	25,452	26,470	27,529	28,630
4th year of service or 19	9	30,656	31,882	33,157	34,483
5th year of service or 20	11	32,723	34,032	35,393	36,809
6th year of service	17	35,266	36,677	38,144	39,670
7th year of service	20	36,229	37,678	39,185	40,752
8th year of service	23	37,762	39,272	40,843	42,477
9th year of service	25	38,448	39,986	41,585	43,248
10th year of service	28	39,400	40,976	42,615	44,320
Group B					
1st year of service under 17	2	20,095	20,899	21,735	22,604
2nd year of service or 17	4	22,429	23,326	24,259	25,229
3rd year of service or 18	6	25,452	26,470	27,529	28,630
4th year of service or 19	9	30,656	31,882	33,157	34,483
5th year of service or 20	11	32,723	34,032	35,393	36,809
6th year of service	17	35,266	36,677	38,144	39,670
7th year of service	20	36,229	37,678	39,185	40,752
8th year of service	23	37,762	39,272	40,843	42,477
9th year of service	25	38,448	39,986	41,585	43,248
10th year of service	28	39,400	40,976	42,615	44,320
Minimum rate at 21	17	35,266	36,677	38,144	39,670
Grade 1/2					
Group C					
1st year of service under 17	3	21,154	22,000	22,880	23,795
2nd year of service or 17	6	25,452	26,470	27,529	28,630
3rd year of service or 18	9	30,656	31,882	33,157	34,483
4th year of service or 19	11	32,723	34,032	35,393	36,809

5th year of service or 20	17	35,266	36,677	38,144	39,670
6th year of service	20	36,229	37,678	39,185	40,752
7th year of service	23	37,762	39,272	40,843	42,477
8th year of service	25	38,448	39,986	41,585	43,248
9th year of service	28	39,400	40,976	42,615	44,320
10th year of service	32	40,857	42,491	44,191	45,959
11th year of service	36	42,338	44,032	45,793	47,625
12th year of service	40	43,903	45,659	47,485	49,384
Group D only					
1st year of service or 17	9	30,656	31,882	33,157	34,483
2nd year of service or 17	11	32,723	34,032	35,393	36,809
3rd year of service or 18	17	35,266	36,677	38,144	39,670
4th year of service or 19	20	36,229	37,678	39,185	40,752
5th year of service or 20	23	37,762	39,272	40,843	42,477
6th year of service	25	38,448	39,986	41,585	43,248
7th year of service	28	39,400	40,976	42,615	44,320
8th year of service	32	40,857	42,491	44,191	45,959
9th year of service	36	42,338	44,032	45,793	47,625
10th year of service	40	43,903	45,659	47,485	49,384
*Minimum rate for HSC at 19 years of age	9	30,656	31,882	33,157	34,483
Minimum rate at 21	20	36,229	37,678	39,185	40,752
Grade 3					
1st year of service	46	46,320	48,173	50,100	52,104
2nd year of service	49	47,682	49,589	51,573	53,636
Grade 3/4					
1st year of service	46	46,320	48,173	50,100	52,104
2nd year of service	49	47,682	49,589	51,573	53,636
3rd year of service	52	49,012	50,972	53,011	55,131
4th year of service	55	50,356	52,370	54,465	56,644
Grade 4					
1st year of service	52	49,012	50,972	53,011	55,131
2nd year of service	55	50,356	52,370	54,465	56,644
Grade 5					
1st year of service	58	51,784	53,855	56,009	58,249
2nd year of service	61	53,344	55,478	57,697	60,005
Grade 6					
1st year of service	64	55,010	57,210	59,498	61,878
2nd year of service	67	56,701	58,969	61,328	63,781
Grade 7					
1st year of service	75	61,128	63,573	66,116	68,761
2nd year of service	78	63,056	65,578	68,201	70,929
Grade 8					
1st year of service	82	65,527	68,148	70,874	73,709
2nd year of service	85	67,448	70,146	72,952	75,870
Clinical Pharmacologist	-	114,995	119,595	124,379	129,354
Computer Systems Officer (CSO)					
CSO Level 1 - Non Graduate					
Year 1A	7	27,055	28,137	29,262	30,432
Year 1B	11	32,723	34,032	35,393	36,809
Year 1C	17	35,266	36,677	38,144	39,670
Year 1D	20	36,229	37,678	39,185	40,752
Year 1E	23	37,762	39,272	40,843	42,477
Year 1F	25	38,448	39,986	41,585	43,248
Year 2	32	40,857	42,491	44,191	45,959
Year 3	49	47,682	49,589	51,573	53,636
Year 4	55	50,356	52,370	54,465	56,644

CSO Level 1 - Graduate					
Year 1A (Any degree)	32	40,857	42,491	44,191	45,959
Year 1B (Degree - Computer Sciences)	36	42,338	44,032	45,793	47,625
Year 2	67	56,701	58,969	61,328	63,781
Year 3	78	63,056	65,578	68,201	70,929
CSO Level 2					
Year 1	61	53,344	55,478	57,697	60,005
Year 2	67	56,701	58,969	61,328	63,781
Year 3	78	63,056	65,578	68,201	70,929
CSO Level 3					
Year 1	82	65,527	68,148	70,874	73,709
Year 2	85	67,448	70,146	72,952	75,870
Year 3	88	69,468	72,247	75,137	78,142
Year 4	91	71,546	74,408	77,384	80,479
Year 5	95	74,527	77,508	80,608	83,832
Year 6	98	76,896	79,972	83,171	86,498
CSO Level 4					
Year 1	101	79,188	82,356	85,650	89,076
Year 2	104	81,414	84,671	88,058	91,580
Year 3	108	84,738	88,128	91,653	95,319
Year 4	111	87,263	90,754	94,384	98,159
CSO Level 5					
Year 1	116	91,589	95,253	99,063	103,026
Year 2	120	95,472	99,291	103,263	107,394
CSO Level 6					
Year 1	126	101,454	105,512	109,732	114,121
Year 2	130	105,923	110,160	114,566	119,149
Departmental Professional Officer					
Grade I -					
1st year of service	46	46,320	48,173	50,100	52,104
2nd year of service	50	48,143	50,069	52,072	54,155
3rd year of service	56	50,829	52,862	54,976	57,175
4th year of service	63	54,480	56,659	58,925	61,282
5th year of service	70	58,341	60,675	63,102	65,626
6th year of service and thereafter	76	61,801	64,273	66,844	69,518
Grade II -					
1st year of service	81	64,827	67,420	70,117	72,922
2nd year of service	84	66,749	69,419	72,196	75,084
3rd year of service	87	68,784	71,535	74,396	77,372
4th year of service and thereafter	91	71,546	74,408	77,384	80,479
Grade III -					
1st year of service	95	74,527	77,508	80,608	83,832
2nd year of service	98	76,896	79,972	83,171	86,498
3rd year of service	100	78,427	81,564	84,827	88,220
4th year of service and thereafter	104	81,414	84,671	88,058	91,580
Grade IV -					
1st year of service	108	84,738	88,128	91,653	95,319
2nd year of service and thereafter	110	86,419	89,876	93,471	97,210
Grade V -					
1st year of service	114	89,810	93,402	97,138	101,024
2nd year of service and thereafter	116	91,589	95,253	99,063	103,026
Grade VI -					
1st year of service	119	94,443	98,221	102,150	106,236
2nd year of service and thereafter	121	96,293	100,145	104,151	108,317
1st year of service	124	99,269	103,240	107,370	111,665
2nd year of service and thereafter	126	101,454	105,512	109,732	114,121

Grade VIII -					
1st year of service	129	104,754	108,944	113,302	117,834
2nd year of service and thereafter	130	105,923	110,160	114,566	119,149
Director of Music (Police Band)					
1st year	78	63,056	65,578	68,201	70,929
2nd year	81	64,827	67,420	70,117	72,922
3rd year	84	66,749	69,419	72,196	75,084
4th year	87	68,784	71,535	74,396	77,372
5th year and thereafter	90	70,862	73,696	76,644	79,710
Loading					
1st year	-	6,306	6,558	6,820	7,093
2nd year	-	6,482	6,741	7,011	7,291
3rd year	-	6,675	6,942	7,220	7,509
4th year	-	6,879	7,154	7,440	7,738
5th year and thereafter	-	7,087	7,370	7,665	7,972
Car Drivers					
Driver/General Assistant	33	41,189	42,837	44,550	46,332
Departmental - Driver/Assistant	39	43,543	45,285	47,096	48,980
Police Executive Driver/Assistant					
1st Year and there after	-	43,519	45,260	47,070	48,953
All incidence of employment allowance Clothing Allowance \$600 per annum (does not increase)	-	40,270	41,881	43,556	45,298
Driving Instructor					
1st year	68	57,117	59,402	61,778	64,249
2nd year	69	57,772	60,083	62,486	64,985
3rd year and thereafter	72	59,428	61,805	64,277	66,848
Engineer					
Grade I Diplomate Experience Since Qualifying					
In first year	46	46,320	48,173	50,100	52,104
After one year	50	48,143	50,069	52,072	54,155
After two years	56	50,829	52,862	54,976	57,175
After three years	63	54,480	56,659	58,925	61,282
After four years	70	58,341	60,675	63,102	65,626
After five years	76	61,801	64,273	66,844	69,518
Grade I Graduate Experience Since Qualifying					
In first year	50	48,143	50,069	52,072	54,155
After one year	56	50,829	52,862	54,976	57,175
After two years	63	54,480	56,659	58,925	61,282
After three years	70	58,341	60,675	63,102	65,626
After four years	76	61,801	64,273	66,844	69,518
Grade II					
1st year of service	82	65,527	68,148	70,874	73,709
2nd year of service	86	68,051	70,773	73,604	76,548
3rd year of service	89	70,167	72,974	75,893	78,929
4th year of service and thereafter	92	72,208	75,096	78,100	81,224
Grade III					
1st year of service	97	76,064	79,107	82,271	85,562
2nd year of service	100	78,427	81,564	84,827	88,220
3rd year of service	104	81,414	84,671	88,058	91,580
4th year of service and thereafter	107	83,906	87,262	90,752	94,382
Grade IV					
1st year of service	112	88,113	91,638	95,304	99,116
2nd year of service	115	90,699	94,327	98,100	102,024
3rd year of service and thereafter	117	92,500	96,200	100,048	104,050

Grade V					
1st year of service	121	96,293	100,145	104,151	108,317
2nd year of service and thereafter	123	98,190	102,118	106,203	110,451
Grade VI					
1st year of service	125	100,364	104,379	108,554	112,896
2nd year of service and thereafter	127	102,516	106,617	110,882	115,317
General Assistant (NSW Police Academy)					
1st year	19	35,925	37,362	38,856	40,410
2nd year	20	36,229	37,678	39,185	40,752
3rd year	22	36,915	38,392	39,928	41,525
4th year	23	37,762	39,272	40,843	42,477
5th year and thereafter	25	38,448	39,986	41,585	43,248
Groom, Mounted Police					
1st year	16	34,401	35,777	37,208	38,696
2nd year and there after	18	35,613	37,038	38,520	40,061
Imaging Technician					
1st year	58	51,784	53,855	56,009	58,249
2nd year	61	53,344	55,478	57,697	60,005
3rd year	64	55,010	57,210	59,498	61,878
4th year and thereafter	67	56,701	58,969	61,328	63,781
Interpreters and Translators					
Interpreter/Translator					
Year 1	56	50,829	52,862	54,976	57,175
Year 2	63	54,480	56,659	58,925	61,282
Year 3	70	58,341	60,675	63,102	65,626
Year 4	76	61,801	64,273	66,844	69,518
Year 5	81	64,827	67,420	70,117	72,922
Senior Interpreter/Translator					
Year 1	84	66,749	69,419	72,196	75,084
Year 2	87	68,784	71,535	74,396	77,372
Year 3	91	71,546	74,408	77,384	80,479
Legal Officers					
Grade I					
1st year of service	51	48,518	50,459	52,477	54,576
2nd year of service	55	50,356	52,370	54,465	56,644
3rd year of service	58	51,784	53,855	56,009	58,249
4th year of service	61	53,344	55,478	57,697	60,005
5th year of service	65	55,472	57,691	59,999	62,399
Grade II					
1st year of service	73	60,041	62,443	64,941	67,539
2nd year of service	89	63,056	65,578	68,201	70,929
3rd year of service	84	66,749	69,419	72,196	75,084
4th year of service	89	70,167	72,974	75,893	78,929
5th year of service	93	72,966	75,885	78,920	82,077
Grade III					
1st year of service	98	76,896	79,972	83,171	86,498
2nd year of service	101	79,188	82,356	85,650	89,076
3rd year of service	105	82,244	85,534	88,955	92,513
Grade IV					
1st year of service	112	88,113	91,638	95,304	99,116
2nd year of service	114	89,810	93,402	97,138	101,024
Grade V					
1st year of service	119	94,443	98,221	102,150	106,236
2nd year of service	121	96,293	100,145	104,151	108,317

Grade VI					
1st year of service	126	101,454	105,512	109,732	114,121
2nd year of service	128	103,591	107,735	112,044	116,526
Librarians and Archivists					
Grade 1					
Year 1	46	46,320	48,173	50,100	52,104
Year 2	52	49,012	50,972	53,011	55,131
Year 3	58	51,784	53,855	56,009	58,249
Year 4	64	55,010	57,210	59,498	61,878
Year 5	69	57,772	60,083	62,486	64,985
Year 6	74	60,518	62,939	65,457	68,075
Grade 2					
Year 1	78	63,056	65,578	68,201	70,929
Year 2	82	65,527	68,148	70,874	73,709
Year 3	87	68,784	71,535	74,396	77,372
Year 4	91	71,546	74,408	77,384	80,479
Grade 3					
Year 1	96	75,308	78,320	81,453	84,711
Year 2	99	77,634	80,739	83,969	87,328
Year 3	103	80,683	83,910	87,266	90,757
Year 4	107	83,906	87,262	90,752	94,382
Grade 4					
Year 1	110	86,419	89,876	93,471	97,210
Year 2	113	88,962	92,520	96,221	100,070
Year 3	116	91,589	95,253	99,063	103,026
Year 4	119	94,443	98,221	102,150	106,236
Grade 5					
Year 1	122	97,109	100,993	105,033	109,234
Year 2	125	100,364	104,379	108,554	112,896
Year 3	128	103,591	107,735	112,044	116,526
Year 4	-	107,105	111,389	115,845	120,479
Library Assistant					
Year 1	20	36,229	37,678	39,185	40,752
Year 2	25	38,448	39,986	41,585	43,248
Year 3	32	40,857	42,491	44,191	45,959
Year 4	40	43,903	45,659	47,485	49,384
Year 5	44	45,524	47,345	49,239	51,209
Library Technician					
Grade 1					
Year 1	46	46,320	48,173	50,100	52,104
Year 2	52	49,012	50,972	53,011	55,131
Year 3	59	51,784	53,855	56,009	58,249
Year 4	64	55,010	57,210	59,498	61,878
Grade 2					
Year 1	75	61,128	63,573	66,116	68,761
Year 2	78	63,056	65,578	68,201	70,929
Year 3	82	65,527	68,148	70,874	73,709
Year 4	87	68,784	71,535	74,396	77,372
Maintenance Attendant, Police Academy	22	36,915	38,392	39,928	41,525
Maintenance Officer Trades					
	64	55,010	57,210	59,498	61,878
Manager Trades					
1st year	98	76,896	79,972	83,171	86,498
2nd year and there after	99	77,634	80,739	83,969	87,328
On call Allowance	-	0.73 p/h	0.76 p/h	0.79 p/h	0.82 p/h

Assistant Manager Trades					
1st year	78	63,056	65,578	68,201	70,929
2nd year and there after	80	64,250	66,820	69,493	72,273
On call Allowance	-	0.73 p/h	0.76 p/h	0.79 p/h	0.82 p/h
Pathology Exhibit Courier					
	36	42,338	44,032	45,793	47,625
Photogrammetrist					
General Scale					
1st year	7	27,055	28,137	29,262	30,432
2nd year	11	32,723	34,032	35,393	36,809
3rd year	17	35,266	36,677	38,144	39,670
4th year	20	36,229	37,678	39,185	40,752
5th year	23	37,762	39,272	40,843	42,477
6th year	25	38,448	39,986	41,585	43,248
7th year	28	39,400	40,976	42,615	44,320
8th year	32	40,857	42,491	44,191	45,959
9th year	36	42,338	44,032	45,793	47,625
10th year	40	43,903	45,659	47,485	49,384
11th year	46	46,320	48,173	50,100	52,104
12th year	49	47,682	49,589	51,573	53,636
13th year	52	49,012	50,972	53,011	55,131
14th year	55	50,356	52,370	54,465	56,644
Officer with HSC aged 19 and over paid not less than					
	9	30,656	31,882	33,157	34,483
Class 1					
1st year	58	51,784	53,855	56,009	58,249
2nd year	61	53,344	55,478	57,697	60,005
3rd year	64	55,010	57,210	59,498	61,878
4th year	67	56,701	58,969	61,328	63,781
Class 2					
1st year	75	61,128	63,573	66,116	68,761
2nd year	78	63,056	65,578	68,201	70,929
Class 3					
1st year	82	65,527	68,148	70,874	73,709
2nd year	85	67,448	70,146	72,952	75,870
Class 4					
1st year	88	69,468	72,247	75,137	78,142
2nd year	91	71,546	74,408	77,384	80,479
Class 5					
1st year	95	74,527	77,508	80,608	83,832
2nd year	98	76,896	79,972	83,171	86,498
Class 6					
1st year	101	79,188	82,356	85,650	89,076
2nd year	104	81,414	84,671	88,058	91,580
Class 7					
1st year	108	84,738	88,128	91,653	95,319
2nd year	111	87,263	90,754	94,384	98,159
Public Relations Officer					
Assistant Publicity Officers					
1st year of service	59	52,324	54,417	56,594	58,858
2nd year of service	62	53,847	56,001	58,241	60,571
Publicity Officers					
1st year of service	69	57,772	60,083	62,486	64,985
2nd year of service	72	59,428	61,805	64,277	66,848
3rd year of service and thereafter	74	60,518	62,939	65,457	68,075

Public Relations Officer					
Grade II					
1st year of service	87	68,784	71,535	74,396	77,372
2nd year of service	89	70,167	72,974	75,893	78,929
3rd year of service and thereafter	91	71,546	74,408	77,384	80,479
Grade I					
1st year of service	103	80,683	83,910	87,266	90,757
2nd year of service	105	82,244	85,534	88,955	92,513
3rd year of service and thereafter	107	83,906	87,262	90,752	94,382
Allowance in lieu of overtime -	-	10,182	10,589	11,013	11,454
		p.a.	p.a.	p.a.	p.a.
Radio Technician,					
1st year of service	47	46,807	48,679	50,626	52,651
2nd year of service	48	47,196	49,084	51,047	53,089
3rd year of service and thereafter	50	48,143	50,069	52,072	54,155
Radio Technician, Senior					
1st year of service	57	51,277	53,328	55,461	57,679
2nd year of service and thereafter	58	51,784	53,855	56,009	58,249
Scientific Officer					
Grade I					
1st year of service	46	46,320	48,173	50,100	52,104
2nd year of service	50	48,143	50,069	52,072	54,155
3rd year of service	56	50,829	52,862	54,976	57,175
4th year of service	63	54,480	56,659	58,925	61,282
5th year of service	70	58,341	60,675	63,102	65,626
6th year of service and thereafter	76	61,801	64,273	66,844	69,518
Grade II					
1st year of service	81	64,827	67,420	70,117	72,922
2nd year of service	84	66,749	69,419	72,196	75,084
3rd year of service	87	68,784	71,535	74,396	77,372
4th year of service and thereafter	91	71,546	74,408	77,384	80,479
Grade III					
1st year of service	95	74,527	77,508	80,608	83,832
2nd year of service	98	76,896	79,972	83,171	86,498
3rd year of service and thereafter	100	78,427	81,564	84,827	88,220
Grade IV					
1st year of service	105	82,244	85,534	88,955	92,513
2nd year of service	108	84,738	88,128	91,653	95,319
3rd year of service and thereafter	110	86,419	89,876	93,471	97,210
Grade V					
1st year of service	114	89,810	93,402	97,138	101,024
2nd year of service and thereafter	117	92,500	96,200	100,048	104,050
Grade VI					
1st year of service	120	95,472	99,291	103,263	107,394
2nd year of service	123	98,190	102,118	106,203	110,451
Senior Basement Attendant, Police Headquarters					
1st year of service	29	39,807	41,399	43,055	44,777
2nd year of service	31	40,466	42,085	43,768	45,519
3rd year of service	32	40,857	42,491	44,191	45,959
4th year of service and thereafter	34	41,575	43,238	44,968	46,767
Senior Officers					
Grade 1					
Year 1	-	118,519	123,260	128,190	133,318
Year 2	-	127,708	132,816	138,129	143,654



Grade 2					
Year 1	-	129,868	135,063	140,466	146,085
Year 2	-	139,025	144,586	150,369	156,384
Grade 3					
Year 1	-	143,678	149,425	155,402	161,618
Year 2	-	157,716	164,025	170,586	177,409
<b>Stenographers and Machine Operators</b>					
1st year (up to 17 years)	2	20,095	20,899	21,735	22,604
2nd year (or 17 years)	5	23,852	24,806	25,798	26,830
3rd year (or 18 years)	7	27,055	28,137	29,262	30,432
4th year (or 19 years)	9	30,656	31,882	33,157	34,483
5th year (or 20 years)	10	32,424	33,721	35,070	36,473
6th year (or 21 years)	19	35,925	37,362	38,856	40,410
7th year	22	36,915	38,392	39,928	41,525
8th year	24	38,134	39,659	41,245	42,895
9th year	33	41,189	42,837	44,550	46,332
10th year	35	41,912	43,588	45,332	47,145
11th year	38	43,099	44,823	46,616	48,481
12th year	40	43,903	45,659	47,485	49,384
Grade 1 -					
1st year	46	46,320	48,173	50,100	52,104
2nd year	49	47,682	49,589	51,573	53,636
Grade 2 -					
1st year	52	49,012	50,972	53,011	55,131
2nd year	55	50,356	52,370	54,465	56,644
Grade 3 -					
1st year	58	51,784	53,855	56,009	58,249
2nd year	61	53,344	55,478	57,697	60,005
Storeman Attendant	17	35,266	36,677	38,144	39,670
<b>Stores Officers</b>					
Grade 1					
1st year of service	31	40,466	42,085	43,768	45,519
2nd year of service and thereafter	33	41,189	42,837	44,550	46,332
Grade 2					
1st year of service	34	41,575	43,238	44,968	46,767
2nd year of service and thereafter	35	41,912	43,588	45,332	47,145
Grade 3					
1st year of service	36	42,338	44,032	45,793	47,625
2nd year of service and thereafter	37	42,743	44,453	46,231	48,080
Grade 4					
1st year of service	39	43,543	45,285	47,096	48,980
2nd year of service	41	44,396	46,172	48,019	49,940
3rd year of service and thereafter	41	44,396	46,172	48,019	49,940
<b>Technical Officer</b>					
Grade 1					
1st year of service	48	47,196	49,084	51,047	53,089
2nd year of service	51	48,518	50,459	52,477	54,576
3rd year of service	54	49,863	51,858	53,932	56,089
4th year of service	56	50,829	52,862	54,976	57,175
5th year of service	59	52,324	54,417	56,594	58,858
Grade 2					
1st year of service	64	55,010	57,210	59,498	61,878
2nd year of service	66	56,128	58,373	60,708	63,136
3rd year of service	68	57,117	59,402	61,778	64,249
4th year of service	70	58,341	60,675	63,102	65,626

Grade 3					
1st year of service and thereafter	77	62,330	64,823	67,416	70,113
Senior Technical Officer					
Grade 1					
1st year of service	75	61,128	63,573	66,116	68,761
2nd year of service	77	62,330	64,823	67,416	70,113
3rd year of service	80	64,250	66,820	69,493	72,273
Grade 2					
1st year of service	83	66,166	68,813	71,566	74,429
2nd year of service	86	68,051	70,773	73,604	76,548
Grade 3	90	70,862	73,696	76,644	79,710
Technical Officer, Maintenance Services	81	64,827	67,420	70,117	72,922
Technician					
Class 1					
1st year of service	40	43,903	45,659	47,485	49,384
2nd year of service	43	45,188	46,996	48,876	50,831
Class 2					
1st year of service	49	47,682	49,589	51,573	53,636
2nd year of service	52	49,012	50,972	53,011	55,131
Class 3					
1st year of service	58	51,784	53,855	56,009	58,249
2nd year of service	60	52,810	54,922	57,119	59,404
Class 4					
1st year of service	62	53,847	56,001	58,241	60,571
2nd year of service	63	54,480	56,659	58,925	61,282
Transport Officer	41	44,396	46,172	48,019	49,940
Transport Officer, Mechanical					
Year 1	58	51,784	53,855	56,009	58,249
Year 2	59	52,324	54,417	56,594	58,858
Year 3	60	52,810	54,922	57,119	59,404
Year 4	61	53,344	55,478	57,697	60,005
Uniform Fitter and Advisory Officer	37	42,743	44,453	46,231	48,080

**Crown Employees (NSW Police Force Communications Officers) Award**

Communications Officer - NSW Police Force Classifications	Common Salary Point	1.7.07 Per annum	1.7.08 Per annum 4%	1.7.09 Per annum 4%	1.7.10 Per annum 4%
Communications Officer		\$	\$	\$	\$
Trainee	35	41,912	43,588	45,332	47,145
1st year	40	43,903	45,659	47,485	49,384
2nd year	46	46,320	48,173	50,100	52,104
3rd year	49	47,682	49,589	51,573	53,636
4th year	55	50,356	52,370	54,465	56,644
5th year	58	51,784	53,855	56,009	58,249

Senior Communications Officer					
1st year	64	55,010	57,210	59,498	61,878
2nd year	67	56,701	58,969	61,328	63,781
Shift Co-ordinators					
1st year	75	61,128	63,573	66,116	68,761
2nd year	78	63,056	65,578	68,201	70,929
3rd year	82	65,527	68,148	70,874	73,709
4th year	85	67,448	70,146	72,952	75,870
Radio and Communications Operators					
4th year	52	49,012	50,972	53,011	55,131
5th year	55	50,356	52,370	54,465	56,644

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

Special Constables (Police Bands) NSW Police Force					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Bandsperson					
1st year of service	41	44,396	46,172	48,019	49,940
2nd year of service	43	45,188	46,996	48,876	50,831
3rd year of service	45	45,967	47,806	49,718	51,707
4th year of service	47	46,807	48,679	50,626	52,651
5th year of service	52	49,012	50,972	53,011	55,131
6th year of service and thereafter	54	49,863	51,858	53,932	56,089
Senior Special Constable	-	51,739	53,809	55,961	58,199
Allowance - Doubling		823	856	890	926

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

Special Constables (Security) NSW Police Force				
Classification and Grades	1.7.07 Per week \$	1.7.08 Per week +4% \$	1.7.09 Per week +4% \$	1.7.10 Per week +4% \$
Special Constable (Security)				
1st year of service	742.10	771.80	802.70	834.80
2nd year of service	754.90	785.10	816.50	849.20
3rd year of service and thereafter	769.50	800.30	832.30	865.60
Special Constable (Security) First Class				
1st year of service and Thereafter	783.00	814.30	846.90	880.80
Senior Special Constable (Security)				
1st year of service	838.00	871.50	906.40	942.70
2nd year of service and Thereafter	856.50	890.80	926.40	963.50
Special Constable (Security), Field Supervisor				
1st year of service	958.40	996.70	1,036.60	1,078.10
2nd year of service and Thereafter	979.00	1,018.20	1,058.90	1,101.30
Other rates and allowances				
Full time Special Constables (Security) Monday to Friday Shift Allowance	50.60	52.60	54.70	56.90
Full time Special Constables (Security), Saturday and Sunday Shift Allowance	143.20	148.90	154.90	161.10

**Crown Employees (NSW TAFE Commission - Administrative and Support Staff  
Conditions of Employment) Award 2005**

Allowances	1.7.07 \$	1.7.08 +4% \$	1.7.09 +4% \$	1.7.10 +4% \$
On call allowance	per hour 0.73	per hour 0.76	per hour 0.79	per hour 0.82
Community Language Allowance Scheme	per annum	per annum	per annum	per annum
Base level rate	1,036	1,077	1,120	1,165
Higher level rate	1,556	1,618	1,683	1,750
First Aid Allowance	per annum	per annum	per annum	per annum
Holders of basic qualification	666	693	721	750
Holders of current occupational first aid certificate	1,002	1,042	1,084	1,127

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

Food Safety Officers					
Classification and Grades	Common Salary  Point	1.7.07 Per annum  \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Grade 1, Year 1	-	47,001	48,881	50,836	52,869
Year 2	-	48,346	50,280	52,291	54,383
Year 3	55	50,356	52,370	54,465	56,644
Grade 2, Year 1	-	53,399	55,535	57,756	60,066
Year 2	-	58,070	60,393	62,809	65,321
Year 3	82	65,527	68,148	70,874	73,709
Grade 3, Year 1	-	70,508	73,328	76,261	79,311
Year 2	-	73,036	75,957	78,995	82,155
Year 3	98	76,896	79,972	83,171	86,498
Grade 4, Year 1	-	80,300	83,512	86,852	90,326
Year 2	-	83,076	86,399	89,855	93,449
Year 3	111	87,263	90,754	94,384	98,159
Grade 5, Year 1	116	91,589	95,253	99,063	103,026
Year 2	120	95,472	99,291	103,263	107,394
Grade 6, Year 1	126	101,454	105,512	109,732	114,121
Year 2	130	105,923	110,160	114,566	119,149

**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	1.7.07 Per annum  \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Professional Officer SHFA					
PO4	-	128,812	133,964	139,323	144,896
	-	123,837	128,790	133,942	139,300
	-	118,762	123,512	128,452	133,590
		Hard Barrier	Hard Barrier	Hard Barrier	Hard Barrier

PO3	- 128	107,721 103,591	112,030 107,735	116,511 112,044	121,171 116,526
		Hard Barrier	Hard Barrier	Hard Barrier	HardBarrier
	124 - 117	99,269 96,378 92,499	103,240 100,233 96,199	107,370 104,242 100,047	111,665 108,412 104,049
		Hard Barrier	Hard Barrier	Hard Barrier	Hard Barrier
PO2	115 - 108	90,699 87,197 84,738	94,327 90,685 88,128	98,100 94,312 91,653	102,024 98,084 95,319
		Hard Barrier	Hard Barrier	Hard Barrier	Hard Barrier
PO1	- 97 94 90	79,849 76,064 73,749 70,862	83,043 79,107 76,699 73,696	86,365 82,271 79,767 76,644	89,820 85,562 82,958 79,710
		Hard Barrier	Hard Barrier	Hard Barrier	Hard Barrier
PO Entry Level	84 80 76 69 59	66,749 64,250 61,801 57,772 52,324	69,419 66,820 64,273 60,083 54,417	72,196 69,493 66,844 62,486 56,594	75,084 72,273 69,518 64,985 58,858
Administration Officer SHFA					
AO7	130 126 120 116	105,923 101,454 95,472 91,589	110,160 105,512 99,291 95,253	114,566 109,732 103,263 99,063	119,149 114,121 107,394 103,026
AO6		Hard Barrier	Hard Barrier	Hard Barrier	Hard Barrier
	111 108 104	87,263 84,738 81,414	90,754 88,128 84,671	94,384 91,653 88,058	98,159 95,319 91,580
		Hard Barrier	Hard Barrier	Hard Barrier	Hard Barrier
AO5	98 95 91	76,896 74,527 71,546	79,972 77,508 74,408	83,171 80,608 77,384	86,498 83,832 80,479
AO4		Hard Barrier	Hard Barrier	Hard Barrier	Hard Barrier
	85 82 78	67,448 65,527 63,056	70,146 68,148 65,578	72,952 70,874 68,201	75,870 73,709 70,929
AO3		Hard Barrier	Hard Barrier	Hard Barrier	Hard Barrier
	67 61	56,701 53,344	58,969 55,478	61,328 57,697	63,781 60,005
AO2		Hard Barrier	Hard Barrier	Hard Barrier	Hard Barrier
	55 49	50,356 47,682	52,370 49,589	54,465 51,573	56,644 53,636
		Hard Barrier	Hard Barrier	Hard Barrier	Hard Barrier
AO1	40 32	43,903 40,857	45,659 42,491	47,485 44,191	49,384 45,959

	28	39,400 Hard Barrier	40,976 Hard Barrier	42,615 Hard Barrier	44,320 Hard Barrier
AO Entry Level	23	37,762	39,272	40,843	42,477
	17	35,266	36,677	38,144	39,670
	11	32,723	34,032	35,393	36,809
	-	28,897	30,053	31,255	32,505
Operational Officer SHFA					
OO4	98	76,896	79,972	83,171	86,498
	95	74,527	77,508	80,608	83,832
	91	71,546	74,408	77,384	80,479
		Hard Barrier	Hard Barrier	Hard Barrier	Hard Barrier
OO3	85	67,448	70,146	72,952	75,870
	82	65,527	68,148	70,874	73,709
	78	63,056	65,578	68,201	70,929
		Hard Barrier	Hard Barrier	Hard Barrier	Hard Barrier
OO2	67	56,701	58,969	61,328	63,781
	61	53,344	55,478	57,697	60,005
		Hard Barrier	Hard Barrier	Hard Barrier	Hard Barrier
OO1	55	50,356	52,370	54,465	56,644
	49	47,682	49,589	51,573	53,636
	40	43,903	45,659	47,485	49,384
		Hard Barrier	Hard Barrier	Hard Barrier	Hard Barrier
OO Entry Level	32	40,857	42,491	44,191	45,959
	28	39,400	40,976	42,615	44,320
	23	37,762	39,272	40,843	42,477
	17	35,266	36,677	38,144	39,670
	11	32,723	34,032	35,393	36,809
	-	28,897	30,053	31,255	32,505
Control Room Operator SHFA	55	50,356	52,370	54,465	56,644

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

Inspectors - WorkCover Authority					
Classification		1.7.07 Per annum \$	1.7.08 Per annum \$	1.7.09 Per annum \$	1.7.10 Per annum \$
Inspectorial Stream	Managerial Stream				
Progression Level					
Level 1		71,164	74,011	76,971	80,050
Level 2		73,112	76,036	79,077	82,240
Level 3		77,273	80,364	83,579	86,922
Senior Inspector 1		80,293	83,505	86,845	90,319
Senior Inspector 2		81,048	84,290	87,662	91,168
Principal Inspector 1	District Coordinator 1	82,697	86,005	89,445	93,023
Principal Inspector 2		83,474	86,813	90,286	93,897
	District Coordinator 2	84,334	87,707	91,215	94,864
Assistant State Inspector 1		87,279	90,770	94,401	98,177
Assistant State Inspector 2		88,100	91,624	95,289	99,101

State Inspector 1	Team Coordinator 1	93,214	96,943	100,821	104,854
State Inspector 2		94,091	97,855	101,769	105,840
	Team Coordinator 2	95,060	98,862	102,816	106,929
	State Coordinator 1	97,605	101,509	105,569	109,792
	State Coordinator 2	98,523	102,464	106,563	110,826
	Team Manager 1	109,874	114,269	118,840	123,594
	Team Manager 2	121,386	126,241	131,291	136,543

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

Classification	Common Salary Point	1.7.07	1.7.08	1.7.09	1.7.10
		Per annum	Per annum +4%	Per annum +4%	Per annum +4%
		\$	\$	\$	\$
Horticultural Apprentice Year 1	-	20,685	21,512	22,372	23,267
Horticultural Apprentice Year 2	-	27,580	28,683	29,830	31,023
Horticultural Apprentice Year 3	-	34,475	35,854	37,288	38,780
Horticultural Apprentice Year 4	27	39,071	40,634	42,259	43,949
Level 1	15	34,010	35,370	36,785	38,256
Level 2, Year 1 (Minimum)	23	37,762	39,272	40,843	42,477
Level 2, (Maximum)	26	38,759	40,309	41,921	43,598
Level 3 Year 1, (Minimum)	30	40,146	41,752	43,422	45,159
Level 3, (Maximum)	34	41,575	43,238	44,968	46,767
Level 4, Year 1, (Minimum)	38	43,099	44,823	46,616	48,481
Level 4, (Maximum)	41	44,396	46,172	48,019	49,940
Level 5, Year 1, (Minimum)	45	45,967	47,806	49,718	51,707
Level 5, (Maximum)	48	47,196	49,084	51,047	53,089
Level 6, Year 1, (Minimum)	51	48,518	50,459	52,477	54,576
Level 6, (Maximum)	54	49,863	51,858	53,932	56,089
Level 7, Year 1, (Minimum)	57	51,277	53,328	55,461	57,679
Level 7, (Maximum)	60	52,810	54,922	57,119	59,404
Level 8, Year 1, (Minimum)	63	54,480	56,659	58,925	61,282
Level 8, Maximum	67	56,701	58,969	61,328	63,781
Level 9, Year 1, (Minimum)	71	58,925	61,282	63,733	66,282
Level 9, (Maximum)	75	61,128	63,573	66,116	68,761
Level 10, Year 1, (Minimum)	78	63,056	65,578	68,201	70,929
Level 10, (Maximum)	81	64,827	67,420	70,117	72,922
Level 11, Year 1, (Minimum)	89	70,167	72,974	75,893	78,929
Level 11, (Maximum)	95	74,527	77,508	80,608	83,832
Level 12, Year 1, (Minimum)	109	85,580	89,003	92,563	96,266
Level 12, (Maximum)	112	88,113	91,638	95,304	99,116
Level 13, Year 1, (Minimum)	115	90,699	94,327	98,100	102,024
Level 13, (Maximum)	118	93,418	97,155	101,041	105,083
Level 14, Year 1, (Minimum)	121	96,293	100,145	104,151	108,317
Level 14, (Maximum)	124	99,269	103,240	107,370	111,665
Level 15, Year 1, (Minimum)	127	102,516	106,617	110,882	115,317
Level 15, (Maximum)	130	105,923	110,160	114,566	119,149

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

Parliamentary Electorate Officers					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
<b>Grade 1</b>					
1st year of service or 18 years	7	27,055	28,137	29,262	30,432
2nd year of service, min at 20 years	11	32,723	34,032	35,393	36,809
3rd year, min at 21 years	17	35,266	36,677	38,144	39,670
4th year of service	20	36,229	37,678	39,185	40,752
5th year of service	23	37,762	39,272	40,843	42,477
6th year of service	25	38,448	39,986	41,585	43,248
7th year of service	28	39,400	40,976	42,615	44,320
8th year of service	32	40,857	42,491	44,191	45,959
9th year of service	36	42,338	44,032	45,793	47,625
10th year of service	40	43,903	45,659	47,485	49,384
<b>Grade 2</b>					
1st year of service	64	55,010	57,210	59,498	61,878
2nd year of service	67	56,701	58,969	61,328	63,781
3rd year of service	75	61,128	63,573	66,116	68,761
4th year of service	78	63,056	65,578	68,201	70,929
<b>Grade 1 Special Salary Scale</b>					
1st year of service	52	49,012	50,972	53,011	55,131
2nd year of service	55	50,356	52,370	54,465	56,644
3rd year of service	58	51,784	53,855	56,009	58,249
4th year of service	61	53,344	55,478	57,697	60,005
Research Assistant to independent Members of the Legislative Assembly	98	76,896	79,972	83,171	86,498
<b>Allowances</b>					
Electorate Officer, Grade 1	-	4,010	4,170	4,337	4,510
Electorate Officer, Grade 1 Special Salary Scale	-	4,810	5,002	5,202	5,410
Electorate Officer, Grade 2	-	6,413	6,670	6,937	7,214

**Crown Employees (Parliament House Conditions of Employment) Award 2007**

Allowances	1.7.07 \$	1.7.08 +4% \$	1.7.09 +4% \$	1.7.10 +4% \$
Monitoring Computerised Building Maintenance System (R-tec) (per year)	837	870	905	941
Allowance in lieu of overtime				
Sessional Staff Above Clerk Grade 8 (per occasion)	294.73	306.52	318.78	331.53
Leading Hand (per shift)	6.05	6.29	6.54	6.80



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

Physiotherapists, Occupational Therapists, Speech Pathologists and Music Therapists					
Classification and Grade	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
<b>Physiotherapists - Grade 1</b>					
1st year of service	46	46,320	48,173	50,100	52,104
2nd year of service	50	48,143	50,069	52,072	54,155
3rd year of service	56	50,829	52,862	54,976	57,175
4th year of service	63	54,480	56,659	58,925	61,282
5th year of service	70	58,341	60,675	63,102	65,626
6th year of service	76	61,801	64,273	66,844	69,518
7th year of service	81	64,827	67,420	70,117	72,922
Grade 2	85	67,448	70,146	72,952	75,870
Grade 3	92	72,208	75,096	78,100	81,224
Grade 4	95	74,527	77,508	80,608	83,832
Grade 5	98	76,896	79,972	83,171	86,498
Grade 6	100	78,427	81,564	84,827	88,220
Grade 7	103	80,683	83,910	87,266	90,757
<b>Occupational Therapists - Grade 1</b>					
1st year of service	46	46,320	48,173	50,100	52,104
2nd year of service	50	48,143	50,069	52,072	54,155
3rd year of service	56	50,829	52,862	54,976	57,175
4th year of service	63	54,480	56,659	58,925	61,282
5th year of service	70	58,341	60,675	63,102	65,626
6th year of service	76	61,801	64,273	66,844	69,518
7th year of service	81	64,827	67,420	70,117	72,922
Grade 2	85	67,448	70,146	72,952	75,870
Grade 3	92	72,208	75,096	78,100	81,224
Grade 4	95	74,527	77,508	80,608	83,832
Grade 5	98	76,896	79,972	83,171	86,498
Grade 6	100	78,427	81,564	84,827	88,220
<b>Speech Pathologist - Grade 1</b>					
1st year of service	46	46,320	48,173	50,100	52,104
2nd year of service	50	48,143	50,069	52,072	54,155
3rd year of service	56	50,829	52,862	54,976	57,175
4th year of service	63	54,480	56,659	58,925	61,282
5th year of service	70	58,341	60,675	63,102	65,626
6th year of service	76	61,801	64,273	66,844	69,518
7th year of service	81	64,827	67,420	70,117	72,922
Grade 2	85	67,448	70,146	72,952	75,870
Grade 3	92	72,208	75,096	78,100	81,224
Grade 4	95	74,527	77,508	80,608	83,832
Grade 5	98	76,896	79,972	83,171	86,498
<b>Music Therapists</b>					
1st year of service	31	40,466	42,085	43,768	45,519
2nd year of service	38	43,099	44,823	46,616	48,481
3rd year of service	43	45,188	46,996	48,876	50,831
4th year of service	49	47,682	49,589	51,573	53,636
5th year of service	54	49,863	51,858	53,932	56,089
6th year of service	59	52,324	54,417	56,594	58,858
7th year of service	63	54,480	56,659	58,925	61,282

Sole Allowance - 3(ii)(a)	-	1,950	2,028	2,109	2,193
Part-time Student Unit Supervisor Allowance for each student per supervised shift - refer formula in award at 3(ii)(b)		7.07	7.36	7.65	7.96

### Crown Employees (Planning Officers) Award 2008

Key Soft barrier .....

Hard barrier \_\_\_\_\_

Classification	CSP No.	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$	
PO (Professional) Level 1(a)	59	52,324	54,417	56,594	58,858	
	69	57,772	60,083	62,486	64,985	
	76	61,801	64,273	66,844	69,518	
	80	64,250	66,820	69,493	72,273	
	84	66,749	69,419	72,196	75,084	
	Level 1(b)	90	70,862	73,696	76,644	79,710
		94	73,750	76,700	79,768	82,959
		97	76,064	79,107	82,271	85,562
		-	79,849	83,043	86,365	89,820
PO (Professional) Level 2	108	84,738	88,128	91,653	95,319	
	-	87,197	90,685	94,312	98,084	
	115	90,699	94,327	98,100	102,024	
PO (Professional) Level 3	117	92,500	96,200	100,048	104,050	
	-	96,378	100,233	104,242	108,412	
	124	99,269	103,240	107,370	111,665	
	128	103,591	107,735	112,044	116,526	
	-	107,721	112,030	116,511	121,171	
PO (Professional) Level 4	-	118,762	123,512	128,452	133,590	
	-	123,737	128,686	133,833	139,186	
	-	128,812	133,964	139,323	144,896	
PO (Professional) Level 5	-	135,648	141,074	146,717	152,586	
	-	139,025	144,586	150,369	156,384	
PO (Student Planner)	23	37,762	39,272	40,843	42,477	
	28	39,400	40,976	42,615	44,320	
	32	40,857	42,491	44,191	45,959	
	40	43,903	45,659	47,485	49,384	

### Crown Employees (Psychologists) Award

Psychologists				
Classification and Grade	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Psychologist -				
1st year	48,684	50,631	52,656	54,762
2nd year	51,318	53,371	55,506	57,726
3rd year	53,948	56,106	58,350	60,684
4th year	57,237	59,526	61,907	64,383
5th year	60,527	62,948	65,466	68,085

6th year	63,816	66,369	69,024	71,785
7th year	67,107	69,791	72,583	75,486
8th year	69,739	72,529	75,430	78,447
9th year and thereafter	72,368	75,263	78,274	81,405
Senior Psychologist -				
1st year	76,317	79,370	82,545	85,847
2nd year	79,607	82,791	86,103	89,547
3rd year and thereafter	82,896	86,212	89,660	93,246
Specialist Psychologist -				
1st year	69,739	72,529	75,430	78,447
2nd year	73,684	76,631	79,696	82,884
3rd year	77,633	80,738	83,968	87,327
4th year	81,580	84,843	88,237	91,766
5th year and thereafter	85,526	88,947	92,505	96,205
Senior Specialist Psychologist -				
1st year	89,475	93,054	96,776	100,647
2nd year	92,106	95,790	99,622	103,607
3rd year and thereafter	94,738	98,528	102,469	106,568
Chief Psychologist -				
1st year	99,320	103,293	107,425	111,722
Principal Psychologist -				
1st year and thereafter	107,896	112,212	116,700	121,368
Environmental Allowance (Corrective Services and Juvenile Justice)	2,229	2,318	2,411	2,507

**Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006**

Allowances	1.7.07	1.7.08	1.7.09	1.7.10
	\$	+4% \$	+4% \$	+4% \$
On call allowance	per hour 0.73	per hour 0.76	per hour 0.79	per hour 0.82
Community Language Allowance Scheme	per annum	per annum	per annum	per annum
Base level rate	1,036	1,077	1,120	1,165
Higher level rate	1,556	1,618	1,683	1,750
Flying Allowance	per hour 15.60	per hour 16.20	per hour 16.80	per hour 17.50
First Aid Allowance	per annum	per annum	per annum	per annum
Holder of basic qualification	666	693	721	750
Holder of current occupational first aid certificate	1,002	1,042	1,084	1,127

**Crown Employees (Research Scientists) Award 2007**

Research Scientists					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Research Scientist -					
1st year of service	86	68,051	70,773	73,604	76,548
2nd year of service	91	71,546	74,408	77,384	80,479
3rd year of service	96	75,308	78,320	81,453	84,711
4th year of service	100	78,427	81,564	84,827	88,220
Efficiency Barrier -					
5th year of service	105	82,244	85,534	88,955	92,513
6th year of service	109	85,580	89,003	92,563	96,266
7th year of service	113	88,962	92,520	96,221	100,070
Senior Research Scientist -					
1st year of service	115	90,699	94,327	98,100	102,024
2nd year of service	118	93,418	97,155	101,041	105,083
3rd year of service	121	96,293	100,145	104,151	108,317
Efficiency Barrier -					
4th year of service	124	99,269	103,240	107,370	111,665
5th year of service	127	102,516	106,617	110,882	115,317
Principal Research Scientist -					
1st year of service	130	105,923	110,160	114,566	119,149
2nd year of service	-	108,345	112,679	117,186	121,873
3rd year of service	-	111,097	115,541	120,163	124,970
Senior Principal Research Scientist -					
1st year of service	-	119,106	123,870	128,825	133,978
2nd year of service	-	127,771	132,882	138,197	143,725
3rd year of service	-	138,657	144,203	149,971	155,970

**Crown Employees (Resource NSW) Award 2005**

Resource Officers - Resource NSW				
Classification and Grades	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Class 1	27,316	28,409	29,545	30,727
	33,001	34,321	35,694	37,122
	36,221	37,670	39,177	40,744
	38,435	39,972	41,571	43,234
	40,137	41,742	43,412	45,148
	42,325	44,018	45,779	47,610
	46,771	48,642	50,588	52,612
Class 2	46,771	48,642	50,588	52,612
	48,143	50,069	52,072	54,155
	49,421	51,398	53,454	55,592
	51,267	53,318	55,451	57,669
Class 3	49,421	51,398	53,454	55,592
	51,267	53,318	55,451	57,669
	53,832	55,985	58,224	60,553
	55,453	57,671	59,978	62,377

Class 4	53,832	55,985	58,224	60,553
	55,453	57,671	59,978	62,377
	57,755	60,065	62,468	64,967
	60,024	62,425	64,922	67,519
Class 5	57,755	60,065	62,468	64,967
	60,024	62,425	64,922	67,519
	62,316	64,809	67,401	70,097
	64,235	66,804	69,476	72,255
Class 6	62,316	64,809	67,401	70,097
	64,235	66,804	69,476	72,255
	66,732	69,401	72,177	75,064
	68,762	71,512	74,372	77,347
Class 7	66,732	69,401	72,177	75,064
	68,762	71,512	74,372	77,347
	70,842	73,676	76,623	79,688
	73,732	76,681	79,748	82,938
Class 8	70,842	73,676	76,623	79,688
	73,732	76,681	79,748	82,938
	76,042	79,084	82,247	85,537
	79,922	83,119	86,444	89,902
Class 9	76,042	79,084	82,247	85,537
	79,922	83,119	86,444	89,902
	82,221	85,510	88,930	92,487
	84,711	88,099	91,623	95,288
Class 10	82,221	85,510	88,930	92,487
	84,711	88,099	91,623	95,288
	88,089	91,613	95,278	99,089
	90,671	94,298	98,070	101,993
Class 11	88,089	91,613	95,278	99,089
	90,671	94,298	98,070	101,993
	93,387	97,122	101,007	105,047
	97,081	100,964	105,003	109,203
Class 12	93,387	97,122	101,007	105,047
	97,081	100,964	105,003	109,203
	100,337	104,350	108,524	112,865
	102,491	106,591	110,855	115,289
Class 13	100,337	104,350	108,524	112,865
	102,491	106,591	110,855	115,289
	105,891	110,127	114,532	119,113
	107,475	111,774	116,245	120,895
Class 14	105,891	110,127	114,532	119,113
	107,475	111,774	116,245	120,895
	112,453	116,951	121,629	126,494
	117,434	122,131	127,016	132,097

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

Rural Fire Service Officers				
Classification and Grades	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
RFS Officer Level 1				
Year 1	27,421	28,518	29,659	30,845
Year 2	33,162	34,488	35,868	37,303
Year 3	35,743	37,173	38,660	40,206

Year 4	36,720	38,189	39,717	41,306
Year 5	38,272	39,803	41,395	43,051
Year 6	38,965	40,524	42,145	43,831
Year 7	39,931	41,528	43,189	44,917
Year 8	41,410	43,066	44,789	46,581
Year 9	42,909	44,625	46,410	48,266
Year 10	44,492	46,272	48,123	50,048
RFS Officer Level 2				
Year 1	46,945	48,823	50,776	52,807
Year 2	48,325	50,258	52,268	54,359
RFS Officer Level 3				
Year 1	49,672	51,659	53,725	55,874
Year 2	51,035	53,076	55,199	57,407
RFS Officer Level 4				
Year 1	52,482	54,581	56,764	59,035
Year 2	54,065	56,228	58,477	60,816
RFS Officer Level 5				
Year 1	55,753	57,983	60,302	62,714
Year 2	57,465	59,764	62,155	64,641
RFS Officer Level 6				
Year 1	61,952	64,430	67,007	69,687
Year 2	63,907	66,463	69,122	71,887
RFS Officer Level 7				
Year 1	66,411	69,067	71,830	74,703
Year 2	68,359	71,093	73,937	76,894
RFS Officer Level 8				
Year 1	70,407	73,223	76,152	79,198
Year 2	72,513	75,414	78,431	81,568
RFS Officer Level 9				
Year 1	75,534	78,555	81,697	84,965
Year 2	77,933	81,050	84,292	87,664
RFS Officer Level 10				
Year 1	80,257	83,467	86,806	90,278
Year 2	82,514	85,815	89,248	92,818
RFS Officer Level 11				
Year 1	85,883	89,318	92,891	96,607
Year 2	88,441	91,979	95,658	99,484
RFS Officer Level 12				
Year 1	92,824	96,537	100,398	104,414
Year 2	96,764	100,635	104,660	108,846
RFS Officer Level 13				
Year 1	102,823	106,936	111,213	115,662
Year 2	107,352	111,646	116,112	120,756
RFS Officer Level 14				
Year 1	120,120	124,925	129,922	135,119
Year 2	129,433	134,610	139,994	145,594
RFS Officer Level 15				
Year 1	131,621	136,886	142,361	148,055
Year 2	140,900	146,536	152,397	158,493
RFS Officer Level 16				
Year 1	145,616	151,441	157,499	163,799
Year 2	159,843	166,237	172,886	179,801

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

School Administrative and Support Staff - Department of Education and Training

Classification and Grades	Annual Salary Class	1.7.07 Per hour \$	1.7.08 Per hour +4% \$	1.7.09 Per hour +4% \$	1.7.10 Per hour +4% \$
Permanent Aboriginal Education Officer Junior On employment After 12 months or at 20 years		14.19 17.65	14.76 18.36	15.35 19.09	15.96 19.85
Adult 1st year 2nd year 3rd year 4th year 5th year 6th year		21.74 22.35 23.16 23.78 24.44 25.06	22.61 23.24 24.09 24.73 25.42 26.06	23.51 24.17 25.05 25.72 26.44 27.10	24.45 25.14 26.05 26.75 27.50 28.18
Permanent School Administrative and Support Staff					
School Administrative Manager					
Level 4 - SAM/SAO/SSO EFT 10 or more by formula		27.59	28.69	29.84	31.03
Level 3 - SAM/SAO/SSO EFT 1.8 to ≤10 by formula		26.79	27.86	28.97	30.13
Level 2 - SAM/SAO/SSO EFT 1.4 to ≤1.8 by formula		26.05	27.09	28.17	29.30
Level 1 - SAM/SAO/SSO EFT ≤1.4 by formula		25.36	26.37	27.42	28.52
School Administrative Officer		21.91	22.79	23.70	24.65
School Support Officer		19.53	20.31	21.12	21.96
School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter) Junior On employment After 12 months or at 20 years Adult 1st year 2nd year 3rd year 4th year		13.96 16.48 20.07 20.43 21.86 23.30	14.52 17.14 20.87 21.25 22.73 24.23	15.10 17.83 21.70 22.10 23.64 25.20	15.70 18.54 22.57 22.98 24.59 26.21
School Learning Support Officer (Pre-School) Junior On employment After 12 months or at 20 years Adult 1st year 2nd year 3rd year 4th year		13.96 16.48 19.35 19.70 20.07 20.43	14.52 17.14 20.12 20.49 20.87 21.25	15.10 17.83 20.92 21.31 21.70 22.10	15.70 18.54 21.76 22.16 22.57 22.98
Allowance: First Aid (cents per hour - cph)		35.78	37.21	38.70	40.25

Long Term Temporary Aboriginal Education Officer Junior					
On employment		15.00	15.60	16.22	16.87
After 12 months or at 20 years		18.67	19.42	20.20	21.01
Adult					
1st year		23.02	23.94	24.90	25.90
2nd year		23.64	24.59	25.57	26.59
3rd year		24.52	25.50	26.52	27.58
4th year		25.18	26.19	27.24	28.33
5th year		25.85	26.88	27.96	29.08
6th Year		26.55	27.61	28.71	29.86
Long Term Temporary School Administrative and Support Staff					
School Administrative Manager					
Level 4 - SAM/SAO/SSO EFT 10 or more by formula		29.20	30.37	31.58	32.84
Level 3 - SAM/SAO/SSO EFT 1.8 to ≤10 by formula		28.35	29.48	30.66	31.89
Level 2 - SAM/SAO/SSO EFT 1.4 to ≤1.8 by formula		27.56	28.66	29.81	31.00
Level 1 - SAM/SAO/SSO EFT ≤1.4 by formula		26.82	27.89	29.01	30.17
School Administrative Officer		23.18	24.11	25.07	26.07
School Support Officer		20.68	21.51	22.37	23.26
School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter)					
Junior					
On employment		14.73	15.32	15.93	16.57
After 12 months or at 20 years		17.43	18.13	18.86	19.61
Adult					
1st year		21.27	22.12	23.00	23.92
2nd year		21.61	22.47	23.37	24.30
3rd year		23.11	24.03	24.99	25.99
4th year		24.64	25.63	26.66	27.73
School Learning Support Officer (Pre-school)					
Junior					
On employment		14.73	15.32	15.93	16.57
After 12 months or at 20 years		17.43	18.13	18.86	19.61
Adult					
1st year		20.49	21.31	22.16	23.05
2nd year		20.84	21.67	22.54	23.44
3rd year		21.27	22.12	23.00	23.92
4th year		21.61	22.47	23.37	24.30
Allowance:					
First Aid (cents per hour - cph)		37.86	39.37	40.94	42.58
Short Term Temporary Aboriginal Education Officer Junior					
On employment		16.32	16.97	17.65	18.36
After 12 months or at 20 years		20.30	21.11	21.95	22.83
Adult					
1st year		25.02	26.02	27.06	28.14
2nd year		25.70	26.73	27.80	28.91
3rd year		26.62	27.68	28.79	29.94
4th year		27.36	28.45	29.59	30.77
5th year		28.10	29.22	30.39	31.61
6th year		28.85	30.00	31.20	32.45



Short Term Temporary School Administrative and Support Staff					
School Administrative Manager					
Level 4 - SAM/SAO/SSO EFT 10 or more by formula		31.74	33.01	34.33	35.70
Level 3 - SAM/SAO/SSO EFT 1.8 to ≤10 by formula		30.82	32.05	33.33	34.66
Level 2 - SAM/SAO/SSO EFT 1.4 to ≤1.8 by formula		29.96	31.16	32.41	33.71
Level 1 - SAM/SAO/SSO EFT ≤1.4 by formula		29.16	30.33	31.54	32.80
School Administrative Officer		25.20	26.21	27.26	28.35
School Support Officer		22.47	23.37	24.30	25.27
School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter)					
Junior					
On employment		16.04	16.68	17.35	18.04
After 12 months or at 20 years		18.93	19.69	20.48	21.30
Adult					
1st year		23.09	24.01	24.97	25.97
2nd year		23.49	24.43	25.41	26.43
3rd year		25.14	26.15	27.20	28.29
4th year		26.79	27.86	28.97	30.13
School Learning Support Officer (Pre-School)					
Junior					
On employment		16.04	16.68	17.35	18.04
After 12 months or at 20 years		18.93	19.69	20.48	21.30
Adult					
1st year		22.27	23.16	24.09	25.05
2nd year		22.68	23.59	24.53	25.51
3rd year		23.09	24.01	24.97	25.97
4th year		23.49	24.43	25.41	26.43

**Crown Employees (Senior Assistant Superintendents and Assistant Superintendents, Department of Corrective Services) Award 2005**

Commissioned Correctional Officers and Commissioned Industries Officers - Annualised salaries				
Classification	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Commissioned Correctional Officers:				
Senior Assistant Superintendent - 7 day or any 5/7 days	92,504	96,204	100,052	104,054
Assistant Superintendent - 7 day or any 5/7 days	86,587	90,050	93,652	97,398
Senior Assistant Superintendent - 5 day	87,442	90,940	94,578	98,361
Assistant Superintendent - 5 day	81,526	84,787	88,178	91,705
Commissioned Industries Officers:				
Regional Business Manager - 5 day				
Year 1	98,236	102,165	106,252	110,502
Year 2	100,761	104,791	108,983	113,342
Year 3	105,087	109,290	113,662	118,208
Year 4	108,970	113,329	117,862	122,576

Operations Manager	104,539	108,721	113,070	117,593
Manager of Industries Level 1 - 5 day	96,462	100,320	104,333	108,506
Manager of Industries Level 2 - Any 5 of 7 days	96,866	100,741	104,771	108,962
Manager Centre Services and Employment Manager of Industries Level 2 - 5 day	91,804	95,476	99,295	103,267
Manager Business Unit - any 5/7 days	92,504	96,204	100,052	104,054
Manager Business Unit - 5 day	87,442	90,940	94,578	98,361

### Crown Employees (Senior Officers Salaries) Award 2007

Senior Officers				
Classification and Grades	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Grade 1				
Year 1	118,519	123,260	128,190	133,318
Year 2	127,708	132,816	138,129	143,654
Grade 2				
Year 1	129,868	135,063	140,466	146,085
Year 2	139,025	144,586	150,369	156,384
Grade 3				
Year 1	143,678	149,425	155,402	161,618
Year 2	157,716	164,025	170,586	177,409

### Crown Employees (Sheriff's Officers) Award 2007

Sheriff's Officers					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Chief Inspector					
Year 2	85	67,448	70,146	72,952	75,870
Year 1	82	65,527	68,148	70,874	73,709
Inspector					
Year 2	78	63,056	65,578	68,201	70,929
Year 1	75	61,128	63,573	66,116	68,761
Sergeant					
Year 4	67	56,701	58,969	61,328	63,781
Year 3	64	55,010	57,210	59,498	61,878
Year 2	61	53,344	55,478	57,697	60,005
Year 1	58	51,784	53,855	56,009	58,249
Sheriff's Officer					
Year 4	55	50,356	52,370	54,465	56,644
Year 3	52	49,012	50,972	53,011	55,131
Year 2	49	47,682	49,589	51,573	53,636
Year 1	46	46,320	48,173	50,100	52,104
Probationary Sheriff's Officer	36	42,338	44,032	45,793	47,625

**Crown Employees (State Emergency Service Communication Centre - Continuous Shift Workers)  
Award 2006**

Continuous Shift Workers - SES Communication Centre					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Operations Communications Centre Senior Team Leader, Clerk Grade 5/6					
1st year of service	75	61,128	63,573	66,116	68,761
2nd year of service	78	63,056	65,578	68,201	70,929
3rd year of service	82	65,527	68,148	70,874	73,709
Thereafter	85	67,448	70,146	72,952	75,870
Operations Communications Centre Team Leader, Clerk Grade 3/4					
1st year of service	58	51,784	53,855	56,009	58,249
2nd year of service	61	53,344	55,478	57,697	60,005
3rd year of service	64	55,010	57,210	59,498	61,878
Thereafter	67	56,701	58,969	61,328	63,781
Operations Communications Centre Call Operator, Clerical Officer Grade 1/2					
1st year of service under 17	3	21,154	22,000	22,880	23,795
2nd year of service or 17	6	25,452	26,470	27,529	28,630
3rd year of service or 18	9	30,656	31,882	33,157	34,483
4th year of service or 19	11	32,723	34,032	35,393	36,809
5th year of service or 20 or above	17	35,266	36,677	38,144	39,670
6th year of service	20	36,229	37,678	39,185	40,752
7th year of service	23	37,762	39,272	40,843	42,477
8th year of service	25	38,448	39,986	41,585	43,248
9th year of service	28	39,400	40,976	42,615	44,320
10th year of service	32	40,857	42,491	44,191	45,959
11th year of service	36	42,338	44,032	45,793	47,625
12th year of service	40	43,903	45,659	47,485	49,384

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

Learning and Development Officers - Full-time, State Emergency Service					
Classification	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
1st year of service	82	65,527	68,148	70,874	73,709
2nd year of service	85	67,448	70,146	72,952	75,870
3rd year of service	88	69,468	72,247	75,137	78,142
Thereafter	91	71,546	74,408	77,384	80,479

**Crown Employees (State Emergency Service) Region Controllers Award 2008**

Region Controllers - State Emergency Services					
Classification	CSP NO.	1.7.07 Per annum \$	1.7.08 Per annum \$	1.7.09 Per annum \$	1.7.010 Per annum \$
Salaries of Full-time Region Controllers					
1st year of service	101	79,188	82,356	85,650	89,076
2nd year of service	104	81,414	84,671	88,058	91,580
3rd year of service	108	84,738	88,128	91,653	95,319
Thereafter	111	87,263	90,754	94,384	98,159

**Crown Employees (State Library Security Staff) Award 2007**

Security Staff - State Library				
Classification	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
1st year of service	48,502	50,442	52,460	54,558
2nd year of service	50,230	52,239	54,329	56,502
3rd year of service	51,655	53,721	55,870	58,105
4th year of service	53,211	55,339	57,553	59,855

**Crown Employees (Technical Officers - Treasury) Award 2007**

Technical Officers - Treasury				
Classification and Grades	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Technical Officers - Treasury Grade 1	112,421 117,434 122,609 127,708	116,918 122,131 127,513 132,816	121,595 127,016 132,614 138,129	126,459 132,097 137,919 143,654
Technical Officers - Treasury Grade 2	129,785 134,964	134,976 140,363	140,375 145,978	145,990 151,817

**Crown Employees (Tipstaves to Justices) Award 2007**

Tipstaff - Attorney General's Department					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
1st year of service	40	43,903	45,659	47,485	49,384
2nd year of service	42	44,745	46,535	48,396	50,332
3rd year of service	44	45,524	47,345	49,239	51,209
Tipstaff to the Chief Justice	46	46,320	48,173	50,100	52,104

**Crown Employees (Trades Assistants) Award**

Trades Assistants				
Classification and Grades	1.7.07 Per week \$	1.7.08 Per week +4% \$	1.7.09 Per week +4% \$	1.7.10 Per week +4% \$
Classification -				
Blacksmith's striker	688.70	716.20	744.80	774.60
Cold saw operator	694.20	722.00	750.90	780.90
Driller (stationary machines)	688.70	716.20	744.80	774.60
Dresser and grinder (portable machines)	700.80	728.80	758.00	788.30
Dresser, shot blast or sand blast-				
(a) who operates from outside a properly enclosed cabin	694.20	722.00	750.90	780.90
(b) other	723.90	752.90	783.00	814.30
Dogman and/or crane chaser	700.80	728.80	758.00	788.30
Forger's assistant	688.70	716.20	744.80	774.60
Fork Lift Driver (TAFE)	742.40	772.10	803.00	835.10
Assistant Furnaceperson	694.20	722.00	750.90	780.90
General assistant assisting tradespersons or employed in a metal and/or electrical workshop (TAFE)	688.70	716.20	744.80	774.60
General assistant, other (TAFE)	682.90	710.20	738.60	768.10
General assistant/tool storeperson assisting tradespersons or employed in a metal and/or electrical workshop (less than 20 hpw toolstore duties) (TAFE)	700.80	728.80	758.00	788.30
General assistant/tool storeperson, other (less than 20 hpw toolstore duties) (TAFE)	723.60	752.50	782.60	813.90
Hammer driver	694.20	722.00	750.90	780.90
Heat treater operative	700.80	728.80	758.00	788.30
Machinist second class (Metal Trades)	731.00	760.20	790.60	822.20
Operator of straight line oxy-acetylene Cutting machine	700.80	728.80	758.00	788.30
Pipe fitter	731.00	760.20	790.60	822.20
Rigger and/or splicer (other than construction work)	754.90	785.10	816.50	849.20
Rigger and/or splicer (construction work)	768.90	799.70	831.70	865.00
Spray painter (ironwork) and/or brush hand	700.80	728.80	758.00	788.30
Tool and/or material storeman	723.90	752.90	783.00	814.30
Tool Storeperson (Classroom only, TAFE)	731.00	760.20	790.60	822.20
Trades assistant (Metal Trades)	688.70	716.20	744.80	774.60
Trades assistant (Electrical Trades)	707.40	735.70	765.10	795.70
Trades assistant	694.20	722.00	750.90	780.90
Cupola furnaceperson (foundries)	731.00	760.20	790.60	822.20
Allowances:				
Cold Places per hour	0.59	0.61	0.63	0.66
Confined Spaces per hour	0.76	0.79	0.82	0.85
Dirty Work per hour	0.59	0.61	0.63	0.66
Height Money per hour:				
- At a height of 7.5 m	0.59	0.61	0.63	0.66
- For every additional 3m	0.17	0.18	0.19	0.20
Hot Places per hour:				
- 46C-54C	0.59	0.61	0.63	0.66
- Above 54C	0.76	0.79	0.82	0.85
Insulation Material per hour:				
- Pumice or other recognised insulator	0.59	0.61	0.63	0.66
- Silicate	0.76	0.79	0.82	0.85
Smoke Boxes etc per hour:				
- Working on repairs to smoke boxes, furnaces etc	0.38	0.40	0.42	0.44
- Working on repairs inside oil-fired boilers	1.48	1.54	1.60	1.66

Wet Places per hour	0.59	0.61	0.63	0.66
Working on a boat or punt per day	2.31	2.40	2.50	2.60
Working knee deep in mud or water per day	4.70	4.89	5.09	5.29
Acid, furnaces, stills, etc per hour	3.04	3.16	3.29	3.42
Towers per hour	0.59	0.61	0.63	0.66
Depth money per hour	0.59	0.61	0.63	0.66
Swing Scaffolds:				
- First four hours (fixed rate)	4.39	4.57	4.75	4.94
- Each hour thereafter	0.89	0.93	0.97	1.01
- Solid plasterers per hour	0.17	0.18	0.19	0.20
Septic Tanks per day	7.09	7.37	7.66	7.97
Distant Places per day:				
- Area re paragraph 4.17.1	1.15	1.20	1.25	1.30
- Area re paragraph 4.17.2	1.88	1.96	2.04	2.12
- Area re paragraph 4.17.3	1.88	1.96	2.04	2.12
Epoxy Materials per hour	0.76	0.79	0.82	0.85
- Applying to air-conditioned buildings per hour	0.52	0.54	0.56	0.58
- Employees in close proximity per hour	0.59	0.61	0.63	0.66
Foundry per hour	0.44	0.46	0.48	0.50
Asbestos Eradication per hour	2.00	2.08	2.16	2.25
First Aid per day	2.61	2.71	2.82	2.93

#### Zoological Parks Board of New South Wales Salaried Employees Award

Classifications and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Clerks - General Scale -					
1st year (up to 18 years)	7	27,055	28,137	29,262	30,432
2nd year (or 20 years)	11	32,723	34,032	35,393	36,809
3rd year	17	35,266	36,677	38,144	39,670
4th year	20	36,229	37,678	39,185	40,752
5th year	23	37,762	39,272	40,843	42,477
6th year	25	38,448	39,986	41,585	43,248
7th year	28	39,400	40,976	42,615	44,320
8th year	32	40,857	42,491	44,191	45,959
9th year	36	42,338	44,032	45,793	47,625
10th year	40	43,903	45,659	47,485	49,384
At 19 years + (HSC)	9	30,656	31,882	33,157	34,483
Grade 1 -					
1st year	46	46,320	48,173	50,100	52,104
2nd year	49	47,682	49,589	51,573	53,636
Grade 2 -					
1st year	52	49,012	50,972	53,011	55,131
2nd year	55	50,356	52,370	54,465	56,644
Grade 3 -					
1st year	58	51,784	53,855	56,009	58,249
2nd year	61	53,344	55,478	57,697	60,005
Grade 4 -					
1st year	64	55,010	57,210	59,498	61,878
2nd year	67	56,701	58,969	61,328	63,781
Grade 5 -					
1st year	75	61,128	63,573	66,116	68,761
2nd year	78	63,056	65,578	68,201	70,929

Grade 6 -					
1st year	82	65,527	68,148	70,874	73,709
2nd year	85	67,448	70,146	72,952	75,870
Grade 7 -					
1st year	88	69,468	72,247	75,137	78,142
2nd year	91	71,546	74,408	77,384	80,479
Grade 8 -					
1st year	95	74,527	77,508	80,608	83,832
2nd year	98	76,896	79,972	83,171	86,498
Grade 9 -					
1st year	101	79,188	82,356	85,650	89,076
2nd year	104	81,414	84,671	88,058	91,580
Grade 10 -					
1st year	108	84,738	88,128	91,653	95,319
2nd year	111	87,263	90,754	94,384	98,159
Grade 11 -					
1st year	116	91,589	95,253	99,063	103,026
2nd year	120	95,472	99,291	103,263	107,394
Grade 12 -					
1st year	126	101,454	105,512	109,732	114,121
2nd year	130	105,923	110,160	114,566	119,149
Stenographers and Machine Operators					
1st year (up to 17 years)	2	20,095	20,899	21,735	22,604
2nd year (or 17 years)	5	23,852	24,806	25,798	26,830
3rd year (or 18 years)	7	27,055	28,137	29,262	30,432
4th year (or 19 years )	9	30,656	31,882	33,157	34,483
5th year (or 20 years)	10	32,424	33,721	35,070	36,473
6th year (or 21 years)	19	35,925	37,362	38,856	40,410
7th year	22	36,915	38,392	39,928	41,525
8th year	24	38,134	39,659	41,245	42,895
9th year	33	41,189	42,837	44,550	46,332
10th year	35	41,912	43,588	45,332	47,145
11th year	38	43,099	44,823	46,616	48,481
12th year	40	43,903	45,659	47,485	49,384
Grade 1 -					
1st year	46	46,320	48,173	50,100	52,104
2nd year	49	47,682	49,589	51,573	53,636
Grade 2 -					
1st year	52	49,012	50,972	53,011	55,131
2nd year	55	50,356	52,370	54,465	56,644
Grade 3 -					
1st year	58	51,784	53,855	56,009	58,249
2nd year	61	53,344	55,478	57,697	60,005
Clerical Assistants -					
1st year (or under 17 years)	1	18,832	19,585	20,368	21,183
2nd year (or 17 years)	3	21,154	22,000	22,880	23,795
3rd year (or 18 years )	6	25,452	26,470	27,529	28,630
4th year (or 19 years)	8	28,908	30,064	31,267	32,518
5th year (or 20 years)	9	30,656	31,882	33,157	34,483
6th year (or 21 years)	15	34,010	35,370	36,785	38,256
7th year	17	35,266	36,677	38,144	39,670
8th year	20	36,229	37,678	39,185	40,752
9th year	22	36,915	38,392	39,928	41,525
Class 1 -					
1st year	25	38,448	39,986	41,585	43,248
2nd year	28	39,400	40,976	42,615	44,320

Class 2 -					
1st year	32	40,857	42,491	44,191	45,959
2nd year	35	41,912	43,588	45,332	47,145
Class 3 -					
1st year	37	42,743	44,453	46,231	48,080
2nd year	40	43,903	45,659	47,485	49,384
Class 4 -					
1st year	42	44,745	46,535	48,396	50,332
2nd year	44	45,524	47,345	49,239	51,209
Typists and Communications Assistants -					
1st year (or under 17)	2	20,095	20,899	21,735	22,604
2nd year (or 17 years )	4	22,429	23,326	24,259	25,229
3rd year (or 18 years)	6	25,452	26,470	27,529	28,630
4th year (or 19 years)	8	28,908	30,064	31,267	32,518
5th year (or 20 years)	10	32,424	33,721	35,070	36,473
6th year (or 21 years)	17	35,266	36,677	38,144	39,670
7th year	19	35,925	37,362	38,856	40,410
8th year	22	36,915	38,392	39,928	41,525
Senior Typist -					
1st year	25	38,448	39,986	41,585	43,248
2nd year	28	39,400	40,976	42,615	44,320
Garden Labourer -					
Grade 1	15	34,010	35,370	36,785	38,256
Grade 2	18	35,613	37,038	38,520	40,061
Grade 3	21	36,575	38,038	39,560	41,142
Horticultural Labourer -					
Grade 1	25	38,448	39,986	41,585	43,248
Grade 2	30	40,146	41,752	43,422	45,159
Grade 3	35	41,912	43,588	45,332	47,145
Horticulturalist Level 1 -					
Grade 1	42	44,745	46,535	48,396	50,332
Grade 2	45	45,967	47,806	49,718	51,707
Horticulturalist Level 2 -					
Grade 1	48	47,196	49,084	51,047	53,089
Grade 2	50	48,143	50,069	52,072	54,155
Horticultural Technician -					
Grade 1	55	50,356	52,370	54,465	56,644
Grade 2	57	51,277	53,328	55,461	57,679
Senior Horticultural Technician -					
Grade 1	63	54,480	56,659	58,925	61,282
Grade 2	67	56,701	58,969	61,328	63,781
Keeper Grade 4 (Specialist) - Level 2 (only available to employees employed permanently as a Keeper on 8 December 2005)	75	61,128	63,573	66,116	68,761
Trainee Keeper -					
Level 1	-	32,464	33,763	35,114	36,519
Level 2	-	34,628	36,013	37,454	38,952
Level 3	-	36,792	38,264	39,795	41,387
Level 4	-	38,956	40,514	42,135	43,820
Keeper -					
Level 1	-	43,285	45,016	46,817	48,690
Level 2	-	45,449	47,267	49,158	51,124
Level 3	-	47,613	49,518	51,499	53,559
Level 4	-	49,778	51,769	53,840	55,994
Senior Keeper -					
Level 1	-	51,942	54,020	56,181	58,428



Level 2 Keeping Unit Supervisor -	-	56,270	58,521	60,862	63,296
Year 1	-	62,763	65,274	67,885	70,600
Year 2	-	64,061	66,623	69,288	72,060
Year 3	-	65,360	67,974	70,693	73,521
Publicity and Assistant Publicity Officer - Public Relations Officer -					
Grade 1 -					
1st year	87	68,784	71,535	74,396	77,372
2nd year	89	70,167	72,974	75,893	78,929
3rd year	91	71,546	74,408	77,384	80,479
Grade 2 -					
1st year	103	80,683	83,910	87,266	90,757
2nd year	105	82,244	85,534	88,955	92,513
3rd year	107	83,906	87,262	90,752	94,382
Publicity Officer -					
1st year	69	57,772	60,083	62,486	64,985
2nd year	72	59,428	61,805	64,277	66,848
3rd year	74	60,518	62,939	65,457	68,075
Assistant Publicity Officer -					
1st year	59	52,324	54,417	56,594	58,858
2nd year	62	53,847	56,001	58,241	60,571
Gate Receptionists	38	43,099	44,823	46,616	48,481
Graphic Artists -					
Grade 1 -					
1st year	28	39,400	40,976	42,615	44,320
2nd year	31	40,466	42,085	43,768	45,519
3rd year	34	41,575	43,238	44,968	46,767
4th year	37	42,743	44,453	46,231	48,080
5th year	39	43,543	45,285	47,096	48,980
6th year	43	45,188	46,996	48,876	50,831
7th year or thereafter	46	46,320	48,173	50,100	52,104
Grade 2 -					
1st year	49	47,682	49,589	51,573	53,636
2nd year	51	48,518	50,459	52,477	54,576
3rd year and thereafter	53	49,431	51,408	53,464	55,603
Grade 3 -					
1st year	58	51,784	53,855	56,009	58,249
2nd year and thereafter	61	53,344	55,478	57,697	60,005
Designers (Exhibitions and Publications)					
1st year	37	42,743	44,453	46,231	48,080
2nd year	39	43,543	45,285	47,096	48,980
3rd year	42	44,745	46,535	48,396	50,332
4th year	46	46,320	48,173	50,100	52,104
5th year	49	47,682	49,589	51,573	53,636
6th year	51	48,518	50,459	52,477	54,576
7th year	53	49,431	51,408	53,464	55,603
8th year	56	50,829	52,862	54,976	57,175
9th year	60	52,810	54,922	57,119	59,404
10th year	64	55,010	57,210	59,498	61,878
11th year	67	56,701	58,969	61,328	63,781
12th year and thereafter	71	58,925	61,282	63,733	66,282
Allowances:					
Casual first aid allowance (per shift)	-	12.80	13.31	13.84	14.39
Laundry Allowance for staff other than Gate Receptionists (per week)	-	5.35	5.56	5.78	6.01
Laundry Allowance for Gate Receptionists (per week)	-	9.63	10.02	10.42	10.84

**Agreements and Determinations****Architects etc. Agreement No. 1733 of 1971**

Architects					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Grade I					
1st year of service	46	46,320	48,173	50,100	52,104
2nd year of service	50	48,143	50,069	52,072	54,155
3rd year of service	56	50,829	52,862	54,976	57,175
4th year of service	63	54,480	56,659	58,925	61,282
5th year of service	70	58,341	60,675	63,102	65,626
6th year of service and thereafter	76	61,801	64,273	66,844	69,518
Grade II					
1st year of service	82	65,527	68,148	70,874	73,709
2nd year of service	86	68,051	70,773	73,604	76,548
3rd year of service	89	70,167	72,974	75,893	78,929
4th year of service and thereafter	92	72,208	75,096	78,100	81,224
Grade III					
1st year of service	97	76,064	79,107	82,271	85,562
2nd year of service	100	78,427	81,564	84,827	88,220
3rd year of service	104	81,414	84,671	88,058	91,580
4th year of service and thereafter	107	83,906	87,262	90,752	94,382
Grade IV					
1st year of service	112	88,113	91,638	95,304	99,116
2nd year of service	115	90,699	94,327	98,100	102,024
3rd year of service and thereafter	117	92,500	96,200	100,048	104,050
Grade V					
1st year of service	121	96,293	100,145	104,151	108,317
2nd year of service and thereafter	123	98,190	102,118	106,203	110,451
Grade VI					
1st year of service	125	100,364	104,379	108,554	112,896
2nd year of service	127	102,516	106,617	110,882	115,317

**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	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Artists Australian Museum and Museum of Applied Arts and Sciences					
Grade I					
1st year of service	28	39,400	40,976	42,615	44,320
2nd year of service	31	40,466	42,085	43,768	45,519
3rd year of service	34	41,575	43,238	44,968	46,767
4th year of service	37	42,743	44,453	46,231	48,080
5th year of service	39	43,543	45,285	47,096	48,980
6th year of service	43	45,188	46,996	48,876	50,831
7th year of service and thereafter	46	46,320	48,173	50,100	52,104

Grade II					
1st year of service	49	47,682	49,589	51,573	53,636
2nd year of service	51	48,518	50,459	52,477	54,576
3rd year of service and thereafter	53	49,431	51,408	53,464	55,603
Grade III					
1st year of service	58	51,784	53,855	56,009	58,249
2nd year of service and thereafter	61	53,344	55,478	57,697	60,005
Keeper Of Exhibits (Non Graduate)					
Museum of Applied Arts & Sciences					
1st year of service	44	45,524	47,345	49,239	51,209
2nd year of Service	47	46,807	48,679	50,626	52,651
3rd year of service	51	48,518	50,459	52,477	54,576
4th year of service	53	49,431	51,408	53,464	55,603
5th year of service	58	51,784	53,855	56,009	58,249
6th year of service and thereafter	58	51,784	53,855	56,009	58,249
Designers (Exhibitions and Publications)					
National Parks and Wildlife Services					
1st year of service	37	42,743	44,453	46,231	48,080
2nd year of service	39	43,543	45,285	47,096	48,980
3rd year of service	42	44,745	46,535	48,396	50,332
4th year of service	46	46,320	48,173	50,100	52,104
5th year of service	49	47,682	49,589	51,573	53,636
6th year of service	51	48,518	50,459	52,477	54,576
7th year of service	53	49,431	51,408	53,464	55,603
8th year of service	56	50,829	52,862	54,976	57,175
9th year of service	60	52,810	54,922	57,119	59,404
10th year of service	64	55,010	57,210	59,498	61,878
11th year of service	67	56,701	58,969	61,328	63,781
12th year of service	71	58,925	61,282	63,733	66,282
Senior Designer (Exhibitions and Publications) National Parks and Wildlife Service					
On Appointment	77	62,330	64,823	67,416	70,113
Exhibitions Officer, Australian Museum					
Grade I					
1st year of service	56	50,829	52,862	54,976	57,175
2nd year of service	60	52,810	54,922	57,119	59,404
3rd year of service	64	55,010	57,210	59,498	61,878
4th year of service	67	56,701	58,969	61,328	63,781
5th year of service and thereafter	71	58,925	61,282	63,733	66,282
Grade II					
1st year of service	75	61,128	63,573	66,116	68,761
2nd year of service	77	62,330	64,823	67,416	70,113
Chief, Exhibitions Department Museum of Applied Arts and Sciences					
1st year of service	92	72,208	75,096	78,100	81,224

**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	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Level 1 At 18 years of age	7	27,055	28,137	29,262	30,432
Level 1 At 19 years of age with HSC	9	30,656	31,882	33,157	34,483
Level 2 Or minimum at 20 years	11	32,723	34,032	35,393	36,809
Level 3 Or minimum at 21 years	17	35,266	36,677	38,144	39,670
Level 4	20	36,229	37,678	39,185	40,752
Level 5	23	37,762	39,272	40,843	42,477
Level 6	25	38,448	39,986	41,585	43,248
Level 7	28	39,400	40,976	42,615	44,320
Level 8	32	40,857	42,491	44,191	45,959
Level 9	36	42,338	44,032	45,793	47,625
Level 10	40	43,903	45,659	47,485	49,384

**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	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
General Scale					
1st year	7	27,055	28,137	29,262	30,432
2nd year	11	32,723	34,032	35,393	36,809
3rd year	17	35,266	36,677	38,144	39,670
4th year	20	36,229	37,678	39,185	40,752
5th year	23	37,762	39,272	40,843	42,477
6th year	25	38,448	39,986	41,585	43,248
7th year	28	39,400	40,976	42,615	44,320
8th year	32	40,857	42,491	44,191	45,959
9th year	36	42,338	44,032	45,793	47,625
10th year	40	43,903	45,659	47,485	49,384
11th year	46	46,320	48,173	50,100	52,104
12th year	49	47,682	49,589	51,573	53,636
13th year	52	49,012	50,972	53,011	55,131
14th year	55	50,356	52,370	54,465	56,644

Officer with HSC aged 19 and over paid not less than	9	30,656	31,882	33,157	34,483
Class 1					
1st year	58	51,784	53,855	56,009	58,249
2nd year	61	53,344	55,478	57,697	60,005
3rd year	64	55,010	57,210	59,498	61,878
4th year	67	56,701	58,969	61,328	63,781
Class 2					
1st year	75	61,128	63,573	66,116	68,761
2nd year	78	63,056	65,578	68,201	70,929
Class 3					
1st year	82	65,527	68,148	70,874	73,709
2nd year	85	67,448	70,146	72,952	75,870
Class 4					
1st year	88	69,468	72,247	75,137	78,142
2nd year	91	71,546	74,408	77,384	80,479
Class 5					
1st year	95	74,527	77,508	80,608	83,832
2nd year	98	76,896	79,972	83,171	86,498
Class 6					
1st year	101	79,188	82,356	85,650	89,076
2nd year	104	81,414	84,671	88,058	91,580
Class 7					
1st year	108	84,738	88,128	91,653	95,319
2nd year	111	87,263	90,754	94,384	98,159

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

Department of Corrective Services				
Classification and Grades	1.7.07 Per hour \$	1.7.08 Per hour +4% \$	1.7.09 Per hour +4% \$	1.7.10 Per hour +4% \$
Sessional Specialist HIV/Health Promotion	59.40	61.78	64.25	66.82
(The rates are inclusive of a 15% casual loading for Monday to Friday work, plus 1/12th in lieu of recreation leave.				
Environmental Allowance for working within a correctional centre.	1.37	1.42	1.48	1.54

**Translation Table for Clerical Officer**

Employees under the Clerical Officers Agreement 2515 of 1988 and Determination No. 877 of 1989 will translate to the classification in the Crown Employees (Administrative and Clerical Officers - Salaries) Award 2007, in accordance with this table, effective from 13 November 2008.

Clerical Officer, All Departments					
Classification & Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	Administrative and clerical officer classification on translation eff. from 13 November 2008 \$	From 13 November 2008 \$
Grade 1 Group A					
1st year of service under 17	1	18,832	19,585	Clerks General Scale step 1	23,326
2nd year of service or 17	4	22,429	23,326	Clerks General Scale step 1	23,326
3rd year of service or 18	6	25,452	26,470	Clerks General Scale step 2	26,470
4th year of service or 19	9	30,656	31,882	Clerks General Scale step 4	31,882
5th year of service or 20	11	32,723	34,032	Clerks General Scale step 5	34,032
6th year of service	17	35,266	36,677	Clerks General Scale step 6	36,677
7th year of service	20	36,229	37,678	Clerks General Scale step 7	37,678
8th year of service	23	37,762	39,272	Clerks General Scale step 8	39,272
9th year of service	25	38,448	39,986	Clerks General Scale step 9	39,986
10th year of service	28	39,400	40,976	Clerks General Scale step 10	40,976
Group B					
1st year of service under 17	2	20,095	20,899	Clerks General Scale step 1	23,326
2nd year of service or 17	4	22,429	23,326	Clerks General Scale step 1	23,326
3rd year of service or 18	6	25,452	26,470	Clerks General Scale step 3	28,137
4th year of service or 19	9	30,656	31,882	Clerks General Scale step 4	31,882
5th year of service or 20	11	32,723	34,032	Clerks General Scale step 5	34,032
6th year of service	17	35,266	36,677	Clerks General Scale step 6	36,677
7th year of service	20	36,229	37,678	Clerks General Scale step 7	37,678
8th year of service	23	37,762	39,272	Clerks General Scale step 8	39,272
9th year of service	25	38,448	39,986	Clerks General Scale step 9	39,986
10th year of service	28	39,400	40,976	Clerks General Scale step 10	40,976
Minimum rate at 21	17	35,266	36,677	Clerks General Scale step 6	36,677
Grade 1/2 Group C					
1st year of service under 17	3	21,154	22,000	Clerks General Scale step 1	23,326
2nd year of service or 17	6	25,452	26,470	Clerks General Scale step 2	26,470

3rd year of service or 18	9	30,656	31,882	Clerks General Scale step 4	31,882
4th year of service or 19	11	32,723	34,032	Clerks General Scale step 5	34,032
5th year of service or 20	17	35,266	36,677	Clerks General Scale step 6	36,677
6th year of service	20	36,229	37,678	Clerks General Scale step 7	37,678
7th year of service	23	37,762	39,272	Clerks General Scale step 8	39,272
8th year of service	25	38,448	39,986	Clerks General Scale step 9	39,986
9th year of service	28	39,400	40,976	Clerks General Scale step 10	40,976
10th year of service	32	40,857	42,491	Clerks General Scale step 11	42,491
11th year of service	36	42,338	44,032	Clerks General Scale step 12	44,032
12th year of service	40	43,903	45,659	Clerks General Scale step 13	45,659
Group D only					
1st year of service or 17	9	30,656	31,882	Clerks General Scale step 4	31,882
2nd year of service or 17	11	32,723	34,032	Clerks General Scale step 5	34,032
3rd year of service or 18	17	35,266	36,677	Clerks General Scale step 6	36,677
4th year of service or 19	20	36,229	37,678	Clerks General Scale step 7	37,678
5th year of service or 20	23	37,762	39,272	Clerks General Scale step 8	39,272
6th year of service	25	38,448	39,986	Clerks General Scale step 9	39,986
7th year of service	28	39,400	40,976	Clerks General Scale step 10	40,976
8th year of service	32	40,857	42,491	Clerks General Scale step 11	42,491
9th year of service	36	42,338	44,032	Clerks General Scale step 12	44,032
10th year of service	40	43,903	45,659	Clerks General Scale step 13	45,659
*Minimum rate for HSC at 19 years of age	9	30,656	31,882	Clerks General Scale step 4	31,882
Minimum rate at 21	20	36,229	37,678	Clerks General Scale step 7	37,678
Grade 3					
1st year of service	46	46,320	48,173	Clerk Grade 1 1st year of service	48,173
2nd year of service	49	47,682	49,589	Clerk grade 1 thereafter	49,589
Grade 3/4					
1st year of service	46	46,320	48,173	Clerk Grade 1 1st year of service	48,173
2nd year of service	49	47,682	49,589	Clerk grade 1 thereafter	49,589
3rd year of service	52	49,012	50,972	Clerk Grade 2 1st year of service	50,972
4th year of service	55	50,356	52,370	Clerk grade 2 hereafter	52,370

Grade 4					
1st year of service	52	49,012	50,972	Clerk Grade 2 1st year of service	50,972
2nd year of service	55	50,356	52,370	Clerk grade 2 hereafter	52,370
Grade 5					
1st year of service	58	51,784	53,855	Clerk Grade 3 1st year of service	53,855
2nd year of service	61	53,344	55,478	Clerk grade 3 hereafter	55,478
Grade 6					
1st year of service	64	55,010	57,210	Clerk Grade 4 1st year of service	57,210
2nd year of service	67	56,701	58,969	Clerk grade 4 hereafter	58,969
Grade 7					
1st year of service	75	61,128	63,573	Clerk Grade 5 1st year of service	63,573
2nd year of service	78	63,056	65,578	Clerk grade 5 hereafter	65,578
Grade 8					
1st year of service	82	65,527	68,148	Clerk Grade 6 1st year of service	68,148
2nd year of service	85	67,448	70,146	Clerk grade 6 hereafter	70,146

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

Community Offender Support Program Centres DCS					
Classification and Grades	CSP NO.	1.7.07 Per annum \$	1.7.08 Per annum \$	1.7.09 Per annum \$	1.7.10 Per annum \$
Throughcare and Placement Officer:					
1st year	88	69,468	72,247	75,137	78,142
2nd year	91	71,546	74,408	77,384	80,479
3rd year	95	74,527	77,508	80,608	83,832
Thereafter	98	76,896	79,972	83,171	86,498
Accommodation Support Worker:					
1st year	75	61,128	63,573	66,116	68,761
2nd year	78	63,056	65,578	68,201	70,929
3rd year	82	65,527	68,148	70,874	73,709
Thereafter	85	67,448	70,146	72,952	75,870
Assistant Support Worker:					
1st year	46	46,320	48,173	50,100	52,104
2nd year	49	47,682	49,589	51,573	53,636
3rd year	52	49,012	50,972	53,011	55,131
Thereafter	55	50,356	52,370	54,465	56,644



**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	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Trainee Computer Operator					
At 18 and under	7	27,055	28,137	29,262	30,432
At 19	9	30,656	31,882	33,157	34,483
At 20	11	32,723	34,032	35,393	36,809
At 21	17	35,266	36,677	38,144	39,670
Computer Operator - Grade 1					
1st year of service	20	36,229	37,678	39,185	40,752
2nd year of service	23	37,762	39,272	40,843	42,477
3rd year of service	25	38,448	39,986	41,585	43,248
4th year of service and thereafter	28	39,400	40,976	42,615	44,320
Computer Operator - Grade 2					
1st year of service	32	40,857	42,491	44,191	45,959
2nd year of service	36	42,338	44,032	45,793	47,625
3rd year of service and thereafter	40	43,903	45,659	47,485	49,384
Senior Computer Operator - Grade 1					
1st year of service	46	46,320	48,173	50,100	52,104
2nd year of service	49	47,682	49,589	51,573	53,636
3rd year of service	52	49,012	50,972	53,011	55,131
4th year of service	55	50,356	52,370	54,465	56,644
Senior Computer Operator - Grade 2					
1st year of service	58	51,784	53,855	56,009	58,249
2nd year of service	61	53,344	55,478	57,697	60,005
3rd year of service	64	55,010	57,210	59,498	61,878
4th year of Service	67	56,701	58,969	61,328	63,781

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

Computer Systems Officer - TAFE					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Trainee					
1st Year	11	32,723	34,032	35,393	36,809
2nd Year	23	37,762	39,272	40,843	42,477
3rd Year	32	40,857	42,491	44,191	45,959
4th Year	49	47,682	49,589	51,573	53,636
Level 1					
1st Year	55	50,356	52,370	54,465	56,644
2nd Year	61	53,344	55,478	57,697	60,005
Level 2					
1st Year	67	56,701	58,969	61,328	63,781
2nd Year	78	63,056	65,578	68,201	70,929
Grade 1 - 1st year	12	33,014	34,335	35,708	37,136

2nd year	20	36,229	37,678	39,185	40,752
3rd year	25	38,448	39,986	41,585	43,248
4th year	32	40,857	42,491	44,191	45,959
5th year	40	43,903	45,659	47,485	49,384
6th year	49	47,682	49,589	51,573	53,636
7th year	55	50,356	52,370	54,465	56,644
Grade 2 -					
1st year	61	53,344	55,478	57,697	60,005
2nd year	67	56,701	58,969	61,328	63,781
3rd year	78	63,056	65,578	68,201	70,929
Grade 3 -					
1st year	82	65,527	68,148	70,874	73,709
2nd year	85	67,448	70,146	72,952	75,870
3rd year	88	69,468	72,247	75,137	78,142
4th year	91	71,546	74,408	77,384	80,479
5th year	95	74,527	77,508	80,608	83,832
6th year	98	76,896	79,972	83,171	86,498
User Support Programmer = CSO Grade 1 and 2 Programme/Analyst = CSO Grade 2 and 3 Software Co-ordinator = CSO Grade 3  Adapted from Computer Systems Officers - Computer Services Division - PSB Determination					

**Conservators, Cultural Institutions Agreement No. 2504 of 1987**

Conservators, Cultural Institutions					
Classifications and Grade	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Assistant Conservator - Class 1					
1st year of service	40	43,903	45,659	47,485	49,384
2nd year of service	42	44,745	46,535	48,396	50,332
3rd year of service	44	45,524	47,345	49,239	51,209
4th year of service	47	46,807	48,679	50,626	52,651
5th year of service	49	47,682	49,589	51,573	53,636
6th year of service	52	49,012	50,972	53,011	55,131
Class 2					
1st year of service	55	50,356	52,370	54,465	56,644
2nd year of service	56	50,829	52,862	54,976	57,175
3rd year of service	58	51,784	53,855	56,009	58,249
Conservator - Grade 1					
1st year of service	62	53,847	56,001	58,241	60,571
2nd year of service	64	55,010	57,210	59,498	61,878
3rd year of service	66	56,128	58,373	60,708	63,136
4th year of service	68	57,117	59,402	61,778	64,249
5th year of service	70	58,341	60,675	63,102	65,626
Grade 2					
1st year of service	74	60,518	62,939	65,457	68,075
2nd year of service	79	63,561	66,103	68,747	71,497
3rd year of service	83	66,166	68,813	71,566	74,429
4th year of service	87	68,784	71,535	74,396	77,372
5th year of service	91	71,546	74,408	77,384	80,479

Grade 3					
1st year of service	94	73,750	76,700	79,768	82,959
2nd year of service	97	76,064	79,107	82,271	85,562
3rd year of service	99	77,634	80,739	83,969	87,328
Head Conservator					
1st year of service	105	82,244	85,534	88,955	92,513
2nd year of service	108	84,738	88,128	91,653	95,319
3rd year of service	110	86,419	89,876	93,471	97,210

**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	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Co-ordinator	61	53,344	55,478	57,697	60,005
Director	104	81,414	84,671	88,058	91,580

**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	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Co-ordinator, Visual Arts	102	79,947	83,145	86,471	89,930
Environmental Allowance	-	2,229	2,318	2,411	2,507
All Incidents Allowance	-	7,665	7,972	8,291	8,623

**Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987**

Curatorial Staff					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Assistant Curator/Assistant Registrar - Grade I					
1st year of service	40	43,903	45,659	47,485	49,384
2nd year of service	46	46,320	48,173	50,100	52,104
3rd year of service	51	48,518	50,459	52,477	54,576
4th year of service	57	51,277	53,328	55,461	57,679
5th year of service and thereafter	62	53,847	56,001	58,241	60,571
Assistant Curator/Assistant Registrar - Grade II					
1st year of service	64	55,010	57,210	59,498	61,878
2nd year of service	67	56,701	58,969	61,328	63,781
3rd year of service	70	58,341	60,675	63,102	65,626
4th year of service	73	60,041	62,443	64,941	67,539
5th year of service and thereafter	75	61,128	63,573	66,116	68,761

Curator/Registrar - Grade I					
1st year of service	77	62,330	64,823	67,416	70,113
2nd year of service	82	65,527	68,148	70,874	73,709
3rd year of service	86	68,051	70,773	73,604	76,548
4th year of service	91	71,546	74,408	77,384	80,479
5th year of service and thereafter	95	74,527	77,508	80,608	83,832
Curator/Registrar - Grade II					
1st year of service	99	77,634	80,739	83,969	87,328
2nd year of service	102	79,947	83,145	86,471	89,930
3rd year of service	105	82,244	85,534	88,955	92,513
4th year of service	108	84,738	88,128	91,653	95,319
5th year of service	110	86,419	89,876	93,471	97,210
Senior Curator Senior Registrar	114	89,810	93,402	97,138	101,024

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

Classification	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Clinical -					
1st year	41	44,396	46,172	48,019	49,940
2nd year	43	45,188	46,996	48,876	50,831
3rd year	46	46,320	48,173	50,100	52,104
4th year	50	48,143	50,069	52,072	54,155
5th year	53	49,431	51,408	53,464	55,603
6th year	56	50,829	52,862	54,976	57,175
Technical -					
1st year	41	44,396	46,172	48,019	49,940
2nd year	43	45,188	46,996	48,876	50,831
3rd year	46	46,320	48,173	50,100	52,104
4th year	50	48,143	50,069	52,072	54,155
5th year	53	49,431	51,408	53,464	55,603
6th year	56	50,829	52,862	54,976	57,175
Senior Dental Auxiliaries Assistant					
1st year	63	54,480	56,659	58,925	61,282
2nd year	66	56,128	58,373	60,708	63,136
3rd year	70	58,341	60,675	63,102	65,626
4th year	76	61,801	64,273	66,844	69,518

**Departmental Professional Officers Determination No. 866 of 1987**

Departmental Professional Officers - All Departments					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Grade I -					
1st year of service	46	46,320	48,173	50,100	52,104
2nd year of service	50	48,143	50,069	52,072	54,155
3rd year of service	56	50,829	52,862	54,976	57,175
4th year of service	63	54,480	56,659	58,925	61,282
5th year of service	70	58,341	60,675	63,102	65,626
6th year of service and thereafter	76	61,801	64,273	66,844	69,518

Grade II -					
1st year of service	81	64,827	67,420	70,117	72,922
2nd year of service	84	66,749	69,419	72,196	75,084
3rd year of service	87	68,784	71,535	74,396	77,372
4th year of service and thereafter	91	71,546	74,408	77,384	80,479
Grade III -					
1st year of service	95	74,527	77,508	80,608	83,832
2nd year of service	98	76,896	79,972	83,171	86,498
3rd year of service	100	78,427	81,564	84,827	88,220
4th year of service and thereafter	104	81,414	84,671	88,058	91,580
Grade IV -					
1st year of service	108	84,738	88,128	91,653	95,319
2nd year of service and thereafter	110	86,419	89,876	93,471	97,210
Grade V -					
1st year of service	114	89,810	93,402	97,138	101,024
2nd year of service and thereafter	116	91,589	95,253	99,063	103,026
Grade VI -					
1st year of service	119	94,443	98,221	102,150	106,236
2nd year of service and thereafter	121	96,293	100,145	104,151	108,317
Grade VII -					
1st year of service	124	99,269	103,240	107,370	111,665
2nd year of service and thereafter	126	101,454	105,512	109,732	114,121
Grade VIII -					
1st year of service	129	104,754	108,944	113,302	117,834
2nd year of service and thereafter	130	105,923	110,160	114,566	119,149

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

Department of Transport				
Classification and Grades	1.7.07	1.7.08	1.7.09	1.7.10
	Per annum	Per annum	Per annum	Per annum
	+4%	+4%	+4%	+4%
	\$	\$	\$	\$
Grade I -				
One	35,218	36,627	38,092	39,616
Two	36,447	37,905	39,421	40,998
Three	37,721	39,230	40,799	42,431
Four	39,042	40,604	42,228	43,917
Five	40,409	42,025	43,706	45,454
Grade 2				
One	40,409	42,025	43,706	45,454
Two	41,826	43,499	45,239	47,049
Three	43,287	45,018	46,819	48,692
Four	44,807	46,599	48,463	50,402
Five	46,372	48,227	50,156	52,162
Grade 3				
One	46,372	48,227	50,156	52,162
Two	47,995	49,915	51,912	53,988
Three	49,672	51,659	53,725	55,874
Four	51,412	53,468	55,607	57,831
Five	53,215	55,344	57,558	59,860
Grade 4				
One	53,215	55,344	57,558	59,860
Two	55,074	57,277	59,568	61,951
Three	57,003	59,283	61,654	64,120
Four	58,999	61,359	63,813	66,366
Five	61,141	63,587	66,130	68,775

Grade 5				
One	61,141	63,587	66,130	68,775
Two	63,200	65,728	68,357	71,091
Three	65,544	68,166	70,893	73,729
Four	67,704	70,412	73,228	76,157
Five	70,072	72,875	75,790	78,822
Grade 6				
One	70,072	72,875	75,790	78,822
Two	72,526	75,427	78,444	81,582
Three	75,062	78,064	81,187	84,434
Four	77,688	80,796	84,028	87,389
Five	80,409	83,625	86,970	90,449
Grade 7				
One	80,409	83,625	86,970	90,449
Two	83,224	86,553	90,015	93,616
Three	86,137	89,582	93,165	96,892
Four	89,148	92,714	96,423	100,280
Five	92,271	95,962	99,800	103,792
Grade 8				
One	92,271	95,962	99,800	103,792
Two	95,500	99,320	103,293	107,425
Three	101,473	105,532	109,753	114,143
Four	105,941	110,179	114,586	119,169
Five	109,649	114,035	118,596	123,340
Grade 9				
One	109,649	114,035	118,596	123,340
Two	115,540	120,162	124,968	129,967
Three	121,510	126,370	131,425	136,682
Four	125,980	131,019	136,260	141,710
Five	129,688	134,876	140,271	145,882

**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	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Education Officer -					
1st year of service	43	45,188	46,996	48,876	50,831
2nd year of service	48	47,196	49,084	51,047	53,089
3rd year of service	54	49,863	51,858	53,932	56,089
4th year of service	60	52,810	54,922	57,119	59,404
5th year of service	66	56,128	58,373	60,708	63,136
6th year of service	71	58,925	61,282	63,733	66,282
7th year of service	75	61,128	63,573	66,116	68,761
8th year of service	79	63,561	66,103	68,747	71,497
9th year of service and thereafter	84	66,749	69,419	72,196	75,084
Senior Education Officer -					
1st year of service	98	76,896	79,972	83,171	86,498
2nd year of service and thereafter	101	79,188	82,356	85,650	89,076
Allowance after 12 months on the 9th year of service: \$ per annum	-	2,092	2,176	2,263	2,354
After a further 12 months: \$ per annum	-	2,092	2,176	2,263	2,354

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

Education Officer - Department of Education and Training				
Classification and Grades	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Education Officer				
Step 1	65,210	67,818	70,531	73,352
Step 2	68,682	71,429	74,286	77,257
Step 3	72,302	75,194	78,202	81,330
Step 4	75,932	78,969	82,128	85,413
Special Program Co-ordinator				
Step 1	81,312	84,564	87,947	91,465
Step 2	84,638	88,024	91,545	95,207
Senior Education Officer				
Step 1	88,348	91,882	95,557	99,379
Step 2	90,538	94,160	97,926	101,843
Chief Education Officer	98,465	102,404	106,500	110,760
Chief Research Officer	98,465	102,404	106,500	110,760
Quality Assurance Co-ordinator	103,944	108,102	112,426	116,923
Principal Education Officer	110,317	114,730	119,319	124,092
Principal Research Officer	110,317	114,730	119,319	124,092
Principal Officer	110,317	114,730	119,319	124,092
Curriculum Manager	110,317	114,730	119,319	124,092

**Engineers Agreement No. 1734 of 1971**

Engineers					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Grade I Diplomate Experience Since Qualifying					
In first year	46	46,320	48,173	50,100	52,104
After one year	50	48,143	50,069	52,072	54,155
After two years	56	50,829	52,862	54,976	57,175
After three years	63	54,480	56,659	58,925	61,282
After four years	70	58,341	60,675	63,102	65,626
After five years	76	61,801	64,273	66,844	69,518
Grade I Graduate Experience Since Qualifying					
In first year	50	48,143	50,069	52,072	54,155
After one year	56	50,829	52,862	54,976	57,175
After two years	63	54,480	56,659	58,925	61,282
After three years	70	58,341	60,675	63,102	65,626
After four years	76	61,801	64,273	66,844	69,518
Grade II					
1st year of service	82	65,527	68,148	70,874	73,709
2nd year of service	86	68,051	70,773	73,604	76,548
3rd year of service	89	70,167	72,974	75,893	78,929
4th year of service and thereafter	92	72,208	75,096	78,100	81,224

Grade III					
1st year of service	97	76,064	79,107	82,271	85,562
2nd year of service	100	78,427	81,564	84,827	88,220
3rd year of service	104	81,414	84,671	88,058	91,580
4th year of service and thereafter	107	83,906	87,262	90,752	94,382
Grade IV					
1st year of service	112	88,113	91,638	95,304	99,116
2nd year of service	115	90,699	94,327	98,100	102,024
3rd year of service and thereafter	117	92,500	96,200	100,048	104,050
Grade V					
1st year of service	121	96,293	100,145	104,151	108,317
2nd year of service and thereafter	123	98,190	102,118	106,203	110,451
Grade VI					
1st year of service	125	100,364	104,379	108,554	112,896
2nd year of service and thereafter	127	102,516	106,617	110,882	115,317

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

Escorts and Travelling Attendants - Department of Community Services				
Classification and Grades	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Travelling Attendant				
1st Year	35,803	37,235	38,724	40,273
2nd Year	35,803	37,235	38,724	40,273
3rd Year	36,142	37,588	39,092	40,656
4th Year	37,333	38,826	40,379	41,994
Travelling Attendant (Hourly Rate)				
1st Year	18.0572	18.7795	19.5312	20.3112
2nd Year	18.0572	18.7795	19.5312	20.3112
3rd Year	18.2277	18.9568	19.7183	20.5087
4th Year	18.8283	19.5814	20.3633	21.1745
Escorts				
1st Year	42,663	44,370	46,145	47,991
2nd Year	42,663	44,370	46,145	47,991
3rd Year	43,050	44,772	46,563	48,426
4th Year	44,505	46,285	48,136	50,061
Rate A Applicable Mon-Fri and all overtime/travelling time/weekdays and public Holidays = Hrly rate of Travelling Attendant + 10% +4/48ths				
1st Year	21.5182	22.3789	23.2752	24.2110
2nd Year	21.5182	22.3789	23.2752	24.2110
3rd Year	21.7213	22.5902	23.4936	24.4297
4th Year	22.4370	23.3345	24.2634	25.2305
Rate B Applicable first 8 hours on Saturday = Hrly rate of Travelling Attendant + 50% +4/48ths				
1st Year	29.3430	30.5167	31.7407	33.0096
2nd Year	29.3430	30.5167	31.7407	33.0096
3rd Year	29.6200	30.8048	32.0322	33.3113
4th Year	30.5960	31.8198	33.0928	34.4137



Rate C Applicable first 8 hours on Sunday = Hrly rate of Travelling Attendant + 75% +4/48ths				
1st Year	34.2335	35.6028	37.0241	38.5010
2nd Year	34.2335	35.6028	37.0241	38.5010
3rd Year	34.5566	35.9389	37.3776	38.8751
4th Year	35.6953	37.1231	38.6049	40.1442
Rate D Applicable first 8 hours on a Public Holiday = Hrly Rate of Travelling Attendant + 150%+4/48ths				
1st Year	48.9050	50.8612	52.8944	55.0058
2nd Year	48.9050	50.8612	52.8944	55.0058
3rd Year	49.3666	51.3413	53.3937	55.5257
4th Year	50.9933	53.0330	55.1513	57.3561

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

Gardening, Parks and Horticultural and Landscape Staff					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Gardener Tradesman	37	42,743	44,453	46,231	48,080
Gardener Experienced	30	40,146	41,752	43,422	45,159
Garden Labourer	20	36,229	37,678	39,185	40,752
Garden Labourer, 1st class	23	37,762	39,272	40,843	42,477
Chief Propagator (Royal Botanical Gardens)	43	45,188	46,996	48,876	50,831
Groundsman	33	41,189	42,837	44,550	46,332
Horticultural and Landscape Officers: Horticultural Assistants -					
1st year of service	33	41,189	42,837	44,550	46,332
2nd year of service	36	42,338	44,032	45,793	47,625
3rd year of service	38	43,099	44,823	46,616	48,481
4th year of service	40	43,903	45,659	47,485	49,384
5th year of service	42	44,745	46,535	48,396	50,332
6th year of service	44	45,524	47,345	49,239	51,209
7th year of service	46	46,320	48,173	50,100	52,104
Promotion beyond 3rd year rate dependent upon possession of the Certificate of Horticulture					
Ranger	30	40,146	41,752	43,422	45,159
Senior Ranger (plus appropriate Leading Hand Allowance)	30	40,146	41,752	43,422	45,159
Foreman	61	53,344	55,478	57,697	60,005
Foreman Special Grade	65	55,472	57,691	59,999	62,399
Superintendent, Centennial Park Supervisor Royal Botanic Gardens and Mount Tomah	77	62,330	64,823	67,416	70,113
1st year of service	68	57,117	59,402	61,778	64,249
2nd year of service	71	58,925	61,282	63,733	66,282
3rd year of service	73	60,041	62,443	64,941	67,539
Development Officer (Horticulture)	81	64,827	67,420	70,117	72,922
	82	65,527	68,148	70,874	73,709
	84	66,749	69,419	72,196	75,084

Living Collections Registrar	46	46,320	48,173	50,100	52,104
Mount Tomah	50	48,143	50,069	52,072	54,155
	53	49,431	51,408	53,464	55,603
	56	50,829	52,862	54,976	57,175

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

Car Drivers/Assistants					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Car Drivers - Driver/General Assistant	33	41,189	42,837	44,550	46,332
Departmental - Driver/Assistant	39	43,543	45,285	47,096	48,980
Departmental - Driver/Assistant (in Charge),					
Public Works Department	43	45,188	46,996	48,876	50,831
Ministerial Driver/Assistant					
* Salary Class 52 with allowance to Salary	39	43,543	45,285	47,096	48,980
Class 122	80	64,250	66,820	69,493	72,273

**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	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Artificer, Australian Museum and Art Gallery of NSW					
1st year of service	43	45,188	46,996	48,876	50,831
2nd year of service and thereafter	45	45,967	47,806	49,718	51,707
Clerk of Works - Various Departments					
1st year of service	68	57,117	59,402	61,778	64,249
2nd year of service	70	58,341	60,675	63,102	65,626
3rd year of service	73	60,041	62,443	64,941	67,539
4th year of service	75	61,128	63,573	66,116	68,761
5th year of service and thereafter	77	62,330	64,823	67,416	70,113
(Provided that in respect of officers appointed after 10th December, 1980, progression beyond the third year of service shall be dependent upon possession of the Building Foreman and Clerk of Works Certificate of the TAFE NSW* or a qualification deemed by the Industrial Authority to be appropriate and equivalent). (*agencies are advised to check with TAFE institutes with regards to course qualifications)					
Deputy Senior Electrical Inspector, All Departments					
1st year of service	78	63,056	65,578	68,201	70,929
2nd year of service	80	64,250	66,820	69,493	72,273

Electrical Foreman, Various					
Grade 2	64	55,010	57,210	59,498	61,878
Grade 3	68	55,010	57,210	59,498	61,878
Grade 5	77	62,330	64,823	67,416	70,113
Electrical Inspectors, Various					
1st year of service	75	61,128	63,573	66,116	68,761
2nd year of service	77	62,330	64,823	67,416	70,113
Estimator, Various Departments					
1st year of service	68	57,117	59,402	61,778	64,249
2nd year of service	70	58,341	60,675	63,102	65,626
Fitter Operators, Various					
On appointment	51	48,518	50,459	52,477	54,576
(i) NSW Electrician's Licence		39.80	41.39	43.05	44.77
(ii) Department of Industrial Relations First Class Refrigeration Certificate		12.60	13.10	13.62	14.16
(iii) Department of Industrial Relations Electrically Fired Boiler Attendant's Certificate		6.70	6.97	7.25	7.54
(iv) Department of Industrial Relations Open All Class Boiler Attendant's Certificate		12.60	13.10	13.62	14.16
(v) Refrigeration Mechanic's Certificate Course of the Sydney Technical College		12.60	13.10	13.62	14.16
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) 1 <sup>st</sup> year		43,543	45,285	47,096	48,980
(S.C. 57) 2 <sup>nd</sup> year		44,745	46,535	48,396	50,332
Food School Assistant (S.C. 23) 1 <sup>st</sup> year		35,613	37,038	38,520	40,061
(S.C. 24) 4 <sup>th</sup> year		35,925	37,362	38,856	40,410
(S.C. 26) 7 <sup>th</sup> year		36,229	37,678	39,185	40,752
Foreman Electrical					
Grade 2 (T83)	64	55,010	57,210	59,498	61,878
Grade 3 (T96)	68	57,177	59,464	61,843	64,317
Grade 5 (T126)	77	62,330	64,823	67,416	70,113
Other than Electrical -					
Grade 1 (T59)	57	51,277	53,328	55,461	57,679
Grade 2 (T72)	61	53,344	55,478	57,697	60,005
Grade 3 (T85)	65	55,472	57,691	59,999	62,399
Grade 4 (T111)	73	60,041	62,443	64,941	67,539
Grade 5 (T125)	77	62,330	64,823	67,416	70,113
Assistant Mechanical Foreman - (T72)	61	53,344	55,478	57,697	60,005
Property and Maintenance Officer, Youth And Community Services					
1 <sup>st</sup> year of service	77	62,330	64,823	67,416	70,113
2 <sup>nd</sup> year of service and thereafter	80	64,250	66,820	69,493	72,273
Property Inspector, Public Trust Office					
1 <sup>st</sup> year of service	64	55,010	57,210	59,498	61,878
2 <sup>nd</sup> year of service	67	56,701	58,969	61,328	63,781

3rd year of service	69	57,772	60,083	62,486	64,985
4th year of service and thereafter	73	60,041	62,443	64,941	67,539
Radio Technician, Police					
1st year of service	47	46,807	48,679	50,626	52,651
2nd year of service	48	47,196	49,084	51,047	53,089
3rd year of service and thereafter	50	48,143	50,069	52,072	54,155
Scientific Instrument Maker, Various Departments					
1st year of service and thereafter	51	48,518	50,459	52,477	54,576
Senior Apprenticeship Supervisor, Department of Industrial Relations On appointment	78	63,056	65,578	68,201	70,929
Senior Electrical Inspector, Various Departments					
1st year of service	83	66,166	68,813	71,566	74,429
2nd year of service	85	67,448	70,146	72,952	75,870
Senior Estimator, Various Departments	71	58,925	61,282	63,733	66,282
Senior Mechanical Inspector					
1st year of service	83	66,166	68,813	71,566	74,429
2nd year of service and thereafter	85	67,448	70,146	72,952	75,870
Senior Radio Technician, Police and Forestry Commission					
1st year of service	57	51,277	53,328	55,461	57,679
2nd year of service and thereafter	58	51,784	53,855	56,009	58,249
Senior Works Supervisors, Various Departments					
1st year of service	83	66,166	68,813	71,566	74,429
2nd year of service and thereafter	85	67,448	70,146	72,952	75,870
Textile Maintenance Officer					
1st year	44	45,524	47,345	49,239	51,209
2nd year	46	46,320	48,173	50,100	52,104
3rd year	47	46,807	48,679	50,626	52,651
4th year	49	47,682	49,589	51,573	53,636
Works Supervisors, Various Departments					
1st year of service	78	63,056	65,578	68,201	70,929
2nd year of service and thereafter	80	64,250	66,820	69,493	72,273

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

Department of Education					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Gardener Glenfield Park SSP	27	39,071	40,634	42,259	43,949

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	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
(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	45,188	46,996	48,876	50,831
2nd year of service	48	47,196	49,084	51,047	53,089
3rd year of service	54	49,863	51,858	53,932	56,089
4th year of service	60	52,810	54,922	57,119	59,404
5th year of service	66	56,128	58,373	60,708	63,136
6th year of service	71	58,925	61,282	63,733	66,282
7th year of service	75	61,128	63,573	66,116	68,761
8th year of service	79	63,561	66,103	68,747	71,497
9th year of service and thereafter	84	66,749	69,419	72,196	75,084
Clinical Psychologist Department of Health, Family and Community Services, Department of Attorney General					
1st year of service	79	63,561	66,103	68,747	71,497
2nd year of service	86	68,051	70,773	73,604	76,548
3rd year of service	91	71,546	74,408	77,384	80,479
4th year of service	96	75,308	78,320	81,453	84,711
5th year of service and thereafter	101	79,188	82,356	85,650	89,076
A Clinical Psychologist appointed to one of the following positions shall be paid as follows:					
Program Co-ordinator					
1st year of service	101	79,188	82,356	85,650	89,076
2nd year of service and thereafter	105	82,244	85,534	88,955	92,513
Senior Program Co-ordinator					
1st year of service	105	82,244	85,534	88,955	92,513
2nd year of service and thereafter	108	84,738	88,128	91,653	95,319
Program Director					
1st year of service	108	84,738	88,128	91,653	95,319
2nd year of service and thereafter	110	86,419	89,876	93,471	97,210
Project Director Department of Health NSW					
1st year of service	91	71,546	74,408	77,384	80,479
2nd year of service and thereafter	96	75,308	78,320	81,453	84,711
Rehabilitation Counsellor Workers Compensation Commission					
1st year of service	66	56,128	58,373	60,708	63,136
2nd year of service	71	58,925	61,282	63,733	66,282
3rd year of service and thereafter	75	61,128	63,573	66,116	68,761

Senior Rehabilitation Counsellor Workers Compensation Commission					
1st year of service	79	63,561	66,103	68,747	71,497
2nd year of service and thereafter	84	66,749	69,419	72,196	75,084
(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	79,188	82,356	85,650	89,076
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	82,244	85,534	88,955	92,513
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	82,244	85,534	88,955	92,513
Group (d) Chief Guidance Officer Department of Industrial Relations On Appointment	110	86,419	89,876	93,471	97,210
Chief Psychologist Corrective Services On Appointment	114	89,810	93,402	97,138	101,024
Assistant Director Division of Vocational Guidance Services Department of Industrial Relations On Appointment	115	90,699	94,327	98,100	102,024
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	95,472	99,291	103,263	107,394
Deputy Director, Division Of Vocational Guidance Services, Department of Industrial Relations On Appointment	125	100,364	104,379	108,554	112,896

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	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Interpretive Assistants					
Year 1	43	45,188	46,996	48,876	50,831
Year 2	47	46,807	48,679	50,626	52,651

**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	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Laboratory Attendant (Junior)					
At 16 and under	4	22,429	23,326	24,259	25,229
At 17	6	25,452	26,470	27,529	28,630
At 18	8	28,908	30,064	31,267	32,518
At 19	11	32,723	34,032	35,393	36,809
At 20	18	35,613	37,038	38,520	40,061
Laboratory Attendant General Scale (Adult)					
1st year of service	24	38,134	39,659	41,245	42,895
2nd year of service	26	38,759	40,309	41,921	43,598
3rd year of service and thereafter	28	39,400	40,976	42,615	44,320
Laboratory Attendant Grade 1 (Adult)					
1st year of service	28	39,400	40,976	42,615	44,320
2nd year of service	31	40,466	42,085	43,768	45,519
3rd year of service and thereafter	33	41,189	42,837	44,550	46,332
Technical Officer (Scientific) Grade 1					
1st year of service	36	42,338	44,032	45,793	47,625
2nd year of service	38	43,099	44,823	46,616	48,481
3rd year of service	41	44,396	46,172	48,019	49,940
4th year of service	43	45,188	46,996	48,876	50,831
5th year of service	46	46,320	48,173	50,100	52,104
6th year of service and thereafter	50	48,143	50,069	52,072	54,155
7th year of service	53	49,431	51,408	53,464	55,603
8th year of service and thereafter	56	50,829	52,862	54,976	57,175
Technical Officer (Scientific) Grade II					
1st year of service	63	54,480	56,659	58,925	61,282
2nd year of service	66	56,128	58,373	60,708	63,136
3rd year of service	70	58,341	60,675	63,102	65,626
4th year of service	76	61,801	64,273	66,844	69,518
Senior Technical Officer (Scientific) Grade 1					
1st year of service	81	64,827	67,420	70,117	72,922
2nd year of service	83	66,166	68,813	71,566	74,429
3rd year of service and thereafter	84	66,749	69,419	72,196	75,084

Senior Technical Officer (Scientific) Grade II					
1st year of service	84	66,749	69,419	72,196	75,084
2nd year of service	87	68,784	71,535	74,396	77,372
3rd year of service	89	70,167	72,974	75,893	78,929
4th year of service	92	72,208	75,096	78,100	81,224
5th year of service and thereafter	95	74,527	77,508	80,608	83,832
Trainee Technical Officer (Scientific)					
1st year	5	23,852	24,806	25,798	26,830
2nd year	7	27,055	28,137	29,262	30,432
3rd year	9	30,656	31,882	33,157	34,483
4th year	13	33,344	34,678	36,065	37,508

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

Legal Officers, Various Departments					
Classification and Grades	Common Salary Point	1.7.07	1.7.08	1.7.09	1.7.10
		Per annum	Per annum +4%	Per annum +4%	Per annum +4%
		\$	\$	\$	\$
Legal Officers					
Grade I					
1st year of service	51	48,518	50,459	52,477	54,576
2nd year of service	55	50,356	52,370	54,465	56,644
3rd year of service	58	51,784	53,855	56,009	58,249
4th year of service	61	53,344	55,478	57,697	60,005
5th year of service	65	55,472	57,691	59,999	62,399
Grade II					
1st year of service	73	60,041	62,443	64,941	67,539
2nd year of service	78	63,056	65,578	68,201	70,929
3rd year of service	84	66,749	69,419	72,196	75,084
4th year of service	89	70,167	72,974	75,893	78,929
5th year of service	93	72,966	75,885	78,920	82,077
Grade III					
1st year of service	98	76,896	79,972	83,171	86,498
2nd year of service	101	79,188	82,356	85,650	89,076
3rd year of service	105	82,244	85,534	88,955	92,513
Grade IV					
1st year of service	112	88,113	91,638	95,304	99,116
2nd year of service	114	89,810	93,402	97,138	101,024
Grade V					
1st year of service	119	94,443	98,221	102,150	106,236
2nd year of service	121	96,293	100,145	104,151	108,317
Grade VI					
1st year of service	126	101,454	105,512	109,732	114,121
2nd year of service	128	103,591	107,735	112,044	116,526



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

Maintenance Officer State Library of NSW				
Classification	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Maintenance Officer				
1st year of service	46,209	48,057	49,979	51,978
2nd year of service	48,667	50,614	52,639	54,745

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

Media Monitors					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Media Monitor, Level 1					
1st year of service	61	53,344	55,478	57,697	60,005
2nd year of service	65	55,472	57,691	59,999	62,399
3rd year of service	69	57,772	60,083	62,486	64,985
4th year of service	74	60,518	62,939	65,457	68,075
Senior Media Monitor, Level 2					
1st year of service	78	63,056	65,578	68,201	70,929
2nd year of service	82	65,527	68,148	70,874	73,709
3rd year of service	86	68,051	70,773	73,604	76,548
4th year of service	89	70,167	72,974	75,893	78,929

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

Ministerial Drivers					
	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Ministerial Driver	39	43,543	45,285	47,096	48,980
Out of Hours Work Allowance (calculated as 34hours at ordinary time of base salary)	-	38,960	40,518	42,139	43,824

**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	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
<b>Cadets/Trainees</b>					
1st year of service	8	28,908	30,064	31,267	32,518
2nd year of service	11	32,723	34,032	35,393	36,809
3rd year of service	17	35,266	36,677	38,144	39,670
4th year of service	25	38,448	39,986	41,585	43,248
5th year of service	32	40,857	42,491	44,191	45,959
6th year of service	37	42,743	44,453	46,231	48,080
<b>General Scale</b>					
1st year of service	37	42,743	44,453	46,231	48,080
2nd year of service	44	45,524	47,345	49,239	51,209
3rd year of service	51	48,518	50,459	52,477	54,576
4th year of service	58	51,784	53,855	56,009	58,249
5th year of service	64	55,010	57,210	59,498	61,878
6th year of service	71	58,925	61,282	63,733	66,282
<b>Grade 1</b>					
1st year of service	72	59,428	61,805	64,277	66,848
2nd year of service	75	61,128	63,573	66,116	68,761
3rd year of service	78	63,056	65,578	68,201	70,929
Thereafter	81	64,827	67,420	70,117	72,922
<b>Grade 2</b>					
1st year of service	85	67,448	70,146	72,952	75,870
Thereafter	87	68,784	71,535	74,396	77,372
<b>Grade 3</b>					
1st year of service	90	70,862	73,696	76,644	79,710
Thereafter	95	74,527	77,508	80,608	83,832
<b>Grade 4</b>					
1st year of service	99	77,634	80,739	83,969	87,328
Thereafter	102	79,947	83,145	86,471	89,930
<b>Grade 5</b>					
1st year of service	108	84,738	88,128	91,653	95,319
Thereafter	111	87,263	90,754	94,384	98,159
<b>Grade 6</b>					
1st year of service	116	91,589	95,253	99,063	103,026
Thereafter	121	96,293	100,145	104,151	108,317

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

Administrative and Clerical Officers, Parliament House					
Classification and Grades	Common Salary Points	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
<b>Clerks General Scale</b>					
1st year of service or 18	7	27,055	28,137	29,262	30,432
2nd year of service min. at 20	11	32,723	34,032	35,393	36,809
3rd year of service min. at 21	17	35,266	36,677	38,144	39,670
4th year of service	20	36,229	37,678	39,185	40,752
5th year of service	23	37,762	39,272	40,843	42,477

6th year of service	25	38,448	39,986	41,585	43,248
7th year of service	28	39,400	40,976	42,615	44,320
8th year of service	32	40,857	42,491	44,191	45,959
9th year of service	36	42,338	44,032	45,793	47,625
10th year of service	40	43,903	45,659	47,485	49,384
Officer with HSC at 19 paid not less than	9	30,656	31,882	33,157	34,483
Grade 1 -					
1st year of service	46	46,320	48,173	50,100	52,104
Thereafter	49	47,682	49,589	51,573	53,636
Grade 2 -					
1st year of service	52	49,012	50,972	53,011	55,131
Thereafter	55	50,356	52,370	54,465	56,644
Grade 3 -					
1st year of service	58	51,784	53,855	56,009	58,249
Thereafter	61	53,344	55,478	57,697	60,005
Grade 4 -					
1st year of service	64	55,010	57,210	59,498	61,878
Thereafter	67	56,701	58,969	61,328	63,781
Grade 5 -					
1st year of service	75	61,128	63,573	66,116	68,761
Thereafter	78	63,056	65,578	68,201	70,929
Grade 6 -					
1st year of service	82	65,527	68,148	70,874	73,709
Thereafter	85	67,448	70,146	72,952	75,870
Grade 7 -					
1st year of service	88	69,468	72,247	75,137	78,142
Thereafter	91	71,546	74,408	77,384	80,479
Grade 8 -					
1st year of service	95	74,527	77,508	80,608	83,832
Thereafter	98	76,896	79,972	83,171	86,498
Grade 9 -					
1st year of service	101	79,188	82,356	85,650	89,076
Thereafter	104	81,414	84,671	88,058	91,580
Grade 10 -					
1st year of service	108	84,738	88,128	91,653	95,319
Thereafter	111	87,263	90,754	94,384	98,159
Grade 11 -					
1st year of service	116	91,589	95,253	99,063	103,026
Thereafter	120	95,472	99,291	103,263	107,394
Grade 12 -					
1st year of service	126	101,454	105,512	109,732	114,121
Thereafter	130	105,923	110,160	114,566	119,149

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

Other Clerical Officers, Parliament House					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Grade 1 -					
Group A -					
1st year of service or under 17	1	18,832	19,585	20,368	21,183
2nd year of service or 17	4	22,429	23,326	24,259	25,229
3rd year of service or 18	6	25,452	26,470	27,529	28,630

Group B -					
1st year of service or under 17	2	20,095	20,899	21,735	22,604
2nd year of service or 17	4	22,429	23,326	24,259	25,229
3rd year of service	6	25,452	26,470	27,529	28,630
Grade 1 -					
4th year of service 19	9	30,656	31,882	33,157	34,483
5th year of service 20	11	32,723	34,032	35,393	36,809
6th year of service	17	35,266	36,677	38,144	39,670
7th year of service	20	36,229	37,678	39,185	40,752
8th year of service	23	37,762	39,272	40,843	42,477
9th year of service	25	38,448	39,986	41,585	43,248
10th year of service	28	39,400	40,976	42,615	44,320
Grade 1/2 -					
Group C -					
1st year of service or under 17	3	21,154	22,000	22,880	23,795
2nd year of service or 17	6	25,452	26,470	27,529	28,630
3rd year of service or 18	9	30,656	31,882	33,157	34,483
Group D only -					
Officer with HSC at 19 paid not less than	9	30,656	31,882	33,157	34,483
4th year of service or 19	11	32,723	34,032	35,393	36,809
5th year of service or 20	17	35,266	36,677	38,144	39,670
6th year of service	20	36,229	37,678	39,185	40,752
7th year of service	23	37,762	39,272	40,843	42,477
8th year of service	25	38,448	39,986	41,585	43,248
9th year of service	28	39,400	40,976	42,615	44,320
10th year of service	32	40,857	42,491	44,191	45,959
11th year of service	36	42,338	44,032	45,793	47,625
12th year of service	40	43,903	45,659	47,485	49,384
Grade 3 -					
1st year of service	46	46,320	48,173	50,100	52,104
2nd year of service	49	47,682	49,589	51,573	53,636
Grade 3/4 -					
1st year of service	46	46,320	48,173	50,100	52,104
2nd year of service	49	47,682	49,589	51,573	53,636
3rd year of service	52	49,012	50,972	53,011	55,131
4th year of service	55	50,356	52,370	54,465	56,644
Grade 4 -					
1st year of service	52	49,012	50,972	53,011	55,131
2nd year of service	55	50,356	52,370	54,465	56,644
Grade 5 -					
1st year of service	58	51,784	53,855	56,009	58,249
2nd year of service	61	53,344	55,478	57,697	60,005
Grade 6 -					
1st year of service	64	55,010	57,210	59,498	61,878
2nd year of service	67	56,701	58,969	61,328	63,781
Grade 7 -					
1st year of service	75	61,128	63,573	66,116	68,761
2nd year of service	78	63,056	65,578	68,201	70,929
Grade 8 -					
1st year of service	82	65,527	68,148	70,874	73,709
2nd year of service	85	67,448	70,146	72,952	75,870

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

Parliamentary Attendant Staff					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Parliamentary Officer - Attendant, Grade 1					
1st year of service	32	40,857	42,491	44,191	45,959
2nd year of service	36	42,338	44,032	45,793	47,625
Thereafter	40	43,903	45,659	47,485	49,384
Grade 2					
1st year of service	41	44,396	46,172	48,019	49,940
Thereafter	43	45,188	46,996	48,876	50,831
Grade 3					
1st year of service (Level 1)	46	46,320	48,173	50,100	52,104
Thereafter (Level 2)	49	47,682	49,589	51,573	53,636
Grade 4	55	50,356	52,370	54,465	56,644
Grade 5	61	53,344	55,478	57,697	60,005

**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	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
**Parliamentary Officers Chef - Grade 4 (Head Chef)					
1st year	82	65,527	68,148	70,874	73,709
2nd year and thereafter	85	67,448	70,146	72,952	75,870
**Parliamentary Officer Chef - Grade 3 (Chef)	47	46,807	48,679	50,626	52,651
**Parliamentary Officer Chef - Grade 2 - (Assistant Chef)	37	42,743	44,453	46,231	48,080
Parliamentary Steward					
1st year	48	47,196	49,084	51,047	53,089
2nd year and thereafter	50	48,143	50,069	52,072	54,155
Dining Room Supervisor	40	43,903	45,659	47,485	49,384
Assistant Dining Room Supervisor	32	40,857	42,491	44,191	45,959
**Catering Supervisor (Cafeteria Supervisor)	34	41,575	43,238	44,968	46,767
**Catering Supervisor (Room Service Supervisor)	32	40,857	42,491	44,191	45,959
Senior Dining Room Attendant/Cleaner	29	39,807	41,399	43,055	44,777
Dining Room Attendant/Cleaner	27	39,071	40,634	42,259	43,949
Senior Bartender	30	40,146	41,752	43,422	45,159
Bartender	-	38,115	39,640	41,226	42,875
Kitchen Attendant	27	39,071	40,634	42,259	43,949
Kitchen Assistant	-	36,862	38,336	39,869	41,464
Stock Clerk -					
1st year	38	43,099	44,823	46,616	48,481
2nd year	40	43,903	45,659	47,485	49,384
3rd year and thereafter	43	45,188	46,996	48,876	50,831

Pantry Supervisor	34	41,575	43,238	44,968	46,767
Assistant Pantry Supervisor	30	40,146	41,752	43,422	45,159
**Cleaning Supervisor (Foreman Cleaner)	30	40,146	41,752	43,422	45,159
**Assistant Cleaning Supervisor (Assistant Foreman Cleaner) General Useful	-	38,115	39,640	41,226	42,875
	-	36,862	38,336	39,869	41,464
Stores Officer					
1st year	-	43,543	45,285	47,096	48,980
2nd year and thereafter	-	44,396	46,172	48,019	49,940
Housekeeper	-	35,849	37,283	38,774	40,325
*Senior Laundry Assistant	-	35,525	36,946	38,424	39,961
Laundry Assistant	-	35,172	36,579	38,042	39,564
Cleaner	-	35,172	36,579	38,042	39,564
**Horticulturalist Grade 2 (Gardener - experienced)	32	40,857	42,491	44,191	45,959
*Attendant/Gatekeeper	-	36,862	38,336	39,869	41,464
*Parliament House Security Officer	41	44,396	46,172	48,019	49,940
*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	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Parole Officer					
Min 3	58	51,784	53,855	56,009	58,249
Max 3	61	53,344	55,478	57,697	60,005
Min 4	64	55,010	57,210	59,498	61,878
Max 4	67	56,701	58,969	61,328	63,781
Min 5	75	61,128	63,573	66,116	68,761
Max 5	78	63,056	65,578	68,201	70,929
Min 6	82	65,527	68,148	70,874	73,709
Max 6	85	67,448	70,146	72,952	75,870
Unit Leader					
Min 7	88	69,468	72,247	75,137	78,142
Max 7	91	71,546	74,408	77,384	80,479
Min 8	95	74,527	77,508	80,608	83,832
Max 8	98	76,896	79,972	83,171	86,498
District Manager 4					
Min 7	88	69,468	72,247	75,137	78,142
Max 7	91	71,546	74,408	77,384	80,479
Min 8	95	74,527	77,508	80,608	83,832
District Manager 3					
Min 8	95	74,527	77,508	80,608	83,832
Max 8	98	76,896	79,972	83,171	86,498
Min 9	101	79,188	82,356	85,650	89,076
Max 9	104	81,414	84,671	88,058	91,580
District Manager 2					
Min 9	101	79,188	82,356	85,650	89,076
Max 9	104	81,414	84,671	88,058	91,580
Min 10	108	84,738	88,128	91,653	95,319
Max 10	111	87,263	90,754	94,384	98,159

District Manager 1					
Min 10	108	84,738	88,128	91,653	95,319
Max 10	111	87,263	90,754	94,384	98,159
Min 11	116	91,589	95,253	99,063	103,026
Max 11	120	95,472	99,291	103,263	107,394

**Petty Sessions Officers - Local Courts Administration Determination 741 of 1982**

Petty Sessions Officers - Local Courts Administration					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Grade 1/2					
1st year of service	7	27,055	28,137	29,262	30,432
2nd year of service	11	32,723	34,032	35,393	36,809
3rd year of service	17	35,266	36,677	38,144	39,670
4th year of service	20	36,229	37,678	39,185	40,752
5th year of service	23	37,762	39,272	40,843	42,477
6th year of service	25	38,448	39,986	41,585	43,248
7th year of service	28	39,400	40,976	42,615	44,320
8th year of service	32	40,857	42,491	44,191	45,959
9th year of service	36	42,338	44,032	45,793	47,625
10th year of service	40	43,903	45,659	47,485	49,384
Officer with HSC at 19 paid not less than	9	30,656	31,882	33,157	34,483
General Scale					
Grade 3					
1st year of service Max 1	49	47,682	49,589	51,573	53,636
2nd year of service Min 2	52	49,012	50,972	53,011	55,131
Thereafter Max 2	55	50,356	52,370	54,465	56,644
Grade 4					
1st year of service Max 3	61	53,344	55,478	57,697	60,005
2nd year of service Min 4	64	55,010	57,210	59,498	61,878
Thereafter Max 4	67	56,701	58,969	61,328	63,781
Grade 5					
1st year of service Max 5	78	63,056	65,578	68,201	70,929
2nd year of service Min 6	82	65,527	68,148	70,874	73,709
Thereafter Max 6	85	67,448	70,146	72,952	75,870
Grade 6					
1st year of service Min 8	95	74,527	77,508	80,608	83,832
Thereafter Max 9	104	81,414	84,671	88,058	91,580
Grade 7					
1st year of service Min 11	116	91,589	95,253	99,063	103,026
Thereafter Min 12	126	101,454	105,512	109,732	114,121

**Pharmacists Agreement 2441 of 1982**

Pharmacists				
Classification and Grade	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Pharmacist - Grade 1				
1st year	44,325	46,098	47,942	49,860
2nd year	45,983	47,822	49,735	51,724
3rd year	48,797	50,749	52,779	54,890

4th year	52,159	54,245	56,415	58,672
5th year	55,776	58,007	60,327	62,740
6th year	59,320	61,693	64,161	66,727
7th year	62,194	64,682	67,269	69,960
8th year	64,198	66,766	69,437	72,214
Pharmacist - Grade 2 After 2 yrs on maximum	66,113	68,758	71,508	74,368
Part-time Pharmacist	36	37	38	40
Pharmaceutical Advisor Pharmaceutical Services Branch				
1st year	71,823	74,696	77,684	80,791
2nd year	74,232	77,201	80,289	83,501
3rd year	76,307	79,359	82,533	85,834
4th year	78,385	81,520	84,781	88,172
Principal Pharmaceutical Advisor Pharmaceutical Services Branch				
1st year	85,827	89,260	92,830	96,543
2nd year	87,991	91,511	95,171	98,978
Deputy Chief Pharmacist Pharmaceutical Services Branch				
1st year	90,907	94,543	98,325	102,258
2nd year	93,168	96,895	100,771	104,802
Chief Pharmacist Pharmaceutical Services Branch				
1st year	100,338	104,352	108,526	112,867
2nd year	102,695	106,803	111,075	115,518
Chief Pharmacist Group 1 & 3, Grade 5 Corrections Health Service				
1st year	85,822	89,255	92,825	96,538
2nd year	87,992	91,512	95,172	98,979

**Pilots Forestry Commission, Determination No. 843 of 1985**

Pilots - Forestry Commission					
Classification and Grades	CSP No.	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Manager (Flight Operations) - Helicopter	104	81,414	84,671	88,058	91,580
Fixed Wing	99	77,634	80,739	83,969	87,328
Pilot (Fixed Wing) -					
1st year	85	67,448	70,146	72,952	75,870
2nd year	87	68,784	71,535	74,396	77,372
3rd year	89	70,167	72,974	75,893	78,929
4th year	91	71,546	74,408	77,384	80,479
Pilot (Fixed Wing under 3360 kg)	82	65,527	68,148	70,874	73,709
Pilot (Helicopter) -					
1st year	88	69,468	72,247	75,137	78,142
2nd year	91	71,546	74,408	77,384	80,479
3rd year	93	72,966	75,885	78,920	82,077
4th year	96	75,308	78,320	81,453	84,711
Where 4th Class Instrument Rating Required					
1st year	89	70,167	72,974	75,893	78,929
2nd year	92	72,208	75,096	78,100	81,224
3rd year	95	74,527	77,508	80,608	83,832
4th year	97	76,064	79,107	82,271	85,562



Allowances per annum:					
Helicopter/Agriculture Pilots Allowance	-	4,059	4,221	4,390	4,566
Check and Training Allowance	-	4,865	5,060	5,262	5,472
Agricultural Rating Helicopter Crewman -					
1st year	50	48,143	50,069	52,072	54,155
2nd year	55	50,356	52,370	54,465	56,644
3rd year	58	51,784	53,855	56,009	58,249
4th year	62	53,847	56,001	58,241	60,571

**Program Support Officers, Tabulam, Department of Corrective Services Determination No. 959 of 2008**

Program Support Officers, Tabulam - Department of Corrective Services					
Classification and Grades	CSP NO.	5.3.08 Per annum \$	1.7.08 Per annum \$	1.7.09 Per annum \$	1.7.10 Per annum \$
Co-ordinator Program Support and Security	88	69,468	72,247	75,137	78,142
	91	71,546	74,408	77,384	80,479
	95	74,527	77,508	80,608	83,832
Senior Program Support Officer	98	76,896	79,972	83,171	86,498
	75	61,128	63,573	66,116	68,761
	78	63,056	65,578	68,201	70,929
	82	65,527	68,148	70,874	73,709
	85	67,448	70,146	72,952	75,870
Program Support Officer	58	51,784	53,855	56,009	58,249
	61	53,344	55,478	57,697	60,005
	64	55,010	57,210	59,498	61,878
	67	56,701	58,969	61,328	63,781
Mobile Work Camps Allowance	-	Per day \$ 110.00	Per day \$ 114	Per day \$ 119	Per day \$ 124

**Psychologists, Community Offender Services, Department of Corrective Services Determination No. 958 of 2008**

Psychologists, Community Offender Services - Department of Corrective Services					
Classification and Grades	CSP NO.	12.2.08 Per annum \$	1.7.08 Per annum \$	1.7.09 Per annum \$	1.7.010 Per annum \$
Senior Psychologist Year 1	-	87,974	91,493	95,153	98,959
Senior Psychologist Year 2	-	91,676	95,343	99,157	103,123
Senior Psychologist Year 3 and thereafter	-	95,376	99,191	103,159	107,285
Senior Specialist Psychologist Year 1	-	102,777	106,888	111,164	115,611
Senior Specialist Psychologist Year 2	-	105,732	109,961	114,359	118,933
Senior Specialist Psychologist Year 3 and thereafter	-	108,713	113,062	117,584	122,287
Community Based Incidental Allowance	-	2,229	2,318	2,411	2,507

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

Publicity Officers and Public Relations Officers					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Assistant Publicity Officers					
1st year of service	59	52,324	54,417	56,594	58,858
2nd year of service	62	53,847	56,001	58,241	60,571
Publicity Officers					
1st year of service	69	57,772	60,083	62,486	64,985
2nd year of service	72	59,428	61,805	64,277	66,848
3rd year of service and thereafter	74	60,518	62,939	65,457	68,075
Senior Publicity Officers, Dept of Education & Training					
1st year of service and thereafter	100	78,427	81,564	84,827	88,220
Public Relations Officer					
Grade II					
1st year of service	87	68,784	71,535	74,396	77,372
2nd year of service	89	70,167	72,974	75,893	78,929
3rd year of service and thereafter	91	71,546	74,408	77,384	80,479
Grade I					
1st year of service	103	80,683	83,910	87,266	90,757
2nd year of service	105	82,244	85,534	88,955	92,513
3rd year of service and thereafter	107	83,906	87,262	90,752	94,382
Allowance in lieu of overtime (per annum)	-	10,182	10,589	11,013	11,454

**Scientific Officers Various Departments Agreement No. 2433 of 1982**

Scientific Officers, Various Departments					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Grade I					
1st year of service	46	46,320	48,173	50,100	52,104
2nd year of service	50	48,143	50,069	52,072	54,155
3rd year of service	56	50,829	52,862	54,976	57,175
4th year of service	63	54,480	56,659	58,925	61,282
5th year of service	70	58,341	60,675	63,102	65,626
6th year of service and thereafter	76	61,801	64,273	66,844	69,518
Grade II					
1st year of service	81	64,827	67,420	70,117	72,922
2nd year of service	84	66,749	69,419	72,196	75,084
3rd year of service	87	68,784	71,535	74,396	77,372
4th year of service and thereafter	91	71,546	74,408	77,384	80,479
Grade III					
1st year of service	95	74,527	77,508	80,608	83,832
2nd year of service	98	76,896	79,972	83,171	86,498
3rd year of service and thereafter	100	78,427	81,564	84,827	88,220
Grade IV					
1st year of service	105	82,244	85,534	88,955	92,513
2nd year of service	108	84,738	88,128	91,653	95,319
3rd year of service and thereafter	110	86,419	89,876	93,471	97,210

Grade V					
1st year of service	114	89,810	93,402	97,138	101,024
2nd year of service and thereafter	117	92,500	96,200	100,048	104,050
Grade VI					
1st year of service	120	95,472	99,291	103,263	107,394
2nd year of service	123	98,190	102,118	106,203	110,451

**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	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Security Officer	25	38,448	39,986	41,585	43,248
Senior Security Officer	30	40,146	41,752	43,422	45,159
Chief Security Controller - Sydney					
1st year	75	61,128	63,573	66,116	68,761
2nd year	78	63,056	65,578	68,201	70,929
Chief Security Officer Sydney -					
(S.C. 85) 1st year	60	52,810	54,922	57,119	59,404
(S.C. 92) 2nd year	64	55,010	57,210	59,498	61,878
Newcastle - (S.C. 80)	57	51,277	53,328	55,461	57,679

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

Social Workers, Various Departments					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Social Worker, Community Services Consultant					
1st year of service	44	45,524	47,345	49,239	51,209
2nd year of service	49	47,682	49,589	51,573	53,636
3rd year of service	55	50,356	52,370	54,465	56,644
4th year of service	61	53,344	55,478	57,697	60,005
5th year of service	67	56,701	58,969	61,328	63,781
6th year of service	71	58,925	61,282	63,733	66,282
7th year of service	75	61,128	63,573	66,116	68,761
8th year of service	79	63,561	66,103	68,747	71,497
9th year of service and thereafter	84	66,749	69,419	72,196	75,084
Senior Allotment Officer	89	70,167	72,974	75,893	78,929
Community Services Officer	96	75,308	78,320	81,453	84,711
Social Worker Grade I	89	70,167	72,974	75,893	78,929
Senior Social Worker	96	75,308	78,320	81,453	84,711
Regional Social Work Adviser					
South Eastern, Orana and Far West and South Western Health Regions	89	70,167	72,974	75,893	78,929

Central Western, North Coast, Illawarra and New England Health Regions	96	75,308	78,320	81,453	84,711
Southern Metropolitan, Northern Metropolitan, Western Metropolitan and Hunter Health Regions	107	83,906	87,262	90,752	94,382

**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	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
<b>Stores Officers</b>					
<b>Grade 1</b>					
1st year of service	31	40,466	42,085	43,768	45,519
2nd year of service and thereafter	33	41,189	42,837	44,550	46,332
<b>Grade 2</b>					
1st year of service	34	41,575	43,238	44,968	46,767
2nd year of service and thereafter	35	41,912	43,588	45,332	47,145
<b>Grade 3</b>					
1st year of service	36	42,338	44,032	45,793	47,625
2nd year of service and thereafter	37	42,743	44,453	46,231	48,080
<b>Grade 4</b>					
1st year of service	39	43,543	45,285	47,096	48,980
2nd year of service	41	44,396	46,172	48,019	49,940
3rd year of service and thereafter	41	44,396	46,172	48,019	49,940
<b>Stores and Despatch Officer</b>					
<b>Art Gallery of N.S.W.</b>					
1st year of service	39	43,543	45,285	47,096	48,980
2nd year of service	40	43,903	45,659	47,485	49,384
3rd year of service and thereafter	41	44,396	46,172	48,019	49,940
<b>Drug Checker and Counter Hand</b>					
<b>Commercial Services Group</b>					
1st year of service	37	42,743	44,453	46,231	48,080
2nd year of service and thereafter	38	43,099	44,823	46,616	48,481
<b>Area Supervisors</b>					
<b>Commercial Services Group</b>					
1st year of service	46	46,320	48,173	50,100	52,104
2nd year of service and thereafter	48	47,196	49,084	51,047	53,089
<b>Second O.I.C. (Other Areas)</b>					
<b>Commercial Services Group</b>					
1st year of service	37	42,743	44,453	46,231	48,080
2nd year of service and thereafter	38	43,099	44,823	46,616	48,481
<b>Area Supervisors (Shea's Creek Stores)</b>					
<b>Despatch Section, Government Supply Department</b>					
1st year of service	52	49,012	50,972	53,011	55,131
2nd year of service and thereafter	55	50,356	52,370	54,465	56,644

Packing Section and Sheds 68-72					
Commercial Services Group					
1st year of service	49	47,682	49,589	51,573	53,636
2nd year of service and thereafter	51	48,518	50,459	52,477	54,576
Section O.I.C. (Areas)					
Commercial Services Group					
1st year of service	41	44,396	46,172	48,019	49,940
2nd year of service and thereafter	43	45,188	46,996	48,876	50,831
Packing Section and Sheds 68-72					
Commercial Services Group					
1st year of service	39	43,543	45,285	47,096	48,980
2nd year of service and thereafter	40	43,903	45,659	47,485	49,384
Assistant Inspector of Packing and Quality Control, Commercial Services Group	56	50,829	52,862	54,976	57,175
Inspector of Packing and Quality Control, Commercial Services Group	59	52,324	54,417	56,594	58,858
Controller of Order Processing, Commercial Services Group	59	52,324	54,417	56,594	58,858
Stores Controller, CMA	46	46,320	48,173	50,100	52,104
Assistant Stores Controller, CMA	40	43,903	45,659	47,485	49,384
Chief Stores Officer, Government Motor Garage					
1st year of service	46	46,320	48,173	50,100	52,104
2nd year of service	48	47,196	49,084	51,047	53,089
3rd year of service and thereafter	49	47,682	49,589	51,573	53,636

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

Department of Technical and Further Education					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Assistant Student Association Officer					
Step 1	46	46,320	48,173	50,100	52,104
Step 2	49	47,682	49,589	51,573	53,636
Step 3	52	49,012	50,972	53,011	55,131
Step 4	55	50,356	52,370	54,465	56,644
Student Association Officer Level 1					
Step 1	58	51,784	53,855	56,009	58,249
Step 2	61	53,344	55,478	57,697	60,005
Step 3	64	55,010	57,210	59,498	61,878
Step 4	67	56,701	58,969	61,328	63,781
Student Association Officer Level 2					
Step 1	75	61,128	63,573	66,116	68,761
Step 2	78	63,056	65,578	68,201	70,929
Step 3	82	65,527	68,148	70,874	73,709
Step 4*	85	67,448	70,146	72,952	75,870

* Direct appointment to the last incremental step on the new classification structure will occur by way of an allowance.					
Allowance - Overnight duties on weekends and vacation trips (per night)	-	Per night 77.86	Per night 80.97	Per night 84.21	Per night 87.58
Student Association Officers who work 11.00 am - 7.00pm shift receive 10% shift allowance.					
Casual Assistant Student Association Officer (per hour) (Dept. formula)	-	Per hour 31.60	Per hour 32.86	Per hour 34.18	Per hour 35.54
Casual Student Association Officer (per hour) (Dept. Formula)	-	Per hour 35.33	Per hour 36.74	Per hour 38.21	Per hour 39.74
Engaged for periods of not less than 3 hours and be paid as such. Rates include a 15% loading in lieu of all leave entitlements excluding LSL and 1/12th annual leave					

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

Surveyors, Trigonometrical Surveyors and Cartographic Surveyors, Various Departments					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
<b>Grade I</b>					
1st year of service	50	48,143	50,069	52,072	54,155
2nd year of service	56	50,829	52,862	54,976	57,175
3rd year of service	63	54,480	56,659	58,925	61,282
4th year of service	70	58,341	60,675	63,102	65,626
5th year of service and thereafter	76	61,801	64,273	66,844	69,518
<b>Grade II</b>					
1st year of service	82	65,527	68,148	70,874	73,709
2nd year of service	86	68,051	70,773	73,604	76,548
3rd year of service	89	70,167	72,974	75,893	78,929
4th year of service and thereafter	92	72,208	75,096	78,100	81,224
<b>Grade III</b>					
1st year of service	97	76,064	79,107	82,271	85,562
2nd year of service	100	78,427	81,564	84,827	88,220
3rd year of service	104	81,414	84,671	88,058	91,580
4th year of service and thereafter	107	83,906	87,262	90,752	94,382
<b>Grade IV</b>					
1st year of service	112	88,113	91,638	95,304	99,116
2nd year of service	115	90,699	94,327	98,100	102,024
3rd year of service and thereafter	117	92,500	96,200	100,048	104,050
<b>Grade V</b>					
1st year of service	121	96,293	100,145	104,151	108,317
2nd year of service and thereafter	123	98,190	102,118	106,203	110,451

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

Technical Officers (Engineering)					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Grade 1					
1st year of service	48	47,196	49,084	51,047	53,089
2nd year of service	51	48,518	50,459	52,477	54,576
3rd year of service	54	49,863	51,858	53,932	56,089
4th year of service	56	50,829	52,862	54,976	57,175
5th year of service	59	52,324	54,417	56,594	58,858
Grade 2					
1st year of service	64	55,010	57,210	59,498	61,878
2nd year of service	66	56,128	58,373	60,708	63,136
3rd year of service	68	57,117	59,402	61,778	64,249
4th year of service	70	58,341	60,675	63,102	65,626
Grade 3					
1st year of service and thereafter	77	62,330	64,823	67,416	70,113
Senior Technical Officer					
Grade 1					
1st year of service	75	61,128	63,573	66,116	68,761
2nd year of service	77	62,330	64,823	67,416	70,113
3rd year of service	80	64,250	66,820	69,493	72,273
Grade 2					
1st year of service	83	66,166	68,813	71,566	74,429
2nd year of service	86	68,051	70,773	73,604	76,548
Grade 3					
	90	70,862	73,696	76,644	79,710

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

Technical Surveyors, All Departments					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Assistant Technical Surveyors					
1st year of service	2	20,095	20,899	21,735	22,604
2nd year of service	5	23,852	24,806	25,798	26,830
3rd year of service	7	27,055	28,137	29,262	30,432
4th year of service	11	32,723	34,032	35,393	36,809
5th year of service	17	35,266	36,677	38,144	39,670
6th year of service	20	36,229	37,678	39,185	40,752
7th year of service	23	37,762	39,272	40,843	42,477
8th year of service	25	38,448	39,986	41,585	43,248
9th year of service	28	39,400	40,976	42,615	44,320
10th year of service	32	40,857	42,491	44,191	45,959
11th year of service	36	42,338	44,032	45,793	47,625
12th year of service	40	43,903	45,659	47,485	49,384
13th year of service	46	46,320	48,173	50,100	52,104
14th year of service	49	47,682	49,589	51,573	53,636
15th year of service	52	49,012	50,972	53,011	55,131
16th year of service	55	50,356	52,370	54,465	56,644
Officer with HSC at 19 paid not less than	9	30,656	31,882	33,157	34,483

Technical Surveyor Grade 1					
1st year of service	58	51,784	53,855	56,009	58,249
2nd year of service	61	53,344	55,478	57,697	60,005
3rd year of service	64	55,010	57,210	59,498	61,878
4th year of service	67	56,701	58,969	61,328	63,781
Grade 2					
1st year of service	73	60,041	62,443	64,941	67,539
2nd year of service	76	61,801	64,273	66,844	69,518
3rd year of service	80	64,250	66,820	69,493	72,273
4th year of service	83	66,166	68,813	71,566	74,429
Grade 3					
1st year of service	88	69,468	72,247	75,137	78,142
2nd year of service	91	71,546	74,408	77,384	80,479

**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	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Grade 1					
Year 1	59	52,324	54,417	56,594	58,858
Thereafter	60	52,810	54,922	57,119	59,404
Grade 2					
Year 1	62	53,847	56,001	58,241	60,571
Thereafter	63	54,480	56,659	58,925	61,282
On call allowance	-	198.00	205.90	214.10	222.70

**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	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
Timekeeper and/or Storekeeper Grade I					
1st year of service	34	41,575	43,238	44,968	46,767
2nd year of service	37	42,743	44,453	46,231	48,080
Grade II					
1st year of service	39	43,543	45,285	47,096	48,980
2nd year of service	42	44,745	46,535	48,396	50,332
Assistant to Supervisory Timekeeper On Appointment	43	45,188	46,996	48,876	50,831
Special Grade					
1st year of service	45	45,967	47,806	49,718	51,707
2nd year of service	46	46,320	48,173	50,100	52,104



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

Tracers, Various Departments					
Classification and Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
<b>General Scale</b>					
1st year of service or under 17	2	20,095	20,899	21,735	22,604
2nd year of service or 17	4	22,429	23,326	24,259	25,229
3rd year of service or 18	6	25,452	26,470	27,529	28,630
4th year of service or 19	8	28,908	30,064	31,267	32,518
5th year of service or 20	10	32,424	33,721	35,070	36,473
6th year of service or 21	17	35,266	36,677	38,144	39,670
7th year of service	19	35,925	37,362	38,856	40,410
8th year of service	23	37,762	39,272	40,843	42,477
9th year of service	25	38,448	39,986	41,585	43,248
<b>Grade 1</b>					
1st year of service	26	38,759	40,309	41,921	43,598
2nd year of service	28	39,400	40,976	42,615	44,320
<b>Grade 2</b>					
1st year of service	31	40,466	42,085	43,768	45,519
2nd year of service	33	41,189	42,837	44,550	46,332
<b>Grade 3</b>					
1st year of service	35	41,912	43,588	45,332	47,145
2nd year of service	37	42,743	44,453	46,231	48,080
<b>Grade 4</b>					
1st year of service	39	43,543	45,285	47,096	48,980
2nd year of service	40	43,903	45,659	47,485	49,384

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

Department of Education and Training/TAFE					
Classification	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	1.7.09 Per annum +4% \$	1.7.10 Per annum +4% \$
<b>Non-Graduate</b>					
1st year	41	44,396	46,172	48,019	49,940
2nd year	47	46,807	48,679	50,626	52,651
3rd year	52	49,012	50,972	53,011	55,131
4th year	57	51,277	53,328	55,461	57,679
5th year	62	53,847	56,001	58,241	60,571
6th year	66	56,128	58,373	60,708	63,136
7th year	79	57,772	60,083	62,486	64,985
8th year	71	58,925	61,282	63,733	66,282
<b>Graduate</b>					
1st year	43	45,188	46,996	48,876	50,831
2nd year	48	47,196	49,084	51,047	53,089
3rd year	54	49,863	51,858	53,932	56,089
4th year	60	52,810	54,922	57,119	59,404
5th year	66	56,128	58,373	60,708	63,136

6th year	71	58,925	61,282	63,733	66,282
7th year	75	61,128	63,573	66,116	68,761
8th year	79	63,561	66,103	68,747	71,497
9th year	84	66,749	69,419	72,196	75,084
Senior Visual Aids Officer					
1st year	81	64,827	67,420	70,117	72,922
2nd year	85	67,448	70,146	72,952	75,870
3rd year	89	70,167	72,974	75,893	78,929
4th year	94	73,750	76,700	79,768	82,959

M. J. WALTON *J, Vice-President.*

P. J. SAMS *D.P.*

J. P. MURPHY, Commissioner.

J. McLEAY, Commissioner.

---

Printed by the authority of the Industrial Registrar.

(385)

SERIAL C6829

**CROWN EMPLOYEES (PUBLIC SECTOR - SALARIES 2008) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Director of Public Employment.

(No. IRC 2047 of 2008)

Before The Honourable Justice Boland, President

13 November 2008

**VARIATION**

1. Delete the Translation Table for Clerical Officer of the award made 16 October 2008 and insert in lieu thereof the following:

**Translation Table for Clerical Officer**

Employees under the Clerical Officers Agreement 2515 of 1988 and Determination No. 877 of 1989 will translate to the classification in the Crown Employees (Administrative and Clerical Officers - Salaries) Award 2007, in accordance with this table, effective from 13 November 2008.

Clerical Officer, All Departments					
Classification & Grades	Common Salary Point	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	Administrative and clerical officer classification on translation eff. from 13 November 2008 \$	From 13 November 2008 \$
<b>Grade 1</b>					
<b>Group A</b>					
1st year of service under 17	1	18,832	19,585	Clerks General Scale step 1	23,326
2nd year of service or 17	4	22,429	23,326	Clerks General Scale step 1	23,326
3rd year of service or 18	6	25,452	26,470	Clerks General Scale step 2	26,470
4th year of service or 19	9	30,656	31,882	Clerks General Scale step 4	31,882
5th year of service or 20	11	32,723	34,032	Clerks General Scale step 5	34,032
6th year of service	17	35,266	36,677	Clerks General Scale step 6	36,677
7th year of service	20	36,229	37,678	Clerks General Scale step 7	37,678
8th year of service	23	37,762	39,272	Clerks General Scale step 8	39,272
9th year of service	25	38,448	39,986	Clerks General Scale step 9	39,986
10th year of service	28	39,400	40,976	Clerks General Scale step 10	40,976
<b>Group B</b>					
1st year of service under 17	2	20,095	20,899	Clerks General Scale step 1	23,326
2nd year of service or 17	4	22,429	23,326	Clerks General Scale step 1	23,326

3rd year of service or 18	6	25,452	26,470	Clerks General Scale step 3	28,137
4th year of service or 19	9	30,656	31,882	Clerks General Scale step 4	31,882
5th year of service or 20	11	32,723	34,032	Clerks General Scale step 5	34,032
6th year of service	17	35,266	36,677	Clerks General Scale step 6	36,677
7th year of service	20	36,229	37,678	Clerks General Scale step 7	37,678
8th year of service	23	37,762	39,272	Clerks General Scale step 8	39,272
9th year of service	25	38,448	39,986	Clerks General Scale step 9	39,986
10th year of service	28	39,400	40,976	Clerks General Scale step 10	40,976
Minimum rate at 21	17	35,266	36,677	Clerks General Scale step 6	36,677
Grade 1/2 Group C					
1st year of service under 17	3	21,154	22,000	Clerks General Scale step 1	23,326
2nd year of service or 17	6	25,452	26,470	Clerks General Scale step 2	26,470
3rd year of service or 18	9	30,656	31,882	Clerks General Scale step 4	31,882
4th year of service or 19	11	32,723	34,032	Clerks General Scale step 5	34,032
5th year of service or 20	17	35,266	36,677	Clerks General Scale step 6	36,677
6th year of service	20	36,229	37,678	Clerks General Scale step 7	37,678
7th year of service	23	37,762	39,272	Clerks General Scale step 8	39,272
8th year of service	25	38,448	39,986	Clerks General Scale step 9	39,986
9th year of service	28	39,400	40,976	Clerks General Scale step 10	40,976
10th year of service	32	40,857	42,491	Clerks General Scale step 11	42,491
11th year of service	36	42,338	44,032	Clerks General Scale step 12	44,032
12th year of service	40	43,903	45,659	Clerks General Scale step 13	45,659
Group D only					
1st year of service or 17	9	30,656	31,882	Clerks General Scale step 4	31,882
2nd year of service or 17	11	32,723	34,032	Clerks General Scale step 5	34,032
3rd year of service or 18	17	35,266	36,677	Clerks General Scale step 6	36,677
4th year of service or 19	20	36,229	37,678	Clerks General Scale step 7	37,678
5th year of service or 20	23	37,762	39,272	Clerks General Scale step 8	39,272
6th year of service	25	38,448	39,986	Clerks General Scale step 9	39,986
7th year of service	28	39,400	40,976	Clerks General Scale step 10	40,976

8th year of service	32	40,857	42,491	Clerks General Scale step 11	42,491
9 <sup>th</sup> year of service	36	42,338	44,032	Clerks General Scale step 12	44,032
10th year of service	40	43,903	45,659	Clerks General Scale step 13	45,659
*Minimum rate for HSC at 19 years of age	9	30,656	31,882	Clerks General Scale step 4	31,882
Minimum rate at 21	20	36,229	37,678	Clerks General Scale step 7	37,678
Grade 3					
1st year of service	46	46,320	48,173	Clerk Grade 1 1st year of service	48,173
2nd year of service	49	47,682	49,589	Clerk grade 1 thereafter	49,589
Grade 3/4					
1st year of service	46	46,320	48,173	Clerk Grade 1 1st year of service	48,173
2nd year of service	49	47,682	49,589	Clerk grade 1 thereafter	49,589
3rd year of service	52	49,012	50,972	Clerk Grade 2 1st year of service	50,972
4th year of service	55	50,356	52,370	Clerk grade 2 hereafter	52,370
Grade 4					
1st year of service	52	49,012	50,972	Clerk Grade 2 1st year of service	50,972
2nd year of service	55	50,356	52,370	Clerk grade 2 hereafter	52,370
Grade 5					
1st year of service	58	51,784	53,855	Clerk Grade 3 1st year of service	53,855
2nd year of service	61	53,344	55,478	Clerk grade 3 hereafter	55,478
Grade 6					
1st year of service	64	55,010	57,210	Clerk Grade 4 1st year of service	57,210
2nd year of service	67	56,701	58,969	Clerk grade 4 hereafter	58,969
Grade 7					
1st year of service	75	61,128	63,573	Clerk Grade 5 1st year of service	63,573
2nd year of service	78	63,056	65,578	Clerk grade 5 hereafter	65,578
Grade 8					
1st year of service	82	65,527	68,148	Clerk Grade 6 1st year of service	68,148
2nd year of service	85	67,448	70,146	Clerk grade 6 hereafter	70,146

2. Delete the " Crown Employees (Administrative and Clerical Officers - Salaries) Award 2007" in Part B Monetary Rates - and insert in lieu thereof the following:

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

Classification and Grades	Administrative and Clerical Officer				
	Common Salary Point	1.7.07 Per annum	1.7.08 Per annum	1.7.09 Per annum	1.7.10 Per annum
		\$	\$	\$	\$
Clerks General Scale					
Clerks General Scale step 1	4	22,429	23,326	24,259	25,229
Clerks General Scale step 2	6	25,452	26,470	27,529	28,630
Clerks General Scale step 3 - 1st year of service or 18 years	7	27,055	28,137	29,262	30,432
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	30,656	31,882	33,157	34,483
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	32,723	34,032	35,393	36,809
Clerks General Scale step 6 - Minimum for employee 21 years of age	17	35,266	36,677	38,144	39,670
Clerks General Scale step 7	20	36,229	37,678	39,185	40,752
Clerks General Scale step 8	23	37,762	39,272	40,843	42,477
Clerks General Scale step 9	25	38,448	39,986	41,585	43,248
Clerks General Scale step 10	28	39,400	40,976	42,615	44,320
Clerks General Scale step 11	32	40,857	42,491	44,191	45,959
Clerks General Scale step 12	36	42,338	44,032	45,793	47,625
Clerks General Scale step 13	40	43,903	45,659	47,485	49,384
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	-	45,781	47,612	49,516	51,497
Grade 1					
1st year of service	46	46,320	48,173	50,100	52,104
Thereafter	49	47,682	49,589	51,573	53,636
Grade 2					
1st year of service	52	49,012	50,972	53,011	55,131
Thereafter	55	50,356	52,370	54,465	56,644

Grade 3					
1st year of service	58	51,784	53,855	56,009	58,249
Thereafter	61	53,344	55,478	57,697	60,005
Grade 4					
1st year of service	64	55,010	57,210	59,498	61,878
Thereafter	67	56,701	58,969	61,328	63,781
Grade 5					
1st year of service	75	61,128	63,573	66,116	68,761
Thereafter	78	63,056	65,578	68,201	70,929
Grade 6					
1st year of service	82	65,527	68,148	70,874	73,709
Thereafter	85	67,448	70,146	72,952	75,870
Grade 7					
1st year of service	88	69,468	72,247	75,137	78,142
Thereafter	91	71,546	74,408	77,384	80,479
Grade 8					
1st year of service	95	74,527	77,508	80,608	83,832
Thereafter	98	76,896	79,972	83,171	86,498
Grade 9					
1st year of service	101	79,188	82,356	85,650	89,076
Thereafter	104	81,414	84,671	88,058	91,580
Grade 10					
1st year of service	108	84,738	88,128	91,653	95,319
Thereafter	111	87,263	90,754	94,384	98,159
Grade 11					
1st year of service	116	91,589	95,253	99,063	103,026
Thereafter	120	95,472	99,291	103,263	107,394
Grade 12					
1st year of service	126	101,454	105,512	109,732	114,121
Thereafter	130	105,923	110,160	114,566	119,149

2. This variation shall take effect on and from 13 November 2008.

R. P. BOLAND J, *President*

---

Printed by the authority of the Industrial Registrar.

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

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(Nos. IRC 445 and 879 of 2008)

Before the Honourable Justice Walton, Vice-President  
Mr Deputy President Sams  
Commissioner Murphy  
Commissioner McLeay

16 October 2008

**AWARD**

**PART A**

**1. Arrangement**

PART A

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

Schedule A - List of Awards

Schedule B - List of Allowances

PART B

MONETARY RATES

**2. Definitions**

- (1) "Authority" shall mean the Roads and Traffic Authority Division of the Government Service of New South Wales established under Chapter 1A of the *Public Sector Employment and Management Act 2002* (NSW).
- (2) "Employee" shall mean a person to whom this Award applies.
- (3) "Association" shall mean the Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales.
- (4) "2007 Award" means the Crown Employees (Public Sector - Salaries 2007) Award made by the Industrial Relations Commission of New South Wales and published on 30 March 2007 (362 I.G. 404).



- (5) "DPE" shall mean the Director of Public Employment, as established under the *Public Sector Employment and Management Act 2002*.

### 3. Salaries

- (i) The salaries under this Award are payable to Employees appointed to or performing the duties of any of the classifications covered by the Awards, Agreements and Determinations listed in Schedule A to this Award.
- (ii) The salaries payable are prescribed in Part B, Monetary Rates, of this Award.
- (iii) The salaries prescribed in Part B reflect increases to the salaries paid under the 2007 Award of:
- (a) 4% to salaries contained in those Awards, Agreements and Determinations listed in Schedule A and payable with effect from the first full pay period to commence on or after 1 July 2008; and
  - (b) a further 4% to salaries paid under paragraph (a) of this subclause, payable with effect from the first full pay period to commence on or after 1 July 2009; and
  - (c) a further 4% 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 2010.
- (iv) The salary increases referred to in paragraphs (a) of subclause (iii) of this clause, insofar as they apply from the first full pay period on or after 1 July 2008 and have retrospective effect, shall only be paid to those employees who are employed as at the date of the making of this Award.

### 4. Allowances

- (i) The allowances specified in Schedule B and payable under the Awards and agreements in Schedule A are subject to adjustment in line with the salary increases in clause 3, Salaries of this Award.
- (ii) In addition to the allowances referred to 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) permanent full-time and part-time employees;
  - (b) temporary employees, subject to the Authority's convenience; and
  - (c) casual employees, subject to the Authority'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 Authority, 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 DPE; and
  - (b) an amount equal to the difference between the employee's salary, and the amount specified by the Authority 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 Authority 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 Authority'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) *Superannuation Act 1916*;
  - (b) *State Authorities Superannuation Act 1987*; or
  - (c) *State Authorities Non-contributory Superannuation Act 1987*,
- the Authority 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 Authority 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 Authority 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 Authority 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 Authority 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. Conditions of Employment**

- (i) The parties agree that they will have further discussions and negotiations regarding the conditions of employment which will apply to the employees covered by this award with the objective of achieving consolidated conditions of employment for all employees to be provided for in this award.
- (ii) Subject to the outcome of discussions and negotiations referred to in subclause (i) of this clause existing conditions of employment as provided for in the instruments set out in Schedule A of this Award and applicable policies of the Authority and agreements between the parties shall continue to apply.
- (iii) This Award provides pay increases of 4% with effect from the first full pay period that commenced on or after 1 July 2008, a further increase of 4% with effect from the first full pay period to commence on or after 1 July 2009, and a further increase of 4% with effect from the first full pay period to commence on or after 1 July 2010.
- (iv) These increases arise from the agreement of the parties contained in the Memorandum of Understanding between the NSW Government and the Association for the period 1 July 2008 to 30 June 2011 entered into on 2 October 2008 ("Memorandum of Understanding").
- (v) The pay increases under this Award are provided on the basis of the "no extra claims" commitment contained in clause 8 of the Memorandum of Understanding, provided that this shall not prevent the parties from applying for the award changes identified in the Memorandum of Understanding or subclause (i) of this clause.

#### **7. Dispute Settling Procedure**

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

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

- (v) In the event that the matter remains unresolved, the Authority 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.
- (vi) An employee, at any stage, may request to be represented by an Association representative.
- (vii) The employee, or the Association on their behalf, or the Authority may refer the matter to the Industrial Relations Commission of New South Wales if the matter is unresolved following the use of these procedures.
- (viii) The employee, Association, and the Authority 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.
- (ix) Whilst the procedures are being followed, normal work undertaken prior to notification of the grievance or dispute shall continue unless otherwise agreed between the parties, or, in the case of a dispute involving Occupational Health and Safety, if practicable, normal work shall proceed in such a manner as to avoid any risk to the health and safety of any employee or member of the public.

### 8. Anti-Discrimination

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

#### NOTES

- (i) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- (ii) Section 56(d) of the *Anti-Discrimination Act 1977* provides:

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

**9. Area, Incidence and Duration**

- (i) This Award shall apply to Employees appointed to or performing the duties of any of the classifications covered by the Awards, Agreements and Determinations listed in Schedule A of this Award.
- (ii) This Award shall take effect on and from 1 July 2008 and shall remain in force until 30 June 2011.

**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, Agreements and Determinations:**

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

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

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

Inspectors Vehicle Regulation - Industrial Instrument 8411 of 1990.

**SCHEDULE B****LIST OF ALLOWANCES**

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

**PART B****MONETARY RATES****AWARDS****Crown Employees (Roads and Traffic Authority of New South Wales - Salaried Staff) Award**

Classification and Grades	1.7.07 Per annum \$	1.7.08 Per annum \$	1.7.09 Per annum \$	1.7.10 Per annum \$
RTA Salaried Staff				
Grade 1	28,908 31,706 36,249	30,064 32,974 37,699	31,267 34,293 39,207	32,518 35,665 40,775
Grade 2	38,230 39,964 41,452	39,759 41,563 43,110	41,349 43,226 44,834	43,003 44,955 46,627
Grade 3	44,013 46,076 48,223	45,774 47,919 50,152	47,605 49,836 52,158	49,509 51,829 54,244
Grade 4	49,694 51,642 53,674	51,682 53,708 55,821	53,749 55,856 58,054	55,899 58,090 60,376
Grade 5	55,518 57,313 58,346	57,739 59,606 60,680	60,049 61,990 63,107	62,451 64,470 65,631
Grade 6	59,626 61,436 63,447	62,011 63,893 65,985	64,491 66,449 68,624	67,071 69,107 71,369
Grade 7	64,827 67,115 68,418	67,420 69,800 71,155	70,117 72,592 74,001	72,922 75,496 76,961
Grade 8	71,225 74,117 76,431	74,074 77,082 79,488	77,037 80,165 82,668	80,118 83,372 85,975
Grade 9	79,947 82,244 85,945	83,145 85,534 89,383	86,471 88,955 92,958	89,930 92,513 96,676
Grade 10	88,113 91,589 96,293	91,638 95,253 100,145	95,304 99,063 104,151	99,116 103,026 108,317
Grade 11	99,269 103,591 105,923	103,240 107,735 110,160	107,370 112,044 114,566	111,665 116,526 119,149
Grade 12	112,122 115,395 119,426	116,607 120,011 124,203	121,271 124,811 129,171	126,122 129,803 134,338
Grade 13	122,990 126,177 132,224	127,910 131,224 137,513	133,026 136,473 143,014	138,347 141,932 148,735

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

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

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

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

Inspectors Vehicle Regulation - Industrial Instrument 8411 of 1990.

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

M. J. WALTON *J, Vice-President.*  
P. J. SAMS *D.P.*  
J. P. MURPHY, Commissioner.  
J. McLEAY, Commissioner.

---

Printed by the authority of the Industrial Registrar.

## CROWN EMPLOYEES (ROADS AND TRAFFIC AUTHORITY OF NEW SOUTH WALES - WAGES STAFF) AWARD 2008

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(Nos. IRC 982 and 1001 of 2008)

Before The Honourable Justice Boland, President

4 March 2009

### AWARD

#### Arrangement

#### PART A

Clause No.	Subject Matter
1.	Title
2.	Parties to the Award
3.	Enterprise bargaining infrastructure
3.1	RTA's Single Bargaining Unit (SBU)
3.2	Regional Consultative Groups
3.2.1	Project teams
3.2.2	Wages staff task groups
3.2.3	General principles
4.	Terms of employment
4.1	School Based Apprentices
4.2	General terms
4.3	Working hours
4.3.1	Normal work cycle
4.3.2	Flexible arrangements
4.3.3	Continuous work patterns
4.3.4	Accrued day off
4.3.5	General
4.3.6	Sydney Harbour Bridge maintenance staff
4.3.7	Averaged Work Pattern
4.3.8	Part-time employment
4.4	Shift work
4.4.1	General
4.4.2	Traffic signals technicians' assistants
4.4.3	Traffic emergency patrollers
4.4.4	Tow Truck Staff
4.5	Secure Employment
4.5.1	Objective of this Clause
4.5.2	Casual Conversion
4.5.3	Occupational Health and Safety
4.5.4	Disputes Regarding the Application of this Clause
4.5.5	Non Application
5.	Payments
5.1	Rates of pay
5.1.1	Duration & operative dates for future increases



- 5.1.2 General
- 5.1.3 Apprentices
- 5.1.4 Trainees
- 5.1.5 Traffic signals technicians' assistants
- 5.1.6 Truck drivers
- 5.1.7 Sydney Harbour Bridge (SHB) maintenance staff
- 5.2 Allowances
  - 5.2.1 Operative dates of other rates and allowances
  - 5.2.2 General
  - 5.2.3 Lead paint removal allowance
  - 5.2.4 Asbestos materials allowance
  - 5.2.5 Asbestos eradication allowance
  - 5.2.6 Asphalt plant repairs allowance
  - 5.2.7 Long/wide loads allowance
  - 5.2.8 Mechanical trades remote and servicing allowances
- 5.3 Higher duties
- 5.4 Overtime
  - 5.4.1 General
  - 5.4.2 Cribs
  - 5.4.3 On call
  - 5.4.4 Call out and call back
  - 5.4.5 Standing by (Snow clearing - Cooma)
  - 5.4.6 Meal allowance
- 5.5 Payment of wages and termination of employment
- 6. Leave
  - 6.1 General
  - 6.2 Holidays
    - 6.2.1 Public holidays
    - 6.2.2 Union picnic day
    - 6.2.3 Local public holidays
  - 6.3 Annual leave
    - 6.3.1 General
    - 6.3.2 Annual close down
    - 6.3.3 Shift workers
    - 6.3.4 Annual leave loading
  - 6.4 Long service leave
    - 6.4.1 General
    - 6.4.2 Effect of approved leave without pay on LSL entitlements
    - 6.4.3 Taking of long service leave
    - 6.4.4 Sick leave while on long service leave
    - 6.4.5 Public holidays while on long service leave
    - 6.4.6 Payment or transfer of long service leave on termination
  - 6.5 Sick leave
    - 6.5.1 General
    - 6.5.2 Leave and workers' compensation claims
    - 6.5.3 Illness while on annual leave
  - 6.6 Maternity leave
  - 6.7 Adoption leave
  - 6.8 Parental leave
  - 6.9 Communication during maternity, adoption or parental leave

- 6.10 Rights of request during maternity, adoption or parental leave
- 6.11 Family and community service leave
- 6.12 Study leave
- 6.13 Examination and pre-examination leave
- 6.14 Military leave
- 6.15 Special leave
- 7. Travel/Accommodation
  - 7.1 Fares and travelling
    - 7.1.1 Fares
    - 7.1.2 Travelling Allowance
    - 7.1.3 Transport provided by the RTA
  - 7.2 Distant work
  - 7.3 Amenities
    - 7.3.1 General
    - 7.3.2 Sydney Harbour Bridge maintenance staff
  - 7.4 Tea breaks and drinking water
- 8. Other conditions
  - 8.1 First aid
  - 8.2 Union contributions
  - 8.3 Union representatives
  - 8.4 Certificates and licences
  - 8.5 Work apparel
    - 8.5.1 General
    - 8.5.2 Protective clothing
  - 8.6 Tools
    - 8.6.1 Issue
    - 8.6.2 Insuring tools
  - 8.7 Grievance resolution and dispute settlement
    - 8.7.1 Grievance resolution
    - 8.7.2 Dispute settlement
    - 8.7.3 Disputes relating to OHS issues
  - 8.8 Anti-discrimination
- 9. No extra claims
- 10. Area incidence and duration

## PART B

### MONETARY RATES

Table 1 - Rates of Pay - Non Trades

Rates of Pay - Trades

Rates of Pay - Apprentices

Table 2 - Other Rates and Allowances

### Appendix A: Workplace reform

- 1. Benchmarking
- 2. Process improvement
- 3. Performance Planning and feedback
- 4. Conditions of employment
- 5. Occupational health and safety
- 6. Consultation on excess staff
- 7. Contractors' protocol
- 8. Agreed procedures for market testing and contracting out
- 9. Unplanned absenteeism (sick leave)

10. Consultation
11. Communication
12. Field Input Data Operation (FIDO)
13. Alliance model/contracting of works

Appendix B: Definitions

Appendix C: Market Testing and Contracting Out Principles, Definitions and Consultative Process

1. Principles
  - 1.1 Selection of an area of work to market test
  - 1.2 Conduct of market testing projects
  - 1.3 Management of an area of work after market testing
2. Definitions
3. Consultative process

## PART A

### 1 Title

This Award is known as the Crown Employees (Roads and Traffic Authority of New South Wales - Wages Staff) Award 2008. The terms of this Award apply to all wages staff of the Roads and Traffic Authority, except those employed at Broken Hill who are covered by a separate Agreement with the Barrier Industrial Council under Chapter 1A of the *Public Sector Employment and Management Act 2002*.

### 2 Parties. to the Award

The parties bound by the Award are the Roads and Traffic Authority (hereinafter called the "RTA") and:

The Australian Workers' Union, New South Wales

Construction, Forestry, Mining and Energy Union (Construction & General Division) NSW Divisional Branch

Electrical Trades Union of Australia, New South Wales Branch

Transport Workers' Union of Australia (New South Wales Branch)

Automotive, Food, Metals, Engineering, Printing and Kindred Industries Union, NSW Branch

New South Wales Plumbers and Gasfitters Employees Union

Hereinafter, parties other than the RTA are called "unions".

### 3. Enterprise Bargaining Infrastructure

Implementation of continuous improvement is based on consultation. The following bodies assist in facilitating a consultative and participative approach.

#### 3.1 RTA's Single Bargaining Unit (SBU)

A joint advisory group, to be called the Single Bargaining Unit, consisting of nominated representatives from the unions, Unions NSW and RTA management meets regularly and continues to oversee the development, negotiation and implementation of an agreed enterprise arrangement to ensure:

a consistent approach

an effective implementation process in order to achieve the agreed outcomes within the allotted time frames

the achievement of sustainable and measurable productivity improvements.

### 3.2 Regional Consultative Groups

Regional Consultative Groups exist in each regional area of the Operations and Services Directorate and include both RTA nominees and union nominated wages staff.

The groups' role is to continue to promote positive cooperation in overseeing the implementation of each of the RTA's workplace reform agenda areas within the regions and to resolve any localised issues including industrial problems that arise during the implementation process.

The groups provide regular minutes/reports to, and as requested by, the SBU and refer any problems which cannot be resolved at the regional level to the SBU for determination.

#### 3.2.1 Project teams

Project teams are established, if required, to oversee the technical development and implementation of the RTA's workplace reform agenda items.

Project teams are under the managerial control of an RTA Project Manager and include both RTA and union nominated wages staff representatives.

The project teams provide regular reports to, and as requested by, the SBU and refer any problems which cannot be resolved at the project level to the SBU for determination.

#### 3.2.2 Wages staff task groups

Wages staff task groups are established as required to research and provide recommendations in line with the agreed terms of reference.

#### 3.2.3 General principles

The SBU, project teams and regional consultative groups circulate the minutes of their respective meetings to relevant staff.

Wages staff representatives assigned to a project team, task group or regional consultative group are released from their normal duties, as required, to carry out the responsibilities to which they have been assigned. Should any problems arise related to such release, they are referred to the SBU.

Regional consultative groups:

are chaired (to be shared) by the union and RTA staff representatives

develop and implement a communication plan to ensure that directorate staff are kept fully informed of the work of the group and the ongoing implementation of the enterprise bargaining process across the directorate.

The SBU, project teams and regional consultative groups are able to second a wages staff member to the respective body if such staff member has special expertise relevant to the issue(s) being considered.

Nominated representatives and group members have agreed to relevant training to assist them in their roles.

The SBU, project teams, task groups and regional consultative groups are appropriately resourced in regard to clerical backup, time, provision of information and other identified needs.

#### 4. Terms of Employment

##### 4.1 School Based Apprentices

(a) Definition

A school based apprentice is an employee who is undertaking an apprenticeship under a training contract while also enrolled in the Higher School Certificate.

(b) Wages

(i) The hourly rates for full time apprentices as set out in this Award shall apply to school based apprentices for the total hours worked including time deemed to be spent in off-the-job training.

(ii) For the purposes of subclause (b) (i) of this clause, where a school based apprentice is a full time school student, the time spent in off-the-job training for which the school based apprentice is paid is deemed to be 25 per cent of the actual hours worked on the job each week.

(iii) The wages paid for training time may be averaged over the school term or year.

(iv) Where this Award specifies a weekly rate for full time apprentices, the hourly rate shall be calculated by dividing the applicable weekly rate by 38.

(c) Progression through the Wage Structure

(i) School based apprentices progress through the wage scale at the rate of 12 months' progression for each two years of employment as an apprentice.

(ii) The rates of pay are based on a standard apprenticeship of four years. The rate of progression reflects the average rate of skill acquisition expected from the typical combination of work and training for a school based apprentice undertaking the applicable apprenticeship.

(d) Conversion from a school based apprentice to a full time apprenticeship

Where an apprentice converts from a school based to a full-time apprenticeship, all time spent as a full-time apprentice counts for the purpose of progression through the wage scale set out in this Award. This progression applies in addition to the progression achieved as a school base apprentice.

(e) Conditions of employment

Except as provide by this clause, school based apprentices are entitled to pro rata entitlements of all other conditions of employment contained in this Award.

##### 4.2 General terms

(a) You are employed on a weekly basis, unless otherwise specified.

(b) If you are a new employee, you must complete a probationary period which is:

the first three months of your employment

on a daily basis during that period

at the appropriate weekly rate

able to be terminated at one day's notice from either party (you or RTA).

(c) You are paid for any holidays that occur during your probationary period.

(d) You may be engaged on a limited duration basis either for:

a term not less than three months and generally not exceeding 12 months, or

the duration of a project with anticipated starting and finishing dates.

As a limited duration employee you receive the pay rates and conditions of employment provided in this Award.

If your limited duration employment exceeds 12 months, the unions reserve the right to raise the issue of "permanent employment status" for you, unless you are employed for a specific project.

(e) You may be engaged on a casual basis either:

for short terms or emergency projects

where you are required intermittently over a specified period of time (eg. for traffic control)

for a minimum period of three hours per engagement

for a continuous period not longer than three months.

As a casual employee you are paid:

the appropriate base rate plus 20% casual loading to compensate for all leave except long service leave

allowances provided for in this Award

for time worked outside ordinary hours, at overtime rates plus 20%.

(f) As an RTA employee, you must carry out duties that:

you have the skills, competence and training to undertake and are safe to perform

are within the classification structure of this Award

do not promote de-skilling.

(g) If directed by the RTA, you must use the tools, plant and equipment for which you are trained.

(h) The RTA may require you to move from one work group to another to meet work requirements. Generally, these changes in location will be limited to work groups within 100 km. If the movement involves a change in location over 100 km, your agreement to the change will be sought and you will be paid the appropriate entitlements as set out in clause 7, Travel/Accommodation. While performing these duties you will maintain your existing classification under the Wages Classification Structure, except where you are performing higher graded work under the provisions of subclause 5.3 - Higher Duties.

Nothing in this paragraph (h) prevents the RTA from applying the distant work provisions set out in clause 7.2 Distant Work, for crews or gangs, who for work reasons are required to live away from their usual place of residence.

- (i) If you are absent from work you lose your pay for the period of time that you were absent unless the paid leave provisions apply (for further details governing leave provisions, refer to Section 6 of this Award).
- (j) If you arrive at work late or leave work early, your working time is calculated to the nearest 0.1 of an hour (ie. 6 minutes). The same calculation is used for overtime.
- (k) After the probationary period referred to in 4.2.(b), your employment can be terminated at any time as follows:
  - by one week's notice on either side, or
  - by the payment or forfeiture of one week's wages
  - without notice for misconduct.
- (l) If you are terminated "without notice" you are paid wages up to the time of termination only.
- (m) If you are on a week's notice and during that time are absent from work without permission, it will be considered that you have abandoned your employment.
- (n) The RTA may deduct wages for any day that you cannot be usefully employed, due to strikes, work stoppages or any cause for which the RTA cannot reasonably be held responsible (not including wet weather), and where any other reasonable alternative duties are not available.
- (o) If you are an apprentice or a trainee and you lose time for any reason not considered satisfactory by the RTA, the RTA is entitled to deduct an amount proportionate to that time from your weekly wage.
- (p) If you are a "non-trades" employee, your pay rate includes an amount for being required to work in inclement weather.

#### 4.3 Working Hours

##### 4.3.1 Normal work cycle

- (a) Your contract of employment is based on 38 ordinary hours worked each week.
- (b) A normal working cycle consists of 152 hours and is:

19 working days within a 20 day, four week period, and

eight hours worked each day between 6.00 am and 6.00 pm. However, your normal commencement time may be altered by agreement with your local manager and the majority of staff to allow you to commence your ordinary hours of work at 5:00 am. The reason for such a change may include, wanting to leave work early on a day before a gazetted public or local public holiday or if it is anticipated the day in question may be an extremely hot day.

During this cycle, 0.4 of one hour (24 minutes) of each day worked is accrued. This entitles you to one day off in each four week cycle, known as an "Accrued Day Off (ADO)". Wages for accrued time are paid in the period during which it was accrued.

Note: This provision does not apply to Sydney Harbour Bridge maintenance staff (see Clause 4.3.6 for the working hours of this group).

- (c) For accrual purposes:

each day of paid leave taken during a four week work cycle is counted as a working day

any Public Holidays occurring during the work cycle are counted as 8 hours.

- (d) You or your work group may be required by local management to change starting/finishing times and the time/hours you work for the following reasons:

geography, climate or traffic conditions,

specific works, changes to hours, days or periods of the year (whole/part of a depot/individual), or

greater flexibility.

you will be given one (1) week's notice of the change.

#### 4.3.2 Flexible arrangements

- (a) Alternatives to the normal work cycle include a:

nine day fortnight

four day week; or

any alternative work arrangements approved by management and endorsed by the Regional Consultative Group prior to implementation.

- (b) If your working time/hours are varied consistent with this subclause, you cannot work more than:

10 hours each day between 6:00 am and 6:00 pm

80 ordinary hours each fortnight.

- (c) If you work a nine day fortnight you receive one additional day off (making a total of two) in each 20 day, four week cycle.

- (d) If you work a four day week you receive three additional days off (making a total of four) in each 20 day, four week cycle.

- (e) For accrual purposes:

each day of paid leave you take during the flexible work cycle is counted as a working day

any Public Holidays occurring during the flexible work cycle are counted as 8 hours.

#### 4.3.3 Continuous work patterns

- (a) Where local management and the majority of staff agree, the ordinary hours of work may be varied to include work on Saturdays and Sundays within the average of 38 hours per week.

- (b) If work time/hours are varied consistent with this subclause, you are:



paid 50% more than your ordinary rate for the first two hours and 100% more than your ordinary time rate thereafter for work on Saturdays that forms part of the 38 hours per week average

paid 100% more than your ordinary time rate for all work on Sundays that forms part of the 38 hours per week average

not required to work on more than ten consecutive days, and

rostered off for at least four consecutive days within the two week cycle. You are not paid for these days.

#### 4.3.4 Accrued day off

- (a) By 30 September, the RTA and the unions develop an ADO calendar for the following year. In doing so, they ensure that:

ADOs fall together with Public Holidays, where appropriate

attention is given to the dates on which ADOs are observed by the Building and Construction Industry.

- (b) Once the new ADO calendar is established it may be changed if local management and the majority of staff (whole/part of a depot/individual) agree.

Consideration is given to changing the calendar so that ADOs are observed on days where road traffic is likely to significantly reduce productivity (eg. the last day of the school term or local events such as the Bathurst car races).

- (c) It is essential that local management and staff designate additional days off where flexible arrangements are implemented to best meet the anticipated needs of the RTA and to be equitable to staff.

Any additional days off should be incorporated into the ADO calendar.

- (d) Local management, in consultation with staff, may require you to carry out work on a programmed ADO, either indefinitely or for a prescribed length of time. If you work on a programmed ADO, you are:

given at least one (1) week's notice of the change

given a copy of the program of alternative ADOs

not paid penalty payments for this work, and

permitted to take an alternative working day off as your ADO (Note: This day is unpaid.)

- (e) The RTA may require you to occasionally work on an ADO if the ADO:

stops others from carrying out their work

results in other staff having to complete maintenance tasks outside normal working hours

delays a project.

If you are required to work on your ADO without the notice period outlined in 4.3.4 (d), you are:

paid at the Saturday overtime rates

permitted another day off, where practical, before the end of the next work cycle.  
You are not paid for this day.

- (f) You may accrue a maximum of five ADOs providing there is agreement between:  
the RTA and the unions on a statewide basis, or  
local management and a majority of staff (whole/part of a depot/individual).

#### 4.3.5 General

Unless you are a shift worker, you are entitled to a meal break each day. Meal breaks:

do not count as time worked

may be taken between 11:30 am and 1.30 pm

are for 30 minutes or up to one hour by agreement.

Generally, your meal break should commence not longer than 5 hours after the start of your normal work.

An exception applies if you work on roads where clearway arrangements apply. In such cases, local management and staff should discuss the daily meal break with a view to maximising working time during non-clearway hours.

#### 4.3.6 Sydney Harbour Bridge maintenance staff

- (a) This clause applies to Sydney Harbour Bridge maintenance staff only

- (b) A normal working cycle within this clause consists of:

nine working days within a 10 day, two week cycle

eight hours and 27 minutes worked each day between 6:00 am and 6:00 pm

a 30 minute meal break which includes a paid 10 minute tea break and a 20 minute unpaid break between 11:30 am and 12 noon.

During this cycle, 51 minutes of each day worked is accrued. This entitles you to one day off in each two week cycle, known as an Accrued Day Off (ADO). Wages for accrued time are paid in the period during which it was accrued.

- (c) If an ADO falls on a Public Holiday, you may take your ADO on:

the next working day

an alternative day in the same two week cycle

an alternative day in the next two week cycle.

- (d) For accrual purposes:

Each day of paid leave you take during a two week cycle is counted as a working day.

Any Public Holidays occurring during the two-week cycle are counted as eight hours.

#### 4.3.7 Averaged Work Pattern

- (a) If you are a continuous shift worker, your ordinary working hours are 38 per week which may be averaged over one or more normal work cycles depending on rostering arrangements.
- (b) Your accrued days off will be taken according to the agreed roster.

#### 4.3.8 Part-time employment

- (a) You may be employed on a part time basis subject to the needs of the RTA and in accordance with its policies and procedures for permanent part-time staff.
- (b) You may apply to work part-time and the decision to do so is voluntary. No person can be directed or placed under duress to move from full-time to part-time work, or vice versa.
- (c) Part-time staff will be employed as required.
- (d) You may work additional hours by agreement. Where you work additional hours, the additional hours will be paid as follows:

ordinary rates of pay plus a loading of 4/48ths in lieu of recreation leave for work performed up to the normal daily working hours of full-time staff performing similar duties

appropriate overtime rates for work performed in excess of the normal working hours of full-time staff performing similar duties.

- (e) Individual working arrangements will be:
  - agreed between you and the RTA.
  - set out in your appointment letter.
  - able to be varied at any time by negotiation between you and the RTA.
- (f) The wages and conditions of employment for part-time staff will be based on a pro-rata application of wages and conditions of employment contained in this Award for full-time staff performing similar duties.

### 4.4 Shift Work

#### 4.4.1 General

- (a) This clause outlines the conditions for shift work and applies to you unless you are a:

Traffic Signals Technicians Assistant

Traffic Emergency Patroller.

Sydney Harbour Bridge Tow Truck Team Leader, Driver or Attendant

The conditions for shift work applicable to these roles are detailed in subclauses 4.4.2, 4.4.3 and 4.4.4.

- (b) Shift work is worked between:

Sunday to Thursday inclusive, or

Monday to Friday inclusive.

Arrangements for working shifts are by agreement between local management and the majority of staff, provided that the choice of shift patterns does not prevent the RTA from applying the shift work provisions to complete the work required.

- (c) For the purpose of this clause only:

"Ordinary shift hours" means hours worked in accordance with subclause clauses 4.3.1 - 'Normal work cycle' and 4.3.2 - 'Flexible arrangements'. These arrangements must be agreed at a local level. Examples include:

19 working days of eight hours within a 20 day, four week cycle,

a nine day fortnight, or

a four day week.

In accordance with subclause 4.3.2, ordinary shift hours cannot be longer than ten hours.

"Continuous shift work" means work carried on with consecutive shifts of employees throughout the twenty-four hours of at least six consecutive days without interruption, except during breakdowns, meal breaks or due to unavoidable causes beyond the control of the RTA.

"Early morning shift" means any shift commencing at or after 4:00 am and before 6:00 am.

"Afternoon shift" means any shift commencing at or after 1:00 pm and before 6:00 pm.

"Night shift" means any shift commencing at or after 6:00 pm and at or before 4:00 am.

- (d) The following loadings for ordinary shift hours apply, whether worked as a single shift or as a combination of shifts:

Shift	Loading
Early morning	12.5%
Afternoon	25%
Night	50%

- (e) If your normal shift is worked between:

Monday and Friday, the Friday shift starts before and finishes after midnight Friday.

Sunday and Thursday, the Sunday shift starts before midnight Sunday.

- (f) If you work on a Saturday, Sunday or Public Holiday you are paid at overtime rates, provided that:

Friday shifts referred to in clause (e) are paid at ordinary shift rates

Sunday shifts referred to in clause (e) are paid at ordinary shift rates after midnight Sunday.

- (g) If you work in excess of the agreed ordinary shift hours on Sunday to Thursday or Monday to Friday (excluding public holidays) you are paid double-time.
  - (h) If you are required to work shift work you are given at least 48 hours notice. If your shift hours are changed, you are notified by the finishing time of your previous shift.
  - (i) You cannot work more than one ordinary shift on any one day (eg. a day shift and a night shift). If you are required to work a second shift on a given day, the second shift is paid at overtime rates.
  - (j) If you work a shift of less than five consecutive working days and it is:
    - due to your actions, you are paid normal shift rates
    - not due to your actions, you are paid overtime rates.
- ADOs and Public Holidays (including the picnic day) are counted as single days worked and form part of the calculation towards your completion of five consecutive days worked for the purpose of this subclause.
- (k) When you are on shift work, you are allowed and paid 30 minutes crib time for each shift worked. Generally, it must be taken not more than five hours after the start of the shift. This break may be taken over several periods of time which total 30 minutes.
  - (l) If you do not work a complete four week cycle you receive pro-rata accrued entitlements for each shift (or part shift) worked.
  - (m) Local management and staff will agree on the:
    - arrangements for ADOs during your work cycle
    - accumulation of ADOs (to a maximum of five).

#### 4.4.2 Traffic signals technicians' assistants

- (a) If you are a Traffic Signals Technicians' Assistant:
  - an afternoon shift finishes after 6.00 pm and at or before midnight
  - a night shift finishes after midnight and at or before 8.00 am
  - regular afternoon or night shifts apply which are a normal feature of your work, occur five nights each week and are in operation for more than four consecutive weeks.
- (b) If you work regular afternoon or night shifts, you are paid at the normal rate plus 15%. Any work other than regular afternoon or night shifts is paid as follows:
  - the first five shifts are paid at time-and-a-half
  - more than five shifts and up to four weeks are paid at the ordinary rate plus 20%
  - more than four weeks are paid at the ordinary rate plus 15%.
- (c) If you work only night shifts, you are paid at the normal rate plus 30% for each shift you work.
- (d) Saturday time is:

worked between Friday midnight and Saturday midnight

paid at time-and-a-half for normal rostered shifts.

- (e) Sunday time is:

worked between Saturday midnight and Sunday midnight

paid at double-time.

#### 4.4.3 Traffic emergency patrollers

- (a) If you are a Traffic Emergency Patrollers (TEPs), you are either a:

shift worker engaged on a combination of morning and afternoon shifts, or

continuous shift worker engaged on a 24 hour, 7 day, rotating roster.

- (b) You are not required to work more than 6 consecutive days during your roster cycle.

- (c) Your working hours and shift allowances are as follows:

Shift	Work commencing	Shift allowance
Early morning	at or after 4:00am	ordinary rate plus 12.5%
Day	at or after 6:00am	ordinary rate
Afternoon	at or after 1:00 PM	ordinary rate plus 12.5%
Night	at or after 4:00pm	ordinary rate plus 15%

- (d) You will be paid at time-and-a-half of the ordinary pay rate for all ordinary time worked on Saturday.

- (e) You will be paid at double the ordinary pay rate for all ordinary time worked on a Sunday.

- (f) You will be paid at double-time-and-a-half of the ordinary pay rate for all ordinary time worked on a Public Holiday.

- (g) You will be allowed and paid a crib break in accordance with subclause 4.4.1, paragraph (k) above.

- (h) Shift rosters operate in the following manner:

You are rostered to work shifts as required by the RTA.

Notice of shifts to be worked is given at least seven days in advance.

If less than seven days notice is given of shift changes, you are paid at the same rate as your previous shift, provided it is greater.

- (i) If you are rostered on a special or spare shift and you are directed to work another shift which:

pays a lesser pay rate, then you are entitled to retain the pay rate of your normal shift

has a greater penalty, then you are entitled to the higher pay rate based on the inclusion of the penalty for the shift you actually worked.

- (j) If you are directed to temporarily work a shift that pays a lesser pay rate, you are entitled to retain the pay rate of your normal shift.
- (k) If you are directed to work at an alternative location, you are paid the appropriate fares to the new destination, in accordance with the provision outlined in Clause 7, Travel/Accommodation.
- (l) If you are required to change your shift and/or location with less than 48 hours notice, you are paid an additional 3 hours at your ordinary/unloaded pay rate, in addition to the provisions outlined above, in recognition of any inconvenience caused by the change to your shift pattern.

#### 4.4.4 Tow Truck Staff

- (a) If you are a Tow Truck Driver or Tow Truck Attendant you are engaged on a 24 hour, 7 day, rotating roster.
- (b) Tow Truck Staff shall not be required to work more than 6 consecutive days during the roster cycle.
- (c) The working hours and shift allowances for Tow Truck Staff are as follows:

Shift	Work commencing	Shift allowance
Early morning	at or after 4:00am	ordinary rate plus 12.5%
Day	at or after 6:00am	ordinary rate
Afternoon	at or after 12 Noon	ordinary rate plus 15%
Night	at or after 6:00pm	ordinary rate plus 20%

- (d) Payment for all ordinary time worked on a Saturday shall be at the rate of time and one half of the ordinary rate of pay.
- (e) Payment for all time worked on a Sunday shall be at the rate of double the ordinary rate of pay.
- (f) Payment for all ordinary time worked on a Public Holiday shall be at the rate of double and one-half of the ordinary rate of pay.
- (g) You will be allowed and paid a crib break in accordance with subclause 4.4.1, paragraph (k) above.
- (h) Shift rosters shall operate in the following manner:

you shall be rostered to work shifts as required by the RTA.

notice shall be given of shifts to be worked at least 7 days in advance.

where notice is given of a change in shift with less than 7 days notice, any shift so worked shall be paid at the rate of the previously rostered shift, provided it is greater.

- (i) If you are rostered on a relief line and your shifts, as notified in (g) above, are changed with less than 7 days notice you will be paid at the rate of the previously rostered shift providing that it is greater.
- (j) Where you are directed to work at an alternate location, you will be paid the appropriate fares to the new destination in accordance with the provision outlined in Clause 7, Travel/Accommodation.

- (k) Where you are required to change shift and/or location with less than 48 hours notice, you will be paid an additional 3 hours at the unloaded rate of pay, in addition to the provisions outlined in (i) above, in recognition of any inconvenience caused by the alteration to the shift pattern.
- (l) If you are rostered to work on a Public Holiday you will receive a day in lieu. This does not apply where you are rostered on a special or spare shift and are required to work on a Public Holiday. In this case the Public Holiday loading will be paid.

#### 4.5 Secure Employment

##### 4.5.1 Objective of this Clause

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

##### 4.5.2 Casual Conversion

- (a) A casual employee engaged by a particular employer on a regular and systematic basis for a sequence of periods of employment under this Award during a calendar period of six months shall thereafter have the right to elect to have his or her ongoing contract of employment converted to permanent full-time employment or part-time employment if the employment is to continue beyond the conversion process prescribed by this subclause.
- (b) Every employer of such a casual employee shall give the employee notice in writing of the provisions of this subclause within four weeks of the employee having attained such period of six months. However, the employee retains his or her right of election under this subclause if the employer fails to comply with this notice requirement.
- (c) Any casual employee who has a right to elect under paragraph (a), upon receiving notice under paragraph (b) or after the expiry of the time or giving such notice, may give four weeks notice in writing to the employer that he or she seeks to elect to convert his or her ongoing contract of employment to full-time or part-time employment, and within four weeks of receiving such notice from the employee, the employer shall consent to or refuse the election, but shall not unreasonably so refuse. Where an employer refuses an election to convert, the reasons for doing so shall be fully stated and discussed with the employee concerned, and a genuine attempt shall be made to reach an agreement. Any dispute about a refusal of an election to convert an ongoing contract of employment shall be dealt with as far as practicable and with expedition through the disputes settlement procedure.
- (d) Any casual employee who does not, within four weeks of receiving written notice from the employer, elect to convert his or her ongoing contract of employment to full-time employment or part-time employment will be deemed to have elected against any such conversion.
- (e) Once a casual employee has elected to become and been converted to a full-time employee or a part-time employee, the employee may only revert to casual employment by written agreement with the employer.
- (f) If a casual employee has elected to have his or her contract of employment converted to full-time or part-time employment in accordance with paragraph (c), the employer and employee shall, in accordance with this paragraph, and subject to paragraph (c), discuss and agree upon:
  - 1. whether the employee will convert to full-time or part-time employment; and



2. if it is agreed that the employee will become a part-time employee, the number of hours and the pattern of hours that will be worked either consistent with any other part-time employment provisions of this award or pursuant to a part time work agreement made under Chapter 2, Part 5 of the *Industrial Relations Act 1996* (NSW);

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

- (g) Following an agreement being reached pursuant to paragraph (f), the employee shall convert to full-time or part-time employment. If there is any dispute about the arrangements to apply to an employee converting from casual employment to full-time or part-time employment, it shall be dealt with as far as practicable and with expedition through the disputes settlement procedure.
- (h) An employee must not be engaged and re-engaged, dismissed or replaced in order to avoid any obligation under this subclause.

#### 4.5.3 Occupational Health and Safety

- (a) For the purposes of this subclause, the following definitions shall apply:
  1. A "labour hire business" is a business (whether an organisation, business enterprise, company, partnership, co-operative, sole trader, family trust or unit trust, corporation and/or person) which has as its business function, or one of its business functions, to supply staff employed or engaged by it to another employer for the purpose of such staff performing work or services for that employer.
  2. A "contract business" is a business (whether an organisation, business enterprise, company, partnership, co-operative, sole trader, family trust or unit trust, corporation and/or person) which is contracted by another employer to provide a specified service or services or to produce a specific outcome or result for that other employer which might otherwise have been carried out by that other employer's own employees.
- (b) Any employer which engages a labour hire business and/or a contract business to perform work wholly or partially on the employer's premises shall do the following (either directly, or through the agency of the labour hire or contract business):
  1. consult with employees of the labour hire business and/or contract business regarding the workplace occupational health and safety consultative arrangements;
  2. provide employees of the labour hire business and/or contract business with appropriate occupational health and safety induction training including the appropriate training required for such employees to perform their jobs safely;
  3. provide employees of the labour hire business and/or contract business with appropriate personal protective equipment and/or clothing and all safe work method statements that they would otherwise supply to their own employees; and
  4. ensure employees of the labour hire business and/or contract business are made aware of any risks identified in the workplace and the procedures to control those risks.

- (c) Nothing in this subclause 4.5.3 is intended to affect or detract from any obligation or responsibility upon labour hire business arising under the Occupational Health and Safety Act 2000 or the *Workplace Injury Management and Workers Compensation Act 1998*.

#### 4.5.4 Disputes Regarding the Application of this Clause

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

#### 4.5.5 Non Application

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

### 5. Payments

#### 5.1 Rates of pay

##### 5.1.1 Duration & operative dates for future increases

- (a) This Award takes effect on and from 1 July 2008 and operates until 30 June 2011.

- (b) Wages staff covered by this Award receive a:

4% increase in base rates of pay payable from the first full pay period to commence on or after 1 July 2008

4% increase in base rates of pay payable from the first full pay period to commence on or after 1 July 2009

4% increase in base rates of pay payable from the first full pay period to commence on or after 1 July 2010.

- (c) The increases in base rates are paid in consideration of the acceptance of this Award. The new base rates are set out in Table 1 - Rates of Pay, of Part B, Monetary Rates.

##### 5.1.2 General

- (a) The pay rates in this Award are premised on the "RTA Wages Classification Structure".

- (b) These rates are determined by competence, but as appropriate, may include any or all of the following components:

tradespersons' allowance

special loading

industry allowance

inclement weather allowance

follow-the-job loading, and

roll-up of allowances (including tool, hazard, HIAB, leading hand, etc.)

For a detailed list of pay rates, refer to Table 1, "Rates of Pay" in Part B, "Monetary Rates" of this Award.

For a detailed list of other rates and allowances, refer to Table 2, "Other Rates and Allowances" in Part B, "Monetary Rates" of this Award.

### 5.1.3 Apprentices

- (a) A tool allowance is included in your pay rate.
- (b) If you are an adult apprentice, you are paid the higher rate of:

4th year apprentices for the duration of your apprenticeship, or

that applicable to the substantive position that you held with the RTA immediately prior to commencing your apprenticeship.

### 5.1.4 Trainees

If you are a Civil Construction Trainee you will be paid in accordance with the Crown Employees (Public Service Training Wage) Award 2005. For all your other conditions of employment refer to this Award.

### 5.1.5 Traffic signals technicians' assistants

The pay rate includes compensation for:

dirty or hot work

working in the wet

working in confined or awkward places

other disability work for which there is no provision

### 5.1.6 Truck drivers

If you are a truck driver, your pay rate includes compensation for your requirement to work in inclement weather. All truck drivers are required to perform duties other than driving, loading and unloading vehicles, where such duties are available. These duties must be consistent with the work you currently perform.

### 5.1.7 Sydney Harbour Bridge (SHB) maintenance staff

- (a) If you are a SHB maintenance worker and are directed to work on the steel, you are paid an additional amount per week, as set out in Table 2, "Other Rates and Allowances", in Part B, "Monetary Rates" of this Award. This compensates for any disabilities arising from the nature of the bridge structure and its environs and is paid for all purposes of this Award.
- (b) If you are an apprentice located at the SHB, you are entitled to the SHB allowance, as outlined above, but you do not receive fares.

## 5.2 Allowances

### 5.2.1 Operative dates and future increases in other rates and allowances

- (a) Work related allowances eg Sydney Harbour Bridge Allowance, increases in line with percentage increases in rates of pay outlined in subclause 5.1.1 above, and applies from the same operative dates.
- (b) Expense related allowances, eg. overtime meal allowance, increases in line with movements of the same allowances and from the same operative dates as those contained in the Crown Employees (Skilled Trades) Award.

#### 5.2.2 General

- (a) The allowances described in this section do not form part of your ordinary wage and are not paid for all purposes of this Award.
- (b) If more than one of the allowances provides payment for disabilities of substantially the same nature, only the highest rate is paid.
- (c) Allowances are paid irrespective of the time at which the work is performed and are not subject to any premium or penalty conditions.

#### 5.2.3 Lead paint removal allowance

If applicable, you are paid on an hourly basis, as described in Table 2, "Other Rates and Allowances", in Part B, "Monetary Rates" of this Award, and only for the period of time when you are:

fully compliant with OHS management plans and safe systems of work

working on structures that are primed with lead-based paint

performing any of the following tasks:

Abrading by hand or mechanical means

Dry or wet blasting inside containment

Grit recovery inside containment

Bagging and packaging lead contaminated waste

Cleaning filters and/or performing internal maintenance on dust extractors

Setting up, operating and decommissioning the grit blaster (when using recycled materials), dust extractor and grit recovery unit

Erecting previously used containment sheeting

Removing and disposing of containment sheeting

Flame cutting or welding on the structure

Decontaminating and removing materials and equipment from within the confines of the containment

Bagging and un-bagging of lead contaminated personal protection equipment.

#### 5.2.4 Asbestos materials allowance

If you are required to use materials containing asbestos or to work with others using asbestos, you are provided with the necessary safeguards, as required by the appropriate occupational health and safety authority. You must use all supplied safeguards.

In such cases, if the safeguards make the wearing of protective equipment mandatory, you are paid an hourly amount, as stated in Table 2, "Other Rates and Allowances", in Part B, "Monetary Rates" of this Award.

#### 5.2.5 Asbestos eradication allowance

(a) "Asbestos eradication" means working in a building or its surrounds to remove or neutralise any materials that contain asbestos.

(b) If you are engaged in asbestos eradication:

all work must be conducted in accordance with the:

*NSW Occupational Health and Safety Act, 2000*

Occupational Health and Safety Regulation 2001

you are paid an hourly amount as stated in Table 2, "Other Rates and Allowances", in Part B, "Monetary Rates" of this Award.

#### 5.2.6 Asphalt plant repairs allowance

If you are a tradesperson, you are paid an additional hourly amount or part of an hour, as stated in Table 2, "Other Rates and Allowances", in Part B, "Monetary Rates" of this Award for repairs, maintenance or alterations to the following designated areas:

dryer drum  
hot elevator  
single chute (Bellambi)  
screens  
weighing hopper  
pug mill  
scrubbing bins, jets and scrubbing pits (Bellambi)  
cyclone  
hot bitumen kettle (Bellambi).

#### 5.2.7 Long/wide loads allowance

If you are a truck driver and drive a loaded truck or articulated vehicle (excluding vehicles included in the definition of Truck Driver (Road Train)) which together with its load exceeds:

2.90m wide or 18.29m long or 4.30m high (measured from the ground level), you are paid an hourly amount with a minimum daily amount as stated in Table 2, "Other Rates and Allowances", in Part B, "Monetary Rates" of this Award

3.36m wide or 21.34m long or 4.58m high (measured from the ground level), you are paid an hourly amount with a minimum daily amount as stated in Table 2, "Other Rates and Allowances", in Part B, "Monetary Rates" of this Award.

#### 5.2.8 Mechanical trades remote and servicing allowances

- (a) If you are a mechanical tradesperson instructed to work alone from a designated remote location, you are paid an allowance equivalent to 5% of the wage rate for a Mechanical Tradesperson, Grade 1 for the period you are required to work from that location.
- (b) If you are instructed to carry out the defined servicing role, you are paid an allowance equivalent to 2.5% of the wage rate for a Mechanical Tradesperson, Grade 3 for the period you are required to carry out that role.

### 5.3 Higher duties

- (a) You are entitled to the payment of higher duties if you are directed to perform the duties of a position graded higher than yours.
- (b) The Higher Duties Allowance (HDA) is payable for a minimum period of one day.
- (c) To be eligible for HDA, you must be able to satisfactorily perform the major functions of the position. You are not eligible for the HDA payment if you are learning the critical aspects of the higher graded position.
- (d) Your manager or supervisor must approve the period of higher duties prior to you starting in the higher graded position. Prior approval is also required if your period in the higher graded position is to be extended.
- (e) HDA is not applicable to positions that are multi-graded (eg. HDA is not applicable if you are a Roadworker Grade 2 working as a Roadworker Grade 3).
- (f) HDA is only paid to you where:
  - you fill an existing position during casual absences of the incumbent (eg. sick, annual or long service leave)
  - approval is given to create and place you in a temporary position that is intended to exist for a limited duration, (eg. for a specific project)
  - you are directed to perform certain functions for the purpose of maintaining accreditation (eg. RTA Plant accreditation)
  - you are directed to perform the duties of a higher graded position while on call-out or overtime because the regular person is unavailable. In such cases, where the higher graded role is performed during a period of overtime or call-out only, your HDA is paid at an hourly rate only for the period of the overtime or call-out.
- (g) If the required period of relief in the higher graded position is for six months or more, expressions of interest must be sought from the local work area.
- (h) If your higher duties position is a salaried position, your HDA is paid in accordance with RTA Policy.

### 5.4 Overtime

#### 5.4.1 General

- (a) The RTA may require you to work a reasonable amount of overtime at overtime rates. The overtime must be worked in accordance with these provisions. You may refuse to work overtime in circumstances where the working of overtime would result in unreasonable working hours. For the purposes of this clause, what is unreasonable or otherwise is determined with regard to:

any risk to your health and safety;

your personal circumstances, including family and carer responsibilities

the needs of the workplace or enterprise

the notice (if any) given by the RTA regarding the working of the additional hours, and by you of your intention to refuse to work the additional hours,

any other relevant matters.

- (b) You are not required to report to work earlier than your set starting time or return later than your set finishing time without qualifying for overtime. However, if you travel outside your ordinary working hours you are only paid ordinary rates or as prescribed in clause 7.1.3 of this Award.
- (c) If you commence overtime work before or after a shift and continue for an unbroken period during which ordinary time is worked, your overtime is calculated by reference to the total hours worked.
- (d) If you work outside ordinary hours you are paid overtime at the following rates:

Description	Pay rate
First two hours	Time-and-a-half
After the first two hours	Double-time
All work after 12 noon Saturday	Double-time
All work on Sunday	Double-time
All work on a Public Holiday	Double-time-and-a-half
Regular overtime that normally commences after 12 noon on Saturday	Time-and-a-half for the first two hours, then double-time

- (e) If you are a required to work on a Saturday, Sunday or Public Holiday you are paid for a minimum of four hours or else paid for four hours at the appropriate rate.
- (f) If you are working overtime and you have not had 10 consecutive hours off duty after finishing your last shift, you must have 10 consecutive hours off duty after finishing your overtime.

If you work overtime on a Saturday, Sunday or Public Holiday (and these days are not your ordinary working days off or your ADO) and you have not had 10 consecutive hours off duty within the 24 hour period before starting your next shift, you must have 10 consecutive hours off duty after finishing your overtime.

If the 10 hours off duty occurs during ordinary working time you don't lose any pay.

- (g) If the RTA instructs you to resume or continue work without having 10 consecutive hours off duty, you are:
- paid double-time until the end of your duty
- entitled to be absent, without losing any pay for ordinary working time, until you have had 10 consecutive hours off duty.
- (h) If you are a shift worker, the conditions in (g) apply, except that eight hours are substituted for 10 hours when overtime is worked:

for the purpose of changing shift rosters

where you are required to replace shift workers who do not report for duty

by arrangement between other staff and yourself.

- (i) Except in emergencies, you are not allowed to work more than a half hour of overtime if you are completing holes for firing and before firing if you are excavating sandstone or working underground.
- (j) If you are a shift worker and work in excess of your shift hours (other than Public Holidays) you are paid double-time. All overtime in excess of shift hours on a public holiday is paid at double-time-and-a-half. All overtime payments are calculated using your ordinary wage rate.
- (k) The RTA may delay a scheduled meal break by up to 1 hour 30 minutes to finish essential work without payment of additional rates. In these circumstances you are given an equivalent amount of time for your meal break.

If you are required to work beyond 1 hour 30 minutes after your scheduled meal break you are paid at ordinary overtime rates until you receive a meal break. This provision does not apply if you are a shift worker who receives a paid crib break as part of your working arrangements.

#### 5.4.2 Cribs

- (a) If you are required to work two or more hours of overtime after your normal finishing time, you are entitled to a:

30 minute crib break without loss of pay, after the first two hours, and

a similar time allowance for each additional four hours of overtime worked.

To qualify for this entitlement, you must continue to work after your allowed break.

- (b) If you work overtime on a Saturday, Sunday or Public Holiday and work continues after 12 noon, you are allowed a crib break of 30 minutes. This break is taken without loss of pay.
- (c) Having regard to statutory requirements, the RTA and you may agree to a meal or crib break being taken at any time. If the break is not taken you are paid the appropriate overtime rate.

#### 5.4.3 On call

- (a) You are deemed to be on call if you are directed by the RTA to be available for duty outside ordinary hours at all times in order to attend to emergencies or breakdowns.
- (b) If you are on call you are not required to remain at home but you must be contactable and able to respond within a reasonable time.
- (c) If you are on call and are recalled to work you are paid a minimum of 4 hours at overtime rates. In such cases, if the time actually worked is less than 4 hours, that time worked does not affect your 10 hour break requirements, as stated in 5.4.1(g) and (h).
- (d) If you are on call, you are paid a daily allowance equivalent to two hours pay at single rates for your ordinary classification for each night worked, Monday to Thursday inclusive (apart from public holidays).
- (e) If you are on call you are paid a daily allowance equivalent to eight hours pay at single-time for your ordinary classification for the following:

Friday evening/Saturday



Sundays/Monday mornings

your ADOs, and

Public Holidays.

- (f) Where on call provisions apply, if you are available you are allocated work according to a roster or some other arrangement agreed by the majority of staff.

#### 5.4.4 Call out and call back

- (a) If you are recalled to work after leaving your job you are paid a minimum of four hours at overtime rates.
- (b) Subsequent call out or call backs occurring within the four hour period of a call out or call back do not attract additional payments.
- (c) If your call out or call back duties continue into what would be your ordinary working hours your entitlement is calculated as follows:

Overtime rates continue until the minimum four hours have elapsed.

Payment of your ordinary hours rate commences when the minimum four hours have elapsed.

- (d) If any portion of your call out or call back period continues into your ordinary hours, those hours after your ordinary starting time are considered part of your ordinary work hours.
- (e) Nothing in this clause should be interpreted in a manner that gives rise to a claim:

for the payment of ordinary hours in addition to any payment for call out, nor that you have failed to meet your contract hours.

- (f) Payment for a call out or call back is calculated from the time that you depart for work. Payment ceases when you arrive at your residence or accommodation after returning directly from the call out or call back.

Payment is made on the basis of a direct return to your home or accommodation.

#### 5.4.5 Standing by (Snow clearing - Cooma)

- (a) Standing by is when you are directed to stand by in readiness to work overtime. It does not apply when you are on call.
- (b) If you are directed to be on stand by at home, work or elsewhere after ordinary hours, you are paid standing by time at the ordinary rate for the time you are on stand by.

#### 5.4.6 Meal allowance

- (a) If you are required to work more than 1.5 hours after your normal finishing time you are provided with either a meal, or the amount to cover meal expenses, as set out in Table 2, "Other Rates and Allowances", in Part B, "Monetary Rates" of this Award.
- (b) When you complete an additional four hours continuous overtime, you are paid an amount for each subsequent meal in addition to your overtime payment, as set out in Table 2, "Other Rates and Allowances", in Part B, "Monetary Rates" of this Award.

- (c) If you receive an accommodation allowance that includes payment for an evening meal (see subclause 7.2), you are not entitled to payment under paragraph (a) above.

#### 5.5 Payment of wages and termination of employment

- (a) Your wage is paid fortnightly
- (b) One day of each pay period is recognised as the pay day.
- (c) You will receive a confidential docket with the following details:
  - gross amount and particulars of wages and allowances
  - amount and particulars of deductions
  - classification
  - date on which payment is made
  - period of employment to which the payment relates
  - amount and type of deductions.
- (d) Your wages are paid into your nominated bank account.
- (e) If your employment is terminated, except for misconduct, you are paid all wages/leave entitlements due to you at the time of termination.
- (f) If your employment is terminated for misconduct or you resign, you are paid all wages/leave due to you within one week after termination or after the RTA is notified of your resignation.
- (g) The pay period closes not more than three working days before the recognised pay day. If you are not paid on the recognised pay day, you are paid at ordinary rates for all working time you are kept waiting.

### 6. Leave

#### 6.1 General

- (a) You must apply for leave in advance, except in emergency situations where prior notice cannot be given.
- (b) All your leave is subject to RTA approval.
- (c) Although some of your leave entitlements are stated in days, your leave entitlements and the recording of leave taken are in hours.
- (d) If you are appointed to the RTA immediately from a position in the NSW Public Sector, you may transfer your accrued leave entitlements (recreation, sick, family & community services and long service leave) to your RTA position.

#### 6.2 Holidays

##### 6.2.1 Public holidays

- (a) This subclause covers all gazetted State Public Holidays. For local Public Holidays, refer to 6.2.3.
- (b) Public Holidays and picnic day are compensated at eight hours pay.

- (c) If a Public Holiday falls on a weekend, no additional payment is made unless you are required to work on that day.
- (d) If you are entitled to be paid for Public Holidays you are paid in full for any holidays occurring during a period of absence where you receive workers compensation payments.
- (e) If a Public Holiday occurs during the first two weeks in which you are granted leave without pay, you are paid for the holiday at your ordinary rate. Public Holidays occurring after two weeks leave without pay are not paid.
- (f) If the RTA terminates your services for reasons other than misconduct or incompetence, you are paid one day's ordinary wages for each Public Holiday occurring within 10 calendar days after your termination date.
- (g) If more than two Public Holidays occur within a seven day period, they are regarded as a group of holidays. If the first day of the group occurs within 10 consecutive calendar days after the termination date, the whole group is considered to occur within the 10 consecutive days. For example, Christmas Day, Boxing Day and New Year's Day are regarded as a group.

#### 6.2.2 Union picnic day

- (a) The annual union picnic day occurs on the first Monday in December.
- (b) If you are not required to work on the picnic day you are paid at your ordinary rate.
- (c) If you are required to work on the picnic day you are paid double-time-and-a-half for a minimum of four hours.
- (d) You may be required by the RTA to produce the picnic ticket butt as evidence of your attendance at the picnic.
- (e) If you are an apprentice or trainee and are required to attend classes/training on the picnic day, you are granted a day off in lieu.

#### 6.2.3 Local public holidays

- (a) Unless specified elsewhere in this Award, you are paid for gazetted local Public Holidays if:
  - the holiday occurs on a normal working day
  - you are at work in the local area in the working day before and after the local Public Holiday
  - you have a reasonable excuse or approval from your supervisor to be absent from work on the working day before or after the Public Holiday.
  - you worked up to the time of general stoppage on the Public Holiday and resumed when the work recommenced.
- (b) You are not entitled to more than one local Public Holiday in a calendar year.
- (c) You may take this entitlement as two gazetted half days.

### 6.3 Annual leave

#### 6.3.1 General

- (a) Annual leave accrues at one-and-two-thirds days for each completed month of service, up to a maximum of 160 hours per year.

Annual leave does not accrue for:

unauthorised absences

leave without pay exceeding five working days in a leave year, unless the leave is taken during annual close down (see 6.3.2).

- (b) Annual leave must be taken:

in one consecutive period up to six months after the completion of every 12 months of service

in not more than three separate periods throughout the year (with the agreement of the RTA)

at a time convenient to the RTA and you.

It is preferred that your periods of annual leave plus Public Holidays and your ADO be taken in whole weeks, (ie. Monday to Friday).

- (c) In exceptional circumstances, the RTA may allow you to accumulate leave up to 40 working days, provided you agree to take your leave as soon as possible.

#### 6.3.2 Annual close down

- (a) The current practice of taking annual leave accrued to 31 December during the December-January school holiday period will continue.

- (b) The RTA may vary this practice by agreement between management and the majority of staff for reasons including geographic, climatic or urgent works. In such cases:

you may take a minimum of two weeks annual leave for the Christmas period in addition to the Public Holidays

the minimum period may be reduced with agreement between management and the majority of staff (the whole office, specific gangs or depots within an office), and the balance of annual leave is then taken at a time that generally coincides with school holidays.

- (c) If the whole or part of a depot is temporarily closed or reduced to a minimum function for the purposes of annual holidays, and you do not have sufficient leave to cover this period, the RTA seeks to find you work. However, if work is not available you may be required to take leave without pay.

- (d) If you are required to take leave without pay during the annual close down period:

you are paid for all Public Holidays occurring during this period

this period counts for accrual of your annual leave.

#### 6.3.3 Shift workers

- (a) If you are a seven day shift worker and your ordinary working period includes Public Holidays and Sundays, you are entitled to:

an additional week of annual leave if you work this arrangement for 12 months

additional annual leave of up to one week calculated on a pro-rate basis if you work this arrangement intermittently.

#### 6.3.4 Annual leave loading

Your annual leave loading has been rolled into your weekly pay by increasing it by 1.35%. This was effective from 1 December 1994.

### 6.4 Long service leave

#### 6.4.1 General

- (a) The entitlement to long service leave is set by the Transport Administration Act 1988 (NSW).
- (b) If you have completed 10 years service recognised by the RTA, you are entitled to long service leave of:
  - 44 working days at full pay, or
  - 88 working days at half pay, or
  - 22 working days at double pay.
- (c) For each additional calendar year of service completed in excess of 10 years, you accrue 11 working days long service leave.
- (d) From 1 January 2005, if you have completed 7 years of continuous service with the RTA, or as recognised in accordance with g) and h) below, you are entitled to access your long service leave accrual indicated in b) above on a pro rata basis of 4.4 working days per completed year of service.
- (e) If you are a part-time or casual staff member, you are entitled to long service leave on the same basis as that applying to full-time staff, but payment for the leave will be calculated on a pro rata basis.
- (f) If you are a shift worker, the number of working days debited during your period of leave may include a Saturday or Sunday that may form a part of the ordinary roster.
- (g) All previous full-time (including limited duration) and part-time service with the RTA, the former Department of Main Roads, Department of Motor Transport or the Traffic Authority is taken into account as service when determining the appropriate rate of accrual of long service leave for staff employed on a full-time, part-time or casual basis.
- (h) Service with other NSW government bodies is also recognised in accordance with Schedule 3A of the *Public Sector Employment and Management Act 2002*.
- (i) Nothing in paragraphs g) or h) entitles you to payment for previous service recognised, where the accrual for that service has previously been taken as long service leave or paid out on termination.

#### 6.4.2 Effect of approved leave without pay (LWOP) on long service leave entitlements

- (a) To determine if you have completed the required 10 years of service:

any period of approved leave taken without pay before 13 December 1963 counts towards calculating your length of service

any period of approved leave taken without pay after 13 December 1963 does not count towards your length of service.

- (b) If you have 10 years continuous service with the RTA, or as recognised in accordance with paragraphs 6.4.1 g) and h) above, approved LWOP for the reasons listed below counts as service for long service leave accrual:

military service (eg. Army, Navy or Air Force)

major interruptions to public transport

periods of leave accepted as workers compensation.

- (c) If you have completed 10 years continuous service with the RTA, or as recognised in accordance with paragraphs 6.4.1 g) and h) above, any period of approved LWOP not exceeding six months counts for the purposes of calculating your length of service.

#### 6.4.3 Taking of long service leave

- (a) Subject to RTA approval, you may take long service leave:

at a time convenient to the RTA;

for a minimum period of one hour

at full pay, half pay or double pay.

- (b) If you choose to take your leave at double pay, your:

long service leave balance is debited for the actual number of working days/hours of leave at full pay, plus the equivalent number of working days/hours at full pay necessary to make up the additional payment

additional payment is made to you as a taxed, non-superable allowance

leave entitlements accrue based on the actual number of working days you are absent from work while on long service leave.

- (c) If you choose to take your leave at half pay, your:

long service leave balance is debited at the rate of half the days/hours taken as long service leave

recreation leave entitlements accrue at half the ordinary rate for the days/hours you are absent from work

other entitlements accrue at the same rate for the actual days/hours you are absent from work.

- (d) If your ordinary hours of work are constant, payment is made at your current rate of pay.

- (e) If you are part-time or casual and your ordinary hours are not constant, payment is made based on your substantive rate of pay averaged over the past 12 months or the past 5 years, whichever is greater.

- (f) Your payment includes all allowances in the nature of wages but does not include any amounts normally paid for shift work, overtime, penalty rates or disabilities.

- (g) Your payment is increased to reflect any increment action that you become eligible for while you are absent on long service leave.
- (h) If you take long service leave while in service, you may choose to be paid fortnightly or in one lump sum in advance of taking the leave.

#### 6.4.4 Sick leave while on long service leave

- (a) You are entitled to claim sick leave that occurs during an absence on long service leave when you are sick for five or more consecutive days.
- (b) To claim sick leave, you must provide a medical certificate for the period claimed as soon as possible.
- (c) If sick leave is approved, your long service leave balance is re-credited with:
  - the equivalent period of sick leave if you are taking leave on a full or half pay basis; or
  - the equivalent period of sick leave and the extra amount of long service leave entitlement accessed to make up the double pay allowance if you are taking leave on a double pay basis.
- (d) If you take your long service leave at double pay, the RTA recoups any allowance already paid to you for the period being claimed as sick leave.
- (e) All the above apply if you take long service leave prior to your retirement but not if you take it prior to resigning or being terminated.

#### 6.4.5 Public holidays while on long service leave

- (a) Public Holidays that fall while you are absent on long service leave are not recognised as long service leave and are not deducted from your long service leave balance.
- (b) Payment for such a Public Holiday is calculated as ordinary hours of work and paid at single time, even if you have chosen to take your long service leave at half-pay or double pay.

#### 6.4.6 Payment or transfer of long service leave on termination

- (a) If you are entitled to long service leave on termination of your employment, including retirement, you are paid the monetary value of the leave as a gratuity, in lieu of taking the leave.
- (b) If you are employed on a full-time basis, your payment is calculated at the substantive rate of pay on your last day of service.
- (c) If you have at least five years' but less than seven years' service as an adult, you are paid pro-rata long service leave if your employment is terminated:
  - by the RTA for any reason other than serious and intentional misconduct, or
  - by your request in writing on account of illness, incapacity, domestic or other pressing necessity, or
- (d) In the event of c) applying, any period of leave without pay taken does not count as service.

- (e) If you resign to join another Government Department, and meet the requirements as defined by, Schedule 3A of the *Public Sector Employment and Management Act 2002*, you are entitled to have your long service leave accrual accepted by your new employer.

## 6.5 Sick leave

### 6.5.1 General

- (a) Your sick leave year commences on 1 January. If you commence duty during the course of a calendar year you are credited with a pro-rata entitlement of 96 hours per year.
- (b) The RTA may defer payment of your sick leave payment if you take sick leave during your first three months of service. In such cases, payment is deferred until after you have completed three months' service.
- (c) After your first year of service, you are granted sick leave on full pay to a maximum of 96 hours in each sick leave year.

To be eligible for sick leave, the RTA must be satisfied that your absence is not due to an illness or incapacity attributable to misconduct.

- (d) If you leave the RTA and are re-employed in the same year, you are entitled to the lesser of:

a maximum 96 hours sick leave, or

the number of sick leave days you would have been entitled to had your employment been continuous from the date you were first employed that year.

- (e) Previous periods of employment are not taken into account for sick leave purposes.
- (f) Any sick leave not taken during your leave year accumulates and you may use it, as required, for genuine absences due to illness or incapacity.
- (g) If you are unable to attend work due to an illness or injury, you must contact your supervisor as soon as reasonably practicable preferably before your normal starting time. You must advise your supervisor of:

your inability to attend work

the nature of your illness or incapacity, and

the estimated period of your absence from work.

- (h) The granting of paid sick leave shall be subject to you providing evidence which indicates the nature of illness or injury. If you are concerned about disclosing the nature of the illness to you manager you may elect to have the application for sick leave dealt with confidentially by an alternate manager or the Human Resources Section.
- (i) If you are absent from duty for more than 2 consecutive working days because of illness you must provide a medical certificate to the RTA in respect of your absence.
- (j) If you take sick leave in excess of 5 uncertified working days in a calendar year you may be required to produce medical certificates for any further sick leave absences for the remainder of that calendar year.
- (k) As a general practice backdated medical certificates will not be accepted. However, if you provide evidence of illness that only covers the latter part of the absence, you may be



granted sick leave for the whole period if the RTA is satisfied that the reason for your absence is genuine.

- (l) If the RTA is concerned about the diagnosis described in the evidence of illness produced by you, after discussion with you, the evidence provided and your application for leave can be referred to a medical practitioner for advice.

The type of leave granted to you will be determined by the RTA based on the medical advice received.

If sick leave is not granted, the RTA will, as far as practicable, take into account your wishes when determining the type of leave granted.

- (m) The RTA may direct you to participate in a return to work program if you have been absent on a long period of sick leave.
- (n) Nothing in clause 6.5.1 removes the right of the RTA to request medical certificates for single day absences where required or from referring you to a medical practitioner for other reasons as prescribed in the RTA's sick leave policy.
- (o) If you have exceeded five (5) uncertified sick days in a twelve (12) month period or where you exhibit a pattern of taking sick days immediately preceding or following weekends, RDO/ADO, public holidays or any other planned absences from the workplace, the RTA may restrict your access to overtime.
- (p) The reference in this clause to evidence of illness shall apply, as appropriate:

for absences up to and including 5 working days evidence may be provided by a registered doctor, dentist, optometrist, chiropractor, osteopath, physiotherapist, oral and maxillo facial surgeon or at the RTA's discretion, other forms of evidence that satisfy that you had a genuine illness including from another registered health services provider,

where the absence exceeds five working days, and unless the health provider listed above is also a registered medical practitioner, applications for any further sick leave must be supported by evidence of illness from a registered medical practitioner.

- (q) If you have used all your accrued sick leave and are unable to return to work due to an illness or incapacity and you have supporting medical certificates, you may take:

accrued annual leave

accrued long service leave, or

sick leave without pay.

#### 6.5.2 Leave and workers' compensation claims

- (a) If you are waiting on the outcome of a claim for worker's compensation, you may be granted accrued sick leave. If your compensation claim is approved, sick leave taken is restored to your entitlement.
- (b) If you are absent from work for more than 26 weeks and you have:

sufficient sick leave available, you may use your available sick leave to top-up the difference between the statutory rate and your ordinary rate of weekly wage, less any shift loadings or other penalties

insufficient sick leave available, you receive the statutory weekly compensation payments only.

### 6.5.3 Illness while on annual leave

- (a) If you are sick for any period while on annual leave and you have a supporting medical certificate, you are entitled to:

accrued sick leave for the period covered by the medical certificate

have your annual leave replaced by the sick leave and your leave annual leave re-credited.

- (b) You are not granted sick leave for any annual leave taken prior to resigning or terminating your services.

### 6.6 Maternity leave

- (a) If you are a female staff member (including part-time and casual staff members who have worked for the RTA on a regular and systematic basis for at least 12 months), you are entitled to unpaid maternity leave to enable you to retain your position and return to work within a reasonable time after the birth of your child.

- (b) You may be granted unpaid maternity leave on the following basis:

up to nine weeks before the expected date of birth

up to 12 months after the actual date of birth

- (c) If you are a permanent or limited duration staff member, you may be granted paid maternity leave if you have completed at least 40 weeks continuous service in the NSW public sector prior to the expected date of birth of your child at the ordinary rate of pay for:

fourteen weeks at full pay, or

28 weeks at half pay, or

a combination of the two options above.

- (d) You can request the equivalent pay for the period of leave in (c) above as a lump sum to be paid in advance of starting your maternity leave.

- (e) Your lump sum payment is made up to the maximum period indicated in (c), or for the period of leave actually taken, whichever is the lesser.

- (f) If you request to be paid for maternity leave as a lump sum and then request to return to work before the period of leave is completed, you must repay the remainder of the lump sum amount.

- (g) If you receive payment under this clause you are not entitled to any payment under clause 6.8 Parental Leave.

- (h) If you are on one form of leave and your child is born before the expected date of birth, your maternity leave commences from the date of birth of the child.

- (i) The RTA shall not fail to re-engage you if you are a regular casual employee (see section 53(2) of the *Industrial Relations Act 1996*) because:

You or your spouse is pregnant; or

You have been immediately absent on maternity leave.

The rights of the RTA in relation to your engagement and re-engagement are not affected, other than in accordance with this subclause.

- (j) If you commence a subsequent period of maternity leave or adoption leave within 24 months of commencing an initial period of maternity or adoption leave you will be paid:

at the rate you were paid before commencing the initial leave if you have not returned to work; or

at a rate based on the hours you worked before the initial leave was taken, where you have returned to work and reduced your hours during the 24 month period; or

at a rate based on the hours you worked prior to the subsequent period of leave where you have not reduced your hours.

#### 6.7 Adoption leave

- (a) You are entitled to adoption leave if you are the person who assumes the primary role in providing care and attention to an adopted child.

- (b) Adoption leave starts from the date of taking custody of the child.

- (c) All staff (including casual staff members who have worked for the RTA on a regular and systematic basis for at least 12 months) are entitled to unpaid adoption leave and this may be taken as:

short adoption leave, being three weeks leave without pay

extended adoption leave:

up to 12 months on leave without pay

including any short or paid adoption leave

- (d) If you are a permanent or limited duration staff member, you may be granted paid adoption leave if you have completed at least 40 weeks continuous service with a NSW public sector organisation prior to taking custody of the child, at your ordinary rate of pay for:

fourteen weeks or;

28 weeks at half pay, or;

a combination of the above two.

- (e) You can request the equivalent pay for the period of leave in subclause d) above, as a lump sum that is paid in advance of starting adoption leave.

- (f) Your lump sum payment is made up to the maximum period indicated or for the period of leave actually taken, whichever is the lesser.

- (g) If you request to be paid for adoption leave as a lump sum and then you request to return to work before the period of leave is completed, you must repay the remainder of the lump sum amount.

- (h) If you receive payment under this clause you are not entitled to any payment under clause 6.8 Parental Leave.

- (i) If your partner is employed in the public sector, adoption leave is only granted to one of you for each adoption.
- (j) The RTA shall not fail to re-engage you if you are a regular casual employee (see section 53(2) of the *Industrial Relations Act 1996*) because you are or have been immediately absent on adoption leave. The rights of the RTA in relation to your engagement and re-engagement are not affected, other than in accordance with this subclause.
- (k) If you commence a subsequent period of maternity leave or adoption leave within 24 months of commencing an initial period of maternity or adoption leave you will be paid:
  - at the rate you were paid before commencing the initial leave if you have not returned to work; or
  - at a rate based on the hours you worked before the initial leave was taken, where you have returned to work and reduced your hours during the 24 month period; or
  - at a rate based on the hours you worked prior to the subsequent period of leave where you have not reduced your hours.

#### 6.8 Parental leave

- (a) If you are not entitled to maternity or adoption leave, you may be entitled to unpaid parental leave to enable you, as a parent, to share in the responsibility of caring for your child or children, including if you are a casual employee who has worked for the RTA on a regular and systematic basis for at least 12 months.
- (b) If you are employed on a full time or part time basis and you have completed at least 40 weeks continuous service with a NSW public sector, you are entitled to paid parental leave of:
  - one week at full ordinary pay; or
  - two weeks at half ordinary pay
  - the remainder of any requested leave is treated as unpaid leave.
- (c) Unless otherwise agreed, your entitlement to paid parental leave is paid at full ordinary pay for the first five days of approved leave, as set out in subclause b) above.
- (d) You may take approved parental leave as:
  - short parental leave for an unbroken period of up to five working days at the time of the birth or other termination of your spouse's or partner's pregnancy or, in the case of adoption, from the date of taking custody of your child or children
  - extended parental leave for a period not exceeding 12 months, less any paid or short parental leave already taken, as outlined above. (NB. extended parental leave is unpaid.)
- (e) You may commence your extended parental leave at any time within two years from the date of the birth of your child or the date of placement of the adopted child and leave may be taken:
  - full-time for a period not exceeding 12 months or;
  - part-time over a period not exceeding two years or;
  - partly full-time and partly part-time over a proportionate period of up to two years.
- (f) The RTA shall not fail to re-engage you if you are a regular casual employee (see section 53(2) of the *Industrial Relations Act 1996*) because you are or have been immediately absent on parental

leave. The rights of the RTA in relation to your engagement and re-engagement are not affected, other than in accordance with this subclause.

#### 6.9 Communication during Maternity, Adoption and Parental Leave

- (a) If you are on maternity, adoption and parental leave and a definite decision has been made to introduce significant change at the work place, the RTA shall take reasonable steps to:

Make information available in relation to any significant effect the change will have on the status or responsibility level of the position you held before commencing maternity, adoption or parental leave; and

Provide an opportunity for you to discuss any significant effect the change will have on the status or responsibility level of the position you held before commencing maternity, adoption or parental leave.

- (b) You shall take reasonable steps to inform the RTA about any significant matter that will affect your decision regarding the duration of maternity, adoption or parental leave to be taken, whether you intend to return to work and whether you intend to request to return to work on a part-time basis.
- (c) You shall also notify the RTA of changes of address or other contact details which might affect the RTA's capacity to comply with paragraph (a).

#### 6.10 Rights of request during Maternity, Adoption or Parental Leave

- (a) If you are entitled to maternity, adoption or parental leave, you may request that the RTA allow you:

To extend your period of unpaid maternity, adoption or parental leave for a further continuous period of leave not exceeding 12 months;

To return from a period of maternity, adoption or parental leave on a part-time basis until your child reaches school age;

To assist you in reconciling your work and parental responsibilities.

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

Your request and the RTA's decision made under paragraph (a) must be recorded in writing.

Where you wish to make a request under (a), dot point 2, such a request must be made as soon as possible but no less than seven weeks prior to the date upon which you are due to return to work from maternity, adoption or parental leave.

#### 6.11 Family and community service leave

- (a) You may be granted family and community service leave for reasons related to unplanned and emergency family responsibilities or other emergencies outlined in subclause (b). The RTA may also grant leave for purposes as outlined in subclause (c). Non emergency appointments or duties shall be scheduled or performed outside normal working hours or through approved use of other appropriate leave.

- (b) Such unplanned and emergency situations may include, but not be limited to, the following:

Compassionate grounds, such as the death or illness of a close member of the family or a member of your household;

Emergency accommodation matters up to one day, such as attendance at court as defendant in an eviction action, arranging accommodation, or when required to remove furniture and effects;

Emergency or weather conditions; such as when flood, fire, snow or disruption to utility services etc, threatens your property and/or prevents you from reporting for duty;

Attending to emergency or unplanned or unforeseen family responsibilities, such as attending a child's school for an emergency reason or emergency cancellations by child care providers;

Attendance at court by you to answer a charge for a criminal offence, only if the Department Head considers the granting of family and community service leave to be appropriate in a particular case;

- (c) Family and Community Service Leave may also be granted for:

Your absence during normal working hours to attend meetings, conferences or to perform other duties, for holding office in Local Government, and whose duties necessitate absence during normal working hours for these purposes, provided that you do not hold a position of Mayor of a Municipal Council, President of a Shire Council or Chairperson of a County Council; and

Your attendance as a competitor in major amateur sport (other than Olympic or Commonwealth Games) or if you are selected to represent Australia or the State.

- (d) The maximum amount of family and community service leave payable at ordinary rates that you may be granted is the greater of:

Conditions	Entitlement
In the first 12 months of services	19 hrs (2.5 days)
In the second year of service	19 hrs (2.5 days)
For each completed year of service after two years completed services	7.6 hrs (1 day)

- (e) If you are a part-time employee, family & community service leave is available to you on a pro-rata basis, based on your number of hours worked.
- (f) If your family & community service leave is exhausted, you may be granted additional paid family and community service leave of up to 3 days on a discrete, 'per occasion' basis to cover the period necessary to arrange or attend the funeral of a family member or relative.
- (g) For the purposes of this subclause, "family" means your:

spouse

de facto spouse, being a person of the opposite sex who lives in the same house as you as your husband or wife on a bona fide basis, although you are not legally married

child or adult child (including an adopted child, step child, foster child or ex-nuptial child)

parent (including a foster parent or legal guardian)

grandparent or grandchild

sibling (including the sibling of a spouse or defacto spouse)

same-sex partner who you live with as a defacto partner on a bona fide domestic basis, and

relative who is a member of the same household where, for the purposes of this definition:

'relative' means a person related by blood, marriage, affinity or Aboriginal kinship structures;

'affinity' means a relationship that one spouse or partner has to the relatives of another; and

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

- (h) Subject to approval, your accrued sick leave may be accessed when your family & community service leave has been exhausted, to allow you to provide short-term care or support for a family member who is ill.
- (i) Access to other forms of leave is available to you for reasons related to family responsibilities or community service, subject to approval. These include:
- Accrued recreation leave
  - Leave without pay
  - Time off in lieu of payment for overtime.
  - Make up time.
- (j) You may elect, with the RTA's agreement, to take annual leave at any time within a period of 24 months from the date at which it falls due.
- (k) You may elect, with the consent of the RTA, to take annual leave not exceeding ten single days in single-day periods, or part thereof, in any calendar year at a time or times agreed between yourself and the RTA.
- (l) Depending on your circumstances, you may take an individual form of leave or a combination of leave options. It is the RTA's intention that each request for family and community service leave be considered equitably and fairly.
- (m) If you were appointed to the RTA and had immediate previous employment in the NSW Public Sector you may transfer your family and community service leave accruals from your previous employer.
- (n) Bereavement entitlements for casual employees:

If you are a casual employee, you are entitled to not be available to attend work, or to leave work upon the death in Australia of a person prescribed in paragraph (e) of this subclause.

If you need to be unavailable to attend work for bereavement reasons, you and the RTA shall agree on the period for which you will be entitled to not be available to attend work. In the absence of agreement, you are entitled to not be available to attend work for up to 48 hours (i.e. two days) per occasion. You are not entitled to any payment for the period you do not attend.

If required by the RTA, you must establish, by production of evidence of the need to take leave, such as a death certificate or statutory declaration providing details of the circumstances of death.

The RTA shall not fail to re-engage you because you accessed the entitlements provided for in this subclause. The right of the RTA to engage or not engage you is otherwise not affected.

(o) Personal carers entitlement for casual employees:

If you are a casual employee, you are entitled to not be available to attend work, or to leave work if you need to care for a person prescribed in paragraph (e) of this subclause who is sick and requires care and support, or who requires care due to an unexpected emergency, or the birth of a child.

The RTA and you shall agree on the period for which you will be entitled to not be available to attend work. In the absence of agreement, you are entitled to not be available to attend work for up to 48 hours (i.e. two days) per occasion. You are not entitled to any payment for the period you do not attend.

If required by the RTA, you must establish, by production of a medical certificate or statutory declaration, the illness of the person concerned.

The RTA shall not fail to re-engage you because you accessed the entitlements provided for in this subclause. The rights of the RTA to engage or not the engage you are otherwise not affected.

#### 6.12 Study Leave

(a) You are entitled to study leave if you are studying a course which:

is appropriate to your present classification

is relevant to the RTA, or

provides you with progression or reclassification opportunities.

(b) Study leave is granted as follows:

Leave basis	Leave entitlement
Face-to-face students	The lesser of: One half hour for every hour of lectures, up to a maximum of four hours per week, or Twenty days per academic year
Correspondence students	The lesser of: One half hour for every hour of lecture time in the face-to-face course, up to a maximum of four hours per week, or Twenty days per academic year

#### 6.13 Examination and pre-examination leave

To assist you when attempting final examinations in approved courses and to free you from work immediately prior to an examination, you are allowed a maximum of:

(a) five days examination leave per calendar year for time spent travelling to and from and attending final examinations, or



- (b) half a day for pre-examination leave on the day of the examination, up to a maximum of five days per calendar year.

#### 6.14 Military leave

If you are a part-time member of the Navy, Army (including 21st Construction Regiment) or Air Force Reserves you are eligible for military leave in accordance with RTA policy as follows:

Naval and Military Reserves up to 24 working days per year.

Air Force Reserves up to 28 working days per year.

#### 6.15 Special leave

You may be granted special leave for certain activities that are not covered by other forms of leave, including:

- jury service

- as a witness when called or subpoenaed by the Crown

- emergency volunteers

- declared emergencies

- emergency services and bush fire fighting courses

- volunteers in policing - education programs

- trade union activities and training, including

- trade union training (up to 12 days every two years)

- attending as a witness for a trade union

- assisting counsel or acting as a union advocate

- acting as a member of a conciliation committee

- loan of your services to a trade union

- as a member of a union executive or council

- ex-armed services personnel (eg. Medical Review Board, etc.)

- National Aborigines' Day

- other miscellaneous activities associated with your required involvement:

- as a returning officer

- with local government - holding official office

- with retirement seminars

- as a bone marrow donor

- with exchange awards- (eg. Rotary or Lions)

at sporting events -(eg. Olympic or Commonwealth Games)

with graduation and other academic ceremonies

with professional or learned society meetings/conferences.

## **7. Travel/Accommodation**

### **7.1 Fares and travelling**

Subclauses 7.1.1 and 7.1.2 do not apply to you if you are:

attached to the Sydney Harbour Bridge maintenance office.

a Traffic Signals Technicians' Assistant.

Subclauses 7.1.1, 7.1.2 and 7.1.3 will not apply if instead of using your own vehicle where you would have received payment for fares and/or travelling the RTA provides you with a work vehicle to travel between your place of residence and the job site.

#### **7.1.1 Fares**

- (a) This subclause applies where a fare can be established by a recognised public transport route from your residence to your work place or established pick-up point.
- (b) If you travel to and from work by public transport you are paid all fares actually and necessarily incurred in excess of an amount per week or an amount per day, as stated in Table 2, "Other Rates and Allowances" in Part B, "Monetary Rates" of this Award. However, if the RTA provides camping facilities or equivalent, and you travel to and from your residence each day, the excess fares described above, are not paid.
- (c) If you spend more than 10 minutes travelling each way between the nearest stopping place of any public transport service and your work you are paid for that time at your ordinary pay rate. Walking time is calculated at a rate of 1 km every 12 minutes.
- (d) If you elect to travel by your own transport, or because public transport is unavailable/impracticable, the RTA pays the fare equivalent of public transport only.
- (e) Fares are only paid if you make a claim within 14 days of the date you incurred the expense.
- (f) If you choose to move your residence and this involves an increased cost to the RTA, the RTA reserves the right to base your fare payment on the distance travelled from your previous residence.

#### **7.1.2 Travelling Allowance**

The following allowance provisions do not apply where payment is made in accordance with clause 7.1.1, Fares.

- (a) If accommodation is not provided, public transport is not available and the RTA does not provide transport, you are paid an amount per day, as set out in Table 2, "Other Rates and Allowances", in Part B, "Monetary Rates" of this Award, for the appropriate distance you must travel, as follows:

3, but not more than 10 km

More than 10 km but not more than 20 km

More than 20 km but not more than 30 km

More than 30 km but not more than 40 km

More than 40 km but not more than 50 km

More than 50 km but not more than 60 km

More than 60 km but not more than 70 km

More than 70 km but not more than 80 km

More than 80 km but not more than 90 km

More than 90 km but not more than 100 km

- (b) If you are directed to report to the worksite, amenities are provided in accordance with the WorkCover Code of Practice - Amenities for Construction Work.
- (c) If your work or established reporting place is more than 100 km from your residence, the RTA provides accommodation, as per subclause 7.2(b), or suitable transport.
- (d) If the RTA provides accommodation and you choose to travel to and from your residence each day, the RTA does not pay a travelling allowance in excess of the 100 km rate.
- (e) If you choose to move your place of residence and this involves an increased cost to the RTA, the RTA reserves the right to base your travel allowance on the distance travelled from your previous residence.

#### 7.1.3 Transport provided by the RTA

- (a) Where the RTA provides you with a vehicle to travel to a worksite, the RTA pays travel time at ordinary rates for the time you spend travelling in excess of:
  - 10 minutes each way from an established pick up point or a point no more than 3 km from your residence, or
  - 20 minutes each way when you are provided with accommodation.
- (b) Travelling time will not be more than three hours each day. All time in excess of this is counted as work time and travel time at overtime rates.
- (c) Vehicles will leave promptly at finishing time.
- (d) Travel time is paid at ordinary rates where your worksite has facilities as outlined in the WorkCover Code of Practice - Amenities for Construction Work. If your worksite does not have these facilities, the time you spend travelling is deemed work time or travel time at overtime rates.
- (e) If you are the driver of an RTA vehicle and you transport other staff and materials to and from the worksite, you are paid overtime. If you are not the driver of such vehicles, you are paid travel time at ordinary rates. You are also paid travel time at ordinary rates if you use an RTA vehicle to attend training or other meetings.
- (f) If the RTA transfers you from one job to another during working hours, the RTA must:
  - pay your time spent travelling as time worked or overtime in accordance with (b) above, plus any additional fares

return you to the point from which you were transferred if the RTA was unable to notify you the day before.

## 7.2 Distant work

- (a) If you are a Traffic Signals Technicians' Assistant this subclause does not apply to you because you receive arrangements commensurate with salaried staff when engaged on distant work.
- (b) "Distant work" is employment at a workplace that requires you to live away from your usual residence.
- (c) If you are sent from one place to another, the RTA either:
  - (i) Provides you with accommodation and pays for your meals, as follows:

At an established RTA camp

At a well kept establishment of at least 3 star motel accommodation (as defined in the NRMA Accommodation Directory) in either a single room or a twin room if a single room is not available

If suitable motel accommodation is not available, a single room hotel or private accommodation may be provided

If suitable motel, hotel or private accommodation is not available, you may be accommodated in a caravan park

If a suitable caravan park is not available, you may be accommodated in a caravan with a toilet, shower and air conditioning or another agreed facility. Caravans must include showers, air-conditioning and a toilet. Or,

- (ii) Pays you a 'Country Allowance' to provide for meals and overnight accommodation. This allowance is only paid for days when an overnight stay is involved. The daily rate is stated in Table 2, "Other Rates and Allowances" in Part B, "Monetary Rates (Country Allowance)" in this Award.
- (d) When you are provided with accommodation, you may elect not to have your meals paid for and to receive an amount, as stated in Table 2, "Other Rates and Allowances" in Part B, "Monetary Rates" of this Award, for breakfast, lunch, dinner and any incidental expenses incurred.
- (e) If you are provided with accommodation and meals you are entitled to an incidental payment of a set amount for each night spent away from your residence or headquarters, as stated in Table 2, "Other Rates and Allowances" in Part B, "Monetary Rates" of this Award.
- (f) Where possible the RTA provides you with transport to and from Distant Work at the beginning and end of each work week/period. In this case the time you spend travelling to and from Distant Work is paid as per subclause 7.1.3.
- (g) Where the RTA cannot provide you with this transport:

and you use your own private vehicle you are reimbursed the specified journey at a set rate per kilometre, as stated in Table 2, "Other Rates and Allowances" in Part B, "Monetary Rates" of this Award, or

The RTA reimburses you for the cost of fares and return fares, and

You are paid for the time you spend travelling, as per subclause 7.1.3.

- (h) If you are required to report for duty on Distant Work, the RTA will notify you at least two days before it is necessary for you to travel, except in case of emergency or unforeseen circumstances.
- (i) If the RTA and the majority of staff engaged on Distant Work agree, your ADO may be taken at a time mutually agreed, or accrued up to a maximum of five days. Refer to clause 4.2 Working Hours.
- (j) Camps and accommodation must fulfil the requirements of the *Occupational Health and Safety Act 2000* and its regulations at all times.

### 7.3 Amenities

#### 7.3.1 General

- (a) The RTA provides amenities for all staff engaged on works in accordance with the Workcover Code of Practice - Amenities for Construction Work.
- (b) If you are a tradesperson, the RTA will provide you with a suitable, secure, weatherproof lock-up at the work place for your tools. If a lock-up is not provided and your tools are stolen by reason of the RTA's negligence, the RTA compensates you for the loss, in accordance with Clause 8.5 - Tools.

#### 7.3.2 Sydney Harbour Bridge maintenance staff

- (a) If you are SHB maintenance worker, the RTA provides a "clean/dirty" area for you to store your personal clothing separate from your protective clothing.
- (b) This area must have sufficient washing and showering facilities separated from all dirty sections of the area.
- (c) You are allowed the following breaks:
  - Five minutes before lunch to wash and put away personal belongings, or
  - Ten minutes before lunch if you have been performing tasks associated with lead paint removal (as outlined in 5.2.3), to shower and put away personal belongings, and
  - Ten minutes before finishing time to shower, and
  - Enough time before lunch and finishing time to reach an area from your place of work on the bridge.
- (d) You are provided with separate area for the storage of your clothes, tools and food. This area must not contain painting materials.

### 7.4 Tea breaks and drinking water

- (a) If you are not a SHB maintenance worker, you are entitled to a paid 20 minute morning tea break, as agreed with the RTA. This break should not necessarily cause work stoppage.

The RTA provides:

- tea and coffee making facilities
- cool drinking water.

- (b) If you are a SHB maintenance worker, you are entitled to a ten minute:  
morning tea break, to be taken alongside your lunch break, and  
tea break immediately before finishing time.

## 8. Other Conditions

### 8.1 First aid

For full details, refer to the Occupational Health and Safety Regulation 2001.

If the RTA appoints you to perform first aid, you are paid an additional daily amount, as stated in Table 2, "Other Rates and Allowances", in Part B, "Monetary Rates" of this Award.

### 8.2 Union contributions

- (a) The unions shall provide the RTA with a schedule setting out its fortnightly membership fees payable by its members in accordance with its rules.
- (b) The unions shall advise the RTA of any change to the amount of fortnightly membership fees made under its rules. Any variation to the schedule of union fortnightly membership fees payable shall be provided to the RTA at least one month in advance of the variation taking effect.
- (c) Subject to (a) and (b) above, if you are a member of the union, the RTA shall deduct your union fortnightly membership fees from your pay if you have authorised in writing, the RTA to make such deductions
- (d) Monies so deducted from your pay shall be forwarded regularly to the union together with all necessary information to enable the union to reconcile and credit subscriptions to your union membership account.
- (e) Unless other arrangements are agreed to by the RTA and the union, your union membership fees shall be deducted on a fortnightly basis.
- (f) If you have already authorised the deduction of your union membership fees from your pay prior to this clause taking effect, nothing in this clause shall be read as requiring you to make a fresh authorisation in order for such deductions to continue.

### 8.3 Union representatives

If you are an elected union representative and you have been notified and accepted by the RTA as an accredited union representative, you are allowed sufficient time in work hours to interview the supervisors, managers and staff you represent on matters affecting them.

### 8.4 Certificates and licences

Your weekly pay rate, as stated in Table 1, "Rates of Pay", in Part B, "Monetary Rates" includes 50 cents for your drivers' licence whether or not you are required to drive plant items or motor vehicles. This is effective from your first full pay period commencing on or after 1 July 1997.

### 8.5 Work apparel

#### 8.5.1 General

- (a) The work apparel issued to you in accordance with this clause is in addition to any other required personal protective clothing and equipment (PPE) issued by the RTA.

- (b) The RTA issues, free of cost, the following work apparel:

Item	Number
Trousers*	Five (5) in total, in any combination
Shorts*	
Long pants*	
High-visibility, long sleeve shirt*	Five (5) in total, in any combination
Cotton drill long sleeve shirt*	
Windcheater (sloppy joe)	Two (2)
Jacket (light, heavy or spray)	Two (2)
Long socks	Five (5)
Belt	One (1)
Hat (stockman style)	One (1)
Gear bag	One (1)

\* One pair of overalls may be substituted for any pants/shirt combination.

- (c) Your work apparel is replaced on a "fair wear and tear, new for old" exchange basis.
- (d) It is a condition of your employment that you wear the work apparel issued to you by the RTA while you are on duty.
- (e) If you elect to wear cotton drill shirts, you must wear an approved, high-visibility garment over your shirt when you are working near traffic.
- (f) You are responsible for the cost of cleaning and maintaining your RTA-issued work apparel.
- (g) If you are a casual worker, you are initially issued with two sets of trouser and shirt combinations, plus other essential items (eg. belts, socks). All other items are issued on a "needs" basis (eg. winter jackets).

#### 8.5.2 Protective clothing

The RTA must provide you with personal protective clothing and equipment (PPE), as stated in your Safe Working Method Statements (SWMS), to ensure your health and safety in the workplace.

### 8.6 Tools

#### 8.6.1 Issue

The RTA provides you with all necessary special tools required to perform your work.

#### 8.6.2 Insuring tools

- (a) The RTA insures your tools against loss or damage by fire while the tools are on RTA premises or worksites.
- (b) The RTA reimburses you for loss of tools, as follows:

up to a value, as stated in Table 2, "Other Rates and Allowances", in Part B, "Monetary Rates" of this Award.

if the RTA has requested the tools be stored on the job

if they are stolen, by break and enter, outside ordinary working hours.

- (c) The RTA may require you to provide a list of all your tools.

## 8.7 Grievance resolution and dispute settlement

### 8.7.1 Grievance resolution

- (a) The RTA's Grievance Resolution Policy (contained in the RTA's Human Resources Manual) provides the opportunity for workplace issues to be raised early and resolved locally in a timely manner.
- (b) A grievance is a personal concern/problem about work or the work environment that the staff member seeks hearing or resolution of, and may be the result of a perceived or actual concern regarding:
  - (i) Allocation of work or development opportunities
  - (ii) Workplace communication difficulties, or interpersonal disputes;
  - (iii) Changes in work processes/practices.
- (c) The Grievance Resolution Policy and Grievance Resolution Procedure should be utilised when grievances arise..
- (d) Whenever the relevant Policy and Procedures are being followed, normal work will continue.

### 8.7.2 Dispute settlement

- (a) A dispute is a complaint or difficulty which affects more than one staff member. It may relate to a change in working conditions that is perceived to have a negative implication on staff.
- (b) It is essential that management and the unions consult on all issues of mutual interest and concern, not just issues considered likely to result in a dispute.
- (c) Failure to consult on all issues of mutual interest and concern to management and the unions is contrary to the intention of the following process.
  - (i) If a dispute arises in a work location and that dispute cannot be resolved between staff or their representative and the supervisor, the dispute is referred to the RTA Manager, Industrial Relations, or delegate, who then arranges for the dispute to be discussed with the unions.
  - (ii) If the dispute cannot be resolved at this level, it is referred to RTA senior management.
  - (iii) If the dispute cannot be resolved at this level, it is referred to the Industrial Relations Commission of NSW.
  - (iv) While this process is continuing, there should be no work stoppages or any other form of work limitation.
  - (v) The relevant union reserves the right to vary this procedure where a genuine safety factor is involved, in accordance with subclause 8.7.3.

### 8.7.3 Disputes relating to OHS issues

- (a) The RTA and wages staff are committed to the *Occupational Health and Safety Act 2000* and any other relevant statutory requirements, at all times.



- (b) When an OHS risk is identified or a genuine safety factor is the source of a dispute:
  - (i) You have a duty to notify the RTA of the risk through your Occupational Health & Safety Committee, and
  - (ii) To allow the RTA a reasonable amount of time to respond.
  - (iii) The RTA has a duty to address the issue identified, and
  - (iv) Report on the issue within a reasonable timeframe.
- (c) If you notify WorkCover without allowing the RTA a reasonable amount of time to respond to the issue, it is a breach of the legislative provisions.
- (d) The RTA respects your right to refuse to continue working due to a genuine safety issue.
- (e) The unions and you acknowledge that the creation of an industrial dispute over an OHS matter that is not legitimate is a breach of the legislative provisions under section 25 of the *Occupational Health and Safety Act 2000*.

#### 8.8 Anti-discrimination

- (a) It is the intention of all parties bound by this Award (the RTA, the union and you) to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- (b) As such, it follows that in fulfilling your obligations under the dispute resolution procedure stated in this Award, all parties have an obligation 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 is consistent with the fulfilment of these obligations for the parties to make an application to vary any provisions of this Award if they believe it is directly or indirectly discriminatory.
- (c) Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because that employee:
  - (i) has made a complaint of unlawful discrimination or harassment, or
  - (ii) may make a complaint of unlawful discrimination or harassment, or
  - (iii) has been involved in a complaint of unlawful discrimination or harassment.
- (d) Nothing in this clause is to be used to:
  - (i) promote any conduct or act which is specifically exempted from anti-discrimination legislation
  - (ii) enforce the offering or provision of junior pay rates to people under 21
  - (iii) promote any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*
  - (iv) prevent any party to this award from pursuing matters of unlawful discrimination in any State or federal jurisdiction.
- (e) This clause does not create legal rights or obligations in addition to those imposed upon all parties by the legislation referred to in this clause.

## NOTES

1. The RTA and staff may also be subject to Commonwealth anti-discrimination legislation.
2. Section 56(d) of the *Anti-Discrimination Act 1977*, states:

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

### 9. No. Extra Claims

The parties agree that during the term of this award up until 30 June 2011, that there will be no extra claims, claims for improved conditions of employment, or demands made in respect of the staff covered under this Award, and further, that no proceedings, claims or demands concerning wages or conditions of employment in respect of those staff will be instituted before the Commission or any other arbitral tribunal.

However, this does not prevent the parties from instigating any proceedings with respect to the interpretation, application or enforcement of existing award provisions contained in this Award

### 10. Area Incidence and Duration

This Award will be known as the Crown Employees (Roads and Traffic Authority of NSW - Wages Staff) Award 2008.

This Award applies to Wages Staff employed within the classifications set out in Part B, Monetary Rates by the Roads and Traffic Authority of New South Wales, Division of the Government Service of New South Wales, under Chapter 1A of the *Public Sector Employment and Management Act 2002* (NSW).

This Award will remain in force for a period of three (3) years from 1 July 2008 and rescinds and replaces the Crown Employees (Roads and Traffic Authority of NSW - Wages Staff) Award 2005 published 3 March 2006 (357 I.G. 641).

## PART B

### MONETARY RATES

**Table 1 - Rates of Pay - Non Trades**

Pay point	Positions	4% Opve ffpp o/a 1/7/2008 /week \$	4% Opve ffpp o/a 1/7/2009 /week \$	4% Opve ffpp o/a 1/7/2010 /week \$
1	Roadworker Grade 1 Sydney Harbour Bridge Worker Grade 1	821.30	854.20	888.40
2	Roadworker Grade 2 Sydney Harbour Bridge Worker Grade 2	843.40	877.10	912.20
3	Roadworker Grade 3 Linemarker Grade 1 Building Attendant Sydney Harbour Bridge Worker Grade 3	865.70	900.30	936.30
4	Bridge Worker Grade 4 Technician's Assistant Grade 1 Works Assistant Grade 1 Road Worker Grade 4	887.80	923.30	960.20

	Plant Operator Grade 1 Roller Operator Tow Truck Attendant Linemarkers Grade 2 Storeperson Grade 1 Sydney Harbour Bridge Worker Grade 4 Traffic Emergency Patroller			
5	Bridge Worker Grade 5 Technician's Assistant Grade 2 Road Worker Grade 5 Plant Operator Grade 2 Truck Driver (MR General) Truck Driver (Stores) Linemarkers Grade 3 Storeperson Grade 2 Rigger Grade 1	910.10	946.50	984.40
6	Technician's Assistant Grade 3 Works Assistant Grade 2 Bituminous Spray Operator Plant Operator Grade 3 Truck Driver (MR Gang Truck) Truck Driver (HR Truck - General) Water Cart Operator Snowplough Operator Rigger Grade 2	932.20	969.50	1008.30
7	Works Assistant Grade 3 Truck Driver (HR Gang Truck) Truck Driver (Semi Trailer) Rigger Grade 3	954.40	992.60	1032.30
8	Team Leader Grade 1 Bitumen Spray Driver Finishing Grader Operator Team Leader (Stores) Rigger Grade 4 Truck Driver (Tow Truck) Traffic Emergency Patroller (Team Leader)	976.60	1015.70	1056.30
9	Truck Driver (Road Train) Team Leader (Rigger)	998.80	1038.80	1080.40
10		1021.10	1061.90	1104.40
11	Team Leader Grade 2 Team Leader (Tow Trucks)	1043.20	1084.90	1128.30
12		1065.50	1108.10	1152.40

#### Rates of Pay - Trades

Pay point	Positions	4% Opve ffpp o/a 1/7/2008 /week \$	4% Opve ffpp o/a 1/7/2009 /week \$	4% Opve ffpp o/a 1/7/2010 /week \$
1	Painter Grade 1 Traffic Facilities Painter Grade 1	894.20	930.00	967.20
2	Plasterer Grade 1	909.10	945.50	983.30
3	Mechanical Trades Grade 1 Fitter Grade 1	913.80	950.40	988.40
4	Painter Grade 2	916.40	953.10	991.20

5	Signwriter Grade 1	920.90	957.70	996.00
6	Metal Fabricator Grade 1 Plumber Grade 1	923.00	959.90	998.30
7	Shipwright Grade 1	931.10	968.30	1007.00
8	Painter Grade 3 Traffic Facilities Painter Grade 2	938.90	976.50	1015.60
9	Bridge Maintenance Welder Grade 1 Construction Carpenter Grade 1	940.00	977.60	1016.70
10	Electrician Grade 1	959.80	998.20	1038.10
11	Painter Grade 4 Traffic facilities Painter Grade 3	961.20	999.60	1039.60
12	Mechanical Trades Grade 2 Fitter Grade 2	963.00	1001.50	1041.60
13	Signwriter Grade 2	966.90	1005.60	1045.80
14	Metal Fabricator Grade 2 Plumber Grade 2	969.20	1008.00	1048.30
15	Bridge Maintenance Welder Grade 2 Construction Carpenter Grade 2	986.90	1026.40	1067.50
16	Signwriter Grade 3	989.90	1029.50	1070.70
17	Electrician Grade 2	1007.90	1048.20	1090.10
18	Construction Carpenter Grade 3	1010.40	1050.80	1092.80
19	Mechanical Trades Grade 3 Fitter Grade 3	1011.30	1051.80	1093.90
20	Plumber Grade 3	1015.50	1056.10	1098.30
21	Painter (Team Leader) Bridge Maintenance Welder (Team Leader) Metal Fabricator (Team Leader) Construction Carpenter (Team Leader) Shipwright (Team Leader) Signwriter (Team Leader) Traffic Facilities Painter (Team Leader)	1043.20	1084.90	1128.30
22	Electrician Grade 3	1055.60	1097.80	1141.70
23	Mechanical Trades Team Leader Fitter (Team Leader)	1059.40	1101.80	1145.90
24	Plumber (Team Leader)	1061.50	1104.00	1148.20
25	Electrician (Team Leader)	1103.60	1147.70	1193.60

#### Rates of Pay - Apprentices

Pay point	Positions	4% Opve ffpp o/a 1/7/2008 /week \$	4% Opve ffpp o/a 1/7/2009 /week \$	4% Opve ffpp o/a 1/7/2010 /week \$
1	Apprentice 1 <sup>st</sup> Year Painter/Decorator Signwriter	400.40	416.40	433.10
2	Apprentice 1 <sup>st</sup> Year Radio Fitter/Mechanic Electrical Fitter/Mechanic	407.40	423.70	440.60
3	Apprentice 1 <sup>st</sup> Year Bricklayer	412.60	429.10	446.30

4	Apprentice 1 <sup>st</sup> Year Plant Mechanic Motor Mechanic Fitter/Turner Boilermaker Sheetmetal Worker Blacksmith Trimmer Welder	420.10	436.90	454.40
5	Apprentice 1 <sup>st</sup> Year Carpenter/Joiner	437.50	455.00	473.20
6	Apprentice 1 <sup>st</sup> Year Bridge & Wharf Carpenter	446.30	464.20	482.80
7	Apprentice 2 <sup>nd</sup> Year Painter/Decorator Signwriter	518.80	539.60	561.20
8	Apprentice 2 <sup>nd</sup> Year Radio Fitter/Mechanic Electrical Fitter/Mechanic	525.70	546.70	568.60
9	Apprentice 2 <sup>nd</sup> Year Bricklayer	530.90	552.10	574.20
10	Apprentice 2 <sup>nd</sup> Year Plant Mechanic Motor Mechanic Fitter/Turner Boilermaker Sheetmetal Worker Blacksmith Trimmer Welder	538.40	559.90	582.30
11	Apprentice 2 <sup>nd</sup> Year Carpenter/Joiner	556.20	578.40	601.50
12	Apprentice 2 <sup>nd</sup> Year Bridge & Wharf Carpenter	564.90	587.50	611.00
13	Apprentice 3 <sup>rd</sup> Year Painter/Decorator Signwriter	658.60	684.90	712.30
14	Apprentice 3 <sup>rd</sup> Year Radio Fitter/Mechanic Electrical Fitter/Mechanic	665.60	692.20	719.90
15	Apprentice 3 <sup>rd</sup> Year Bricklayer	670.50	697.30	725.20
16	Apprentice 3 <sup>rd</sup> Year Plant Mechanic Motor Mechanic Fitter/Turner Boilermaker Sheetmetal Worker Blacksmith Trimmer Welder	678.30	705.40	733.60
17	Apprentice 3 <sup>rd</sup> Year Carpenter/Joiner	695.40	723.20	752.10
18	Apprentice 3 <sup>rd</sup> Year Bridge & Wharf Carpenter	704.20	732.40	761.70
19	Apprentice 4 <sup>th</sup> Year Painter/Decorator Signwriter	755.50	785.70	817.10

20	Apprentice 4 <sup>th</sup> Year Radio Fitter/Mechanic Electrical Fitter/Mechanic	762.50	793.00	824.70
21	Apprentice 4 <sup>th</sup> Year Bricklayer	767.50	798.20	830.10
22	Apprentice 4 <sup>th</sup> Year Plant Mechanic Motor Mechanic Fitter/Turner Boilermaker Sheetmetal Worker Blacksmith Trimmer Welder	775.30	806.30	838.60
23	Apprentice 4 <sup>th</sup> Year Carpenter/Joiner	792.60	824.30	857.30
24	Apprentice 4 <sup>th</sup> Year Bridge & Wharf Carpenter	801.10	833.10	866.40

**Table 2 - Other Rates and Allowances**

Clause	Description	4% Opve ffpp o/a 1/7/2008 \$	4% Opve ffpp o/a 1/7/2009 \$	4% Opve ffpp o/a 1/7/2010 \$
<b>Other Rates</b>				
5.1.7 (a)	Sydney Harbour Bridge Maintenance Staff Sydney Harbour Bridge Allowance	163.40	169.90	176.70
<b>Allowances</b>				
5.2.3	Lead Paint Removal Allowance	1.94	2.02	2.10
5.2.4	Asbestos Materials Tradespersons	0.80	0.83	0.86
5.2.5(c)	Asbestos Eradication Tradespersons	2.13	2.22	2.31
5.2.6(a)	Asphalt Plant Repairs Tradespersons	0.80	0.83	0.86
5.2.7	Long/Wide Loads Allowance Transport Workers 2.90m wide or 18.29m long or 4.30m high minimum payment 3.36m wide or 21.34m long or 4.58m high minimum payment	2.0250 8.10 3.7850 15.14	2.1050 8.42 3.9375 15.75	2.1900 8.76 4.0950 16.38
<b>Overtime</b>				
5.4.6 (a) (b)	Meal Allowance First meal Subsequent meal	11.30 9.50	11.30 9.50	11.30 9.50
<b>Fares and Travelling</b>				
7.1.1 (b)	Fares per week per day	7.00 1.40	9.00 1.80	12.00 2.40
7.1.2 (a)	Travelling Allowance 3 10 km 10 20 km 20 30 km 30 40 km 40 50 km 50 60 km	4.20 8.30 12.40 16.50 20.70 24.80	4.20 8.30 12.40 16.50 20.70 24.80	4.20 8.30 12.40 16.50 20.70 24.80

	60 70 km	29.00	29.00	29.00
	70 80 km	33.00	33.00	33.00
	80 90 km	37.20	37.20	37.20
	90 100 km	41.30	41.30	41.30
7.2	Distant Work			
(c) (ii)	Board & lodging	638.75	638.75	638.75
	Broken parts of week where camp not provided	91.25	91.25	91.25
(d)	Breakfast	18.85	18.85	18.85
	Lunch	21.55	21.55	21.55
	Dinner	37.15	37.15	37.15
(e)	Incidentals	8.00	8.00	8.00
(h)	Private Vehicle over 2700 cc	0.307/km	0.307/km	0.307/km
	Private Vehicle 1600 - 2700 cc	0.285/km	0.285/km	0.285/km
	Private Vehicle under 1600 cc	0.240/km	0.240/km	0.240/km
Other Conditions				
8.1	First Aid			
(b)	First aid Allowance	2.85	2.96	3.08
8.6.2	Insuring tools			
(b)	Reimbursement for loss	1431.00	1431.00	1431.00

### Appendix A: Workplace reform

#### 1. Benchmarking

The parties agree to co-operate in benchmarking processes to measure performance of the RTA Road Services Business Units against other public and private sector road services providers.

#### 2. Process improvement

The RTA, unions and wages staff are committed to ensuring effective and efficient customer service and product delivery by analysing and recommending changes in processes, systems or procedures which result in improvement in productivity and/or the elimination of duplication and waste. The regional consultative groups monitor the development and implementation of process improvement and provide appropriate updates, reports and recommendations to the SBU.

#### 3. Performance Planning and feedback

The RTA will implement a performance planning and feedback scheme that applies to all wages staff and is:

implemented in consultation with the unions that will link performance in the workplace with the goals of the RTA, its regions and work units

supported by appropriate training

evaluated and monitored by the SBU.

This scheme recognises and reflects the increasing importance of teams in the RTA and their contribution to service and quality.

The parties are committed to:

ensuring teams and wages staff understand the relationship or interdependence of their role with other teams and wages staff

clearly defining expectations for each team and wages staff member against the agreed goals of the RTA and productivity standards

ensuring each team and wages staff member clearly understands the RTA's objectives, their work unit's goals and how their role is integral to the achievement of these objectives and goals

obtaining feedback from teams and wages staff on the RTA's work practices, management practices and possible innovations

encouraging teams and wages staff to participate in their work unit's decision making process.

4. Conditions of employment

- (a) The parties are committed to the development and implementation of changes in conditions of employment that are customer focused and are equitable in application. Any changes are:

developed and implemented in consultation with the unions to link performance in the workplace with the goals of the RTA

evaluated and monitored by the SBU.

- (b) In making this commitment, the parties accept, in principle, the need to:

review current work practices to ensure that they are customer focused and maximise the effective and efficient use of resources

review and rationalise administrative procedures

reduce and update documentation

ensure, where possible, consistent working conditions for all wages staff

provide opportunities for all wages staff to better manage their working and personal lives

review current work patterns to investigate flexible work arrangements which better meet wages staff and customers' needs.

5. Occupational health and safety

- (a) The RTA is committed to ensuring the health, safety and wellbeing of its staff in the workplace. This is achieved by:

implementation of appropriate health and safety practices and procedures

appropriate management policies and practices

the active and constructive involvement of all wages staff; and

management and wages staff representatives' participation on occupational health and safety committees.

- (b) The RTA encourages wages staff to take a constructive role in promoting improvements in occupational health, safety and welfare to assist the RTA in achieving a healthy and safe working environment.

6. Consultation on excess staff

The RTA is committed to managing excess staff through a consultative approach in accordance with its policy and continuous improvement strategies.

The parties are committed to the development and implementation of a process to ensure equitable treatment of excess staff throughout the RTA.



Such a process includes appropriate training, career and financial assistance counselling, provision of equipment and participation in the RTA's Job Assist Scheme as set out in policy.

The implementation of any clause in this Award is not intended to cause any forced redundancies.

It is not the intention that any clause in this Award prevents the RTA managing excess staff in accordance with Government policy and through a consultative process with wages staff and the unions.

7. Contractors' protocol

Where work is to be carried out by contract, including sub-contract, the RTA:

abides by the provisions of the Industrial Relations Management Guidelines, December 1999, as developed by the NSW Government's Construction Policy Steering Committee.

abides by the terms and conditions of the RTA and Combined Unions' Contractors' Protocol Policy being developed by the parties.

ensures that all tenders are properly scrutinised to ensure that prospective tenderers would, if successful, be paying the rates and providing conditions contained in the appropriate award and/or registered industrial agreement, as well as complying with other statutory provisions and RTA specified standards including but not limited to the RTA's safe working procedures, RTA's traffic control procedures and RTA's quality standards and the provisions set out in clause A9, Work environment.

on being advised or otherwise becoming aware that a contractor or sub-contractor is not paying award rates, providing award conditions or complying with any other statutory provisions and RTA standards including but not limited to RTA's safe working procedures, RTA's traffic control procedures and RTA's quality standards, as set out in point 4, Work Environment, of this Appendix, takes necessary action to ensure that the situation is immediately rectified. Should the contractor or sub-contractor continue to breach the provision then appropriate action including termination of contract is implemented, if appropriate.

8. Agreed procedures for market testing and contracting out

Where work is presently carried out by RTA wages staff, the parties agree that the Government's policy on Market Testing and Contracting Out is observed. If increased efficiency through contracting out is to be considered, full consultation on all aspects, including the contracting out process and the capacity of wages staff to perform the work under contractual conditions, takes place between the RTA and the unions before initiating any change to operations presently carried out by RTA wages staff.

This is to ensure that all parties are informed of plans and wages staff can offer input, seek clarification of issues and be kept abreast of major developments. (See Appendix C for Principles, Definitions and Consultative Process).

9. Unplanned absenteeism (sick leave)

The parties are committed to implementing tailored strategies to reduce the level of sick leave being taken by staff.

Wages staff who have a good employment and sick leave record and who have been suffering from a genuine prolonged illness continue to be entitled, by Chief Executive approval, to additional paid sick leave should they exhaust their existing paid sick leave entitlement.

10. Consultation

The parties agree that in order to maximise the benefits that can be obtained through the enterprise bargaining process there is a need for full and open consultation on all relevant issues affecting wages staff and unions.

The parties are committed to timely and effective consultation which provides RTA wages staff and unions with the opportunity for input into such matters that impact upon them prior to their implementation.

11. Communication

The parties agree to continue to implement initiatives designed to ensure that there are structured communication processes between the RTA's corporate directorates and Operations and Services Directorate, regional and frontline areas to ensure timely and accurate upward and downward feedback.

12. Field Input Data Operation

The parties agree to fully implement the Field Input Data Operation (FIDO) system to improve scheduling and prioritising of maintenance works.

13. Alliance Model/Contracting of Works

The parties agree to fully implement the Alliance Model of work in Road and Fleet Services (RFS), whereby RTA staff work along side private industry parties in order to achieve the outcomes of RFS.

### **Appendix B: Definitions**

Adult apprentice

Means a person who commences their apprenticeship with the RTA at age 21 years or older.

RTA

The Roads and Traffic Authority of New South Wales as constituted under Section 46 of the *Transport Administration Act*, 1988.

Staff/Employee

Means a person(s) engaged by the RTA, a Division of the Government Service of New South Wales under Chapter 1A of the *Public Sector Employment and Management Act* 2002 .and whose conditions of employment are bound by this Agreement.

Safe system of work

The Safe System of Work on the Sydney Harbour Bridge is documented in the Memorandum of Agreement between the Labor Council of NSW (Unions NSW), the unions and the Commissioner for Main Roads, dated 28 October 1988, as amended from time to time.

Follow the job loading

Means an allowance paid as compensation for lack of continuity of employment and for the need to change work locations in the construction industry.

Inclement weather

Means wet weather/abnormal climatic conditions such as hail, cold, high winds, severe dust storms, extreme high temperatures or any combination.

Industry allowance

Staff working in the open on civil/ mechanical engineering projects and subject to climatic conditions, ie. dust blowing in the wind, drippings from newly poured concrete, sloppy and muddy conditions, lack of usual amenities associated with factory work (eg. meal room, change rooms, lockers etc.).

**Call Out/Call Back**

Means a request to return to work to attend to an emergency or breakdown.

**RTA Policy**

Means policy set out in the RTA's Human Resources Manual.

**Crib**

Means a paid meal break, which is treated as time worked.

**Substantive/ordinary rate of pay**

Means the rate you are paid on an hourly basis, paid according to your contract hours of work and the weekly wage for your classification.

**Non-superable allowance**

Means a payment is not taken into consideration when calculating superannuation contribution.

**Appendix C: Market Testing and Contracting Out****Principles, Definitions and Consultative Process****1. Principles****1.1 Selection of an area of work to market test**

The following principles underlie the selection of an area of work for market testing:

- (a) The area of work should be capable of being defined precisely. It should allow clear boundaries to be specified and relationships with other areas of work to be defined.
- (b) The area of work should be capable of being expressed in terms of outcomes rather than the RTA having to define how the work is to be done.
- (c) The performance of an in-house team or contractor completing the work should be capable of being accurately measured so that cost and quality are able to be clearly determined.
- (d) There should be clear competition among bidders for the area of work.
- (e) If the work is contracted out, there should be clear opportunity to penalise or replace contractors for poor or non-performance without causing significant interruption to RTA business.
- (f) There should be a reasonable expectation that cost-effectiveness improvements are possible.
- (g) The Market Testing process need be applied only when the scope and nature of the project is such that there would be "value for money" in doing this. That is, the financial and other costs of running the process should be justifiable in terms of the expected financial and non-financial benefits.

**1.2 Conduct of market testing projects**

The following principles underlie the conduct of a market testing project:

- (a) Consultation with staff and their representatives must be an integral part of the process (see definition of consultation below).
- (b) Market testing of an area of work will not necessarily lead to contracting out of that work. The decision to contract out an area of work or retain it in-house must be based on a robust analysis of costs, benefits and risks, both financial and non-financial. Issues to be considered include but are not limited to:
  - track record of performing work of that type and quality of past work, including consideration of any examples of non-performance in the past
  - reports from reference sites
  - past performance in management of sub-contractors
  - fitness and quality of the process proposed by the bidder
  - financial stability of the firm
  - ability to meet statutory requirements, including occupational health and safety requirements, and
  - calibre of the key people involved in delivery of the work.
- (c) Fair and effective competition must be maintained among all bidders, including in-house bid teams. Probity processes must be in place to ensure no advantage is gained by one bidder over and others but care must be taken to ensure that probity processes are not so onerous that they disadvantage any bidders or place heavy costs on the process.
- (d) The market testing process used should facilitate innovation by bidders (including in-house bidders) and support the pursuit of "best practice". This implies that internal bid teams should be adequately resourced and have access to the relevant expertise in formulating their bids. (NB. The terms "innovation" and "best practice" refer to the achievement of technical and process improvement and not merely cost cutting.)
- (e) Equity objectives should be pursued in addition to efficiency and effectiveness objectives. This means that equity in dealing with the RTA's clients and staff must be maintained or enhanced. Equity in workplace relationships extends to safety and EEO aspects, as well as consultation with staff and their representatives. Workplace equity also implies management should demonstrate appropriate leadership and support all staff, especially those involved in internal bid processes.

### 1.3 Management of an area of work after market testing

The following principles underlie the management of a work area after market testing, irrespective of whether the work is contracted out or retained in-house:

- (a) The work area should be managed on an "outcome" basis, allowing room for innovation and continuous improvement in the way work is performed.
- (b) A contract and/or service level agreement(s) must be negotiated which allows cost and quality indicators to be monitored and compared over time.
- (c) Clear accountabilities must be established and understood by all parties - the team undertaking the work and the people responsible for managing the performance or the work area on behalf of the RTA.
- (d) Clear lines of communication must be defined, including processes for remedying performance discrepancies and resolution of disputes.

## 2. Definitions

### Consultation

The process of sharing information and requiring input on key decisions before they are taken and utilising that input in formulation of the decision outcome. In a rational decision model, it may include input to and/or feedback on:

- the identification of decision alternatives
- the identification of decision criteria; and
- the outcome of evaluation of alternatives against the criteria.

In an incremental decision model it may include preparation and dissemination of a discussion document on a proposed change, gaining feedback on the proposal and modifying the proposal where appropriate.

Consultation does not imply a right to veto decisions nor does it imply a right to access confidential material of a commercial or personal nature. Where a need arises to provide access to confidential information, a confidentiality control process will be implemented.

### Market Testing

A rational approach to deciding the best value-for-money method (taking into account cost, benefit and risk) of delivery of an area of work. It does not refer to "contracting." Contracting is one possible outcome of a market testing process.

### Major Works

Works valued at \$500,000 or greater unless approved as a "Minor Works" by a Regional Manager. Only major works are suitable for market testing and usually only where it is an area of work that is already performed within the RTA. The RTA may proceed directly to a contract for minor works in circumstances where in-house resources are unavailable and/or the RTA no longer performs work of that type.

## 3. Consultative process

### Step 1

- (a) Local management required to identify projects to be considered for Market Testing and Contracting Out.
- (b) Agreement to proposals sought from Director.
- (c) Opinions of other directors on proposed project sought by relevant Director. Director Corporate Services initiates preliminary consultation with relevant unions and notification to SBU and Unions NSW.
- (d) Relevant unions advised by Director Corporate Services and input sought. (Two weeks to respond from date of advice).
- (e) Responses considered by relevant Director and proposals modified where appropriate.

### Step 2

- (a) The RTA Executive advised of nominated projects by relevant Director.

- (b) Nominations considered by Board and which project should proceed to market testing determined.
- (c) Relevant unions, SBU and Unions NSW advised of project approvals by Director Corporate Services.

#### Step 3

- (a) Project initiated by local management.
- (b) Nominations called for and, in consultation with relevant unions, in-house bid team appointed by relevant Director.
- (c) In-house bid team advised of targeted savings / areas for improvement.
- (d) Evaluation committee appointed by relevant Director.
- (e) In-house bid team given time and resources (including appointment of relevant advisers) to identify and implement processes to achieve target savings and improvements.
- (f) Evaluation committee reviews improvements made by internal bid team and recommendation as to whether to proceed to full market testing made to Director.
- (g) If recommendation to proceed to market testing approved, market testing team set up by local management.
- (h) Relevant probity processes established by local management.
- (i) If determined necessary (ie. to gauge size of market, identify options, etc.) Expression of Interest called.
- (j) Expressions of interest evaluated and short list prepared.
- (k) Request for Proposal/tender documents prepared by market testing team and reviewed. Review team to include evaluation committee and representation from relevant unions.
- (l) RFP/tender documents modified where appropriate by market testing team.
- (m) Evaluation model prepared by market testing team and reviewed. Review team to include evaluation committee and representation from relevant unions.
- (n) Evaluation model modified where appropriate by market testing team.
- (o) RFP/tender documents issued.

#### Step 4

- (a) Evaluation conducted by evaluation committee using internal bid team improvements as a "benchmark".
- (b) Draft evaluation report disseminated to relevant unions by relevant Director, submission of comments requested with a minimum of two weeks to respond from date of dissemination of report.

#### Step 5

- (a) Union submissions received and report finalised by evaluation committee and submitted to relevant Director.

- (b) Approval of evaluation report recommendations sought from the RTA Executive by relevant Director.

Step 6

- (a) Relevant unions and bidders advised by Relevant Director of decision of the RTA Executive.
- (b) Staff advised and in-house bid team debriefed by local management.

R. P. BOLAND J, *President*

---

Printed by the authority of the Industrial Registrar.

**FORESTRY COMMISSION DIVISION TRADING AS FORESTS NSW  
CROWN EMPLOYEES FIELDWORK AND OTHER STAFF AWARD  
2008-2009**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Forests New South Wales.

(No. IRC 2332 of 2008)

Before Commissioner Murphy

23 December 2008

**AWARD**

**CONTENTS**

**Section 1 - Framework**

1. Title
2. Parties
3. Statement of Intent
4. Scope
5. Award entered into freely by all parties
6. Term
7. Definitions
8. Anti-Discrimination
9. Grievance & Dispute Resolution Procedures
10. No Extra Claims
11. Systems and Technology

**Section 2 - General Employment and Hours of Work**

12. Conditions of Employment
  - 12.1 Weekly Employment
  - 12.2 Probationary Employees (new employees)
  - 12.3 Term Employment
  - 12.4 Part time Employment
  - 12.5 Casual employment
13. Hours of Work
  - 13.1 Ordinary Hours of Work
  - 13.2 Variation of Ordinary Hours of Work
  - 13.3 Ordinary Hours on Saturday/Sunday
  - 13.4 Shift Work
  - 13.5 Rostered Days Off
  - 13.6 Travel to and from Work
  - 13.7 Self-Managing Work Teams
  - 13.8 Tea Break and Facilities
  - 13.9 Meal Breaks
14. Overtime (Excluding Fire Fighting)
  - 14.1 Overtime Definition
  - 14.2 Employees to Work Reasonable Overtime
  - 14.3 Overtime Rates
  - 14.4 Time off in Lieu of Overtime
  - 14.5 Minimum Periods



- 14.6 Break from Duty (Overtime)
- 14.7 Overtime Meal Breaks
- 14.8 Meal Allowance for Overtime

### **Section 3 - Safety**

- 15. First-Aid and Health and Safety Issues
- 16. Uniforms Carrying Forest NSW Logo
  - 16.1 Uniforms
  - 16.2 Boots
- 17. Tools and Protective Clothing
- 18. Use of Casuals and Contractors
- 19. Contractor's Protocol

### **Section 4 - Travel Arrangements**

- 20. Travel Arrangements
  - 20.1 Travelling when away from home base
  - 20.2 Accommodation Expenses
  - 20.3 Reimbursement for Accommodation and Meals- Overnight Stay
  - 20.4 Camping Expenses

### **Section 5 - Payment of Wages**

- 21. Payment of Wages
  - 21.1 Salary Rates
  - 21.2 Pay Period
  - 21.3 Payment Method
  - 21.4 Pay Advice
  - 21.5 Payment on Termination
  - 21.6 Performance Pay or Payment by Results
  - 21.7 Salary Packaging
  - 21.8 Deduction of Union Membership Fees

### **Section 6 - Classification Structure**

- 22. Classification Structure
  - 22.1 Classification of Employees
  - 22.2 Purpose of Classification Structure
  - 22.3 Classification Disputes
  - 22.4 Higher Duties

### **Section 7 - Fire Fighting**

- 23. Fire Fighting Duty (Applicable only to Field Employees Engaged in Fire Fighting Duty)
  - 23.1 Definition
  - 23.2 Fire Fighting Health and Fitness Agreement
  - 23.3 Roster Allowance
  - 23.4 Fire Stand-by Duty Outside Normal Working Hours
  - 23.5 On-call Duties
  - 23.6 Immediate "On-Call": an hourly on call system
  - 23.7 Minimum Periods- per overtime provisions

- 23.8 Fire Fighting Loading
  - 23.9 Break from Duty- per overtime provisions
  - 23.10 Travel To and From Fires
  - 23.11 General Fire Fighting Requirements
  - 23.12 Meals
  - 23.13 Accredited Assessors Allowance
  - 23.14 Reimbursement expenses if recalled for fire fighting when on holidays
- 24. Fire Ground Work- Workshops Employees
    - 24.1 Introduction
    - 24.2 Fire Fighting Loading
    - 24.3 Normal Working Hours
    - 24.4 Reimburse expenses if recalled for fire fighting when on holidays
- 25. On-Call Arrangements and Allowances- Workshops Only
    - 25.1 On-Call Duty
    - 25.2 Expectations Whilst On-Call
    - 25.3 Notice Period
    - 25.4 On-Call Extra's
    - 25.5 AC Licence fees
    - 25.6 Tool Coverage (Workshops Only)

#### **Section 8 - Leave**

- 26. Leave
  - 26.1 General Provisions- Ministerial Leave Conditions (MLC)
  - 26.2 Sick Leave
  - 26.3 Public Holidays
  - 26.4 Union Picnic Day
  - 26.5 Recreation Leave Management
  - 26.6 Personal Carers Leave
  - 26.7 Family and Community Service Leave
  - 26.8 Trade Union Training Leave
  - 26.9 Parental Leave
  - 26.10 Casual Leave Entitlements
  - 26.11 Extended Leave Entitlements

#### **Section 9 - Miscellaneous**

- 27. Miscellaneous
  - 27.1 Temporary Relocation
- 28. Inclement Weather
  - 28.1 Definition
  - 28.2 Continuation of Work
- 29. Area, Incidence and Duration

#### **Appendices:**

- Appendix 1 - Rates of Pay
- Appendix 2 - Allowances
- Appendix 3 - Statement of Responsibility Levels and Promotional Criteria
- Appendix 4 - Field Worker Classifications

- Appendix 5 - Mechanical and Radio Services - Mechanical Trades Classifications
- Appendix 6 - Apprentices - Workshops and Nurseries
  - (i) Wage Rates
  - (ii) Apprentice training
- Appendix 7 - Forest Research and Development - Classifications
- Appendix 8 - Grievance and Dispute Resolution Procedures
- Appendix 9 - Equity Policy
- Appendix 10 - Alcohol and Other Drugs Policy

## **SECTION 1 - FRAMEWORK**

### **1. Title of the Award**

This Award shall be known as the Forestry Commission Division trading as Forests NSW Crown Employees Fieldwork and Other Staff Award 2008-2009.

### **2. Parties**

The parties to this Award are:

- 2.1 The Forestry Commission of New South Wales trading as Forests NSW.
- 2.2 The Australian Workers Union.
- 2.3 The Australian Manufacturing Workers Union, New South Wales covering all field employees employed by the Forestry Commission of New South Wales under Chapter 1A of the *Public Sector Employment and Management Act*

### **3. Statement of Intent**

- 3.1 Parties have entered into this Award on the understanding that it is directed towards high quality and efficient services to the community and to Forests NSW customers.
- 3.2 The parties acknowledge that the Award seeks to enhance the image and profile of Forests NSW.

These objectives will be achieved through:

- 3.2.1 The creation and maintenance of a high performance, high trust organisation with a genuine partnership between Forests NSW and its Field Workers.
- 3.2.2 The acceptance of change and commitment to continuous improvement and productivity by both the Management of Forests NSW and its Field Workers.
- 3.2.3 The development of an organisation based upon teamwork, flexibility, competence and opportunities for organisational and personal development.
- 3.3 Achievement of these objectives is expected to deliver savings in operating costs and genuine productivity gains and the parties agree that the savings arising out of the achievement of those objectives will be shared with employees and will be reflected in the rates of pay prescribed in Appendix 1 of this Award.
- 3.4 The parties further agree that negotiations will continue during the life of this Award in relation to the implementation plans appropriate to each of the operational areas covered in this Award.
- 3.5 The parties to the Award agree to review the classification structures listed in the Award at Appendices 3, 4, 5, and 7. The parties also agree to the establishment of a project team to facilitate and support this review.

- 3.6 The format of this Award has been revised and streamlined in discussions with the parties. There has been no intention by the parties to the award to delete or alter existing conditions other than those varied by agreement.

#### **4. Scope**

- 4.1 This Award shall wholly override all conditions of employment under the Crown Employees Skilled Tradesmen (State) Award, and all previous versions of the Crown Employees Fieldwork and Other Staff Award.

#### **5. Award Entered Into Freely By All Parties**

- 5.1 The parties agree that this Award was freely entered into, without duress, and all those parties endorse the contents.

#### **6. Term**

- 6.1 This Award shall operate from 23 December 2008 and remain in force for a period of 12 months. The increase to Rates of Pay is set out in Appendix 1 and will apply from the first pay period on or after 1 July 2008.
- 6.2 The parties to the Award agree to meet to re-negotiate the Award at least three (3) months prior to its expiration.

#### **7. Definitions**

- 7.1 "Casual employee" - means an employee engaged and paid on an hourly basis, who receives a casual loading in lieu of all paid leave entitlements, excluding long service leave.
- 7.2 "Employee" - means and includes all persons permanently or temporarily employed by Forests NSW under the Chapter 1A of the *Public Sector Employment and Management Act 2002*.
- 7.3 "Forests NSW" - refers to the Forestry Commission of New South Wales, trading as Forests NSW.
- 7.4 "Home Base" - Home base is defined as a depot or customary place of start and finish. A mutually acceptable written agreement will be reached, at a local level, between Forests NSW, the relevant Union and affected employees.
- 7.5 "Independent Contractor" - means a person who typically contracts their services through a company to achieve a result whereas an employee contracts to provide his/her labour (typically to enable the employer to achieve a result). Independent contractors can also be identified because they are not eligible for PAYG tax.
- 7.6 "Part-time employee" - means an employee, subject to the provisions of Chapter 2, Part 5 of the *New South Wales Industrial Relations Act 1996*, who is engaged for less than 38 hours per week, and who receives the same range of entitlements as a full-time employee, including sick leave and annual leave, but on a pro-rata basis in proportion to the hours worked. Part-time employees do not receive a casual loading.
- 7.7 "Self Managing Work Teams" - shall mean those work groups where the task is set out and the resources available are provided by management together with time and output criteria but where members of the team decide how the task will be performed, given appropriate application of safe working practices and relevant Forests NSW guidelines.

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

- 8.1 It is the intention of the parties bound by this Award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes

discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity age and responsibilities as a carer.

- 8.2 It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this Award, the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this Award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the Award which, by its terms or operation, has a direct or indirect discriminatory effect.
- 8.3 Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- 8.4 Nothing in this clause is to be taken to affect:
- 8.4.1 any conduct or act which is specifically exempted from anti-discrimination legislation;
- 8.4.2 offering or providing junior rates of pay to persons under 21 years of age;
- 8.4.3 any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
- 8.4.4 a party to this Award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.
- 8.5 This clause does not create legal rights or obligations in addition to those imposed upon the parties by legislation referred to in this clause.

NOTES -

- (1) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- (2) Section 56(d) of the *Anti-Discrimination Act 1977* provides:

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

### 9. Grievance and Dispute Resolution Procedures

- 9.1 The employee shall notify their immediate supervisor employer as to the substance of the grievance, dispute or difficulty, request a meeting to discuss the matter with the employer for bilateral discussions and, if possible, state the remedy sought.
- 9.2 The grievance must initially be dealt with as close to its source as possible, with graduated steps for further discussion and resolution at higher levels of authority, if required.
- 9.3 Where the grievance or dispute involves confidential or other sensitive material (including issues of harassment or discrimination under the *Anti Discrimination Act, 1977*) that makes it impractical for the staff member to advise their immediate supervisor the notification may occur to the next appropriate level of management.
- 9.4 Reasonable time limits must be allowed for discussion at each level of authority.
- 9.5 A staff member, may, at any stage, request representation by an industrial organisation of employees.
- 9.6 At the conclusion of the discussions, the Forest NSW must provide a response to the employee's grievance if the matter has not been resolved, including reasons for not implementing any proposed remedy.

- 9.7 The matter may be referred to the New South Wales Industrial Relations Commission if the matter is unresolved following the use of these procedures. All parties agree to be bound by any order or determination by the New South Wales Industrial Relations Commission.
- 9.8 While the procedure is being followed, normal work must continue.
- 9.9 Refer to Appendix 8 for further information.

#### **10. No Extra Claims**

The parties agree that they will not pursue any extra Award or over-Award claims for the duration of this Award. This does not preclude either party's right under Section 17 of the New South Wales *Industrial Relations Act* 1996 to apply to the New South Wales Industrial Relations Commission to vary or rescind the Award.

#### **11. Systems and Technology**

The parties undertake to work together during the life of the award to achieve administrative and operational efficiencies through the use of improved systems and technologies.

### **SECTION 2 - GENERAL EMPLOYMENT AND HOURS OF WORK**

#### **12. Conditions of Employment**

The parties to this Award are committed to implementing changes as prescribed in this Award which will lead to genuine productivity improvements. The following conditions shall apply to all areas of employment covered by this Award as appropriate:

##### **12.1 Weekly Employment**

Full-time, part-time and term employees shall be engaged by the week. An employee's engagement may be terminated by either the employee or the employer providing one week's notice in writing or by payment or forfeiture, as the case maybe, of one week's wage in lieu of notice. Provided that in the case of misconduct an employee's engagement may be terminated without notice.

##### **12.2 Probationary Employees (new employees)**

12.2.1 Forests NSW may initially engage a new full-time or part-time employee for a period of probationary employment of not more than six (6) months for the purpose of determining the employees' suitability for ongoing employment. The employee must be advised, in writing, in advance that the employment is probationary and of the duration of the probation, which can be up to, but not exceed, six (6) months.

12.2.2 A probationary employee is, for all purposes of the Award, a full-time or part-time employee.

12.2.3 Probationary employment forms part of an employee's period of continuous service for all purposes of the Award, except where otherwise specified in this Award.

12.2.4 In circumstances where an employee on probation is absent for any reason during the probation for a period in excess of two weeks aggregated time and such absence affects the employee's orientation and basic training, the probation may be extended, after consultation with the Union, for a further period of three (3) months. Forests NSW must give written notice of such extension to the employee and the Union prior to the conclusion of the first probationary period. Any notice after the end of the first probationary period to extend is of no effect.

##### **12.3 Term Employment**

12.3.1 Term employment means employment under this Award for a specified period of time. At the end of the specified period of time the employment finishes.

- 12.3.2 A term employee is covered by all the Award conditions available to permanent employees.
- 12.3.3 If, after termination, a term employee is offered further employment either as a permanent or another term, continuity of employment in regard to accrued sick leave and other entitlements will be maintained.
- 12.3.4 Term employees shall be engaged by a letter of offer and abide by the conditions of this Award and by any local agreements that pertain to the Region in which they are employed to which they agree in writing.
- 12.3.5 Term employees will be employed for specific funded projects that will be defined in their offer of employment. From time-to-time, as the need arises, they may be required to perform duties within their capabilities but not defined in their employment offer. Should these other duties exceed the duties outlined in the original offer by more than 50%, the relevant Union will be contacted and consulted in regard to a new employment offer to the affected term employee/s.
- 12.3.6 During the period of the employment term employees may apply and will be considered for vacancies in competition with other internal applicants through the expression of interest process. Term employees will not be excluded from being able to apply for externally advertised Forests NSW positions.
- 12.3.7 Term employment can apply to externally funded positions and project work such as Comprehensive Regional Assessments, FRAMES projects, Nursery planting and lifting operations.
- 12.3.8 Term employment is not intended to replace permanent employment and will only be used for the period specified in the letter of offer. When a term employee has completed two (2) years of service or prior to the expiration of the term employment (6 months where practicable) Forests NSW, in consultation with the relevant Union (local Union delegate), will review the term employee's employment history regarding the consistency of their employment with their original offer and any potential opportunities for continuing employment.
- 12.3.9 Should the term extend beyond five (5) years, pro-rata long service leave will also be paid on termination.

#### 12.4 Part-Time Employment

Employees may work on a part-time basis, subject to the provisions of Part 5 of the *Industrial Relations Act 1996* provided that:

- 12.4.1 the ordinary hours of duty are agreed between the employee concerned and Forests NSW and fall within the same span of hours as applies or would apply to a full-time employee undertaking the duties concerned;
- 12.4.2 the ordinary working hours are fixed at not less than 4 hours per day worked;
- 12.4.3 Forests NSW informs the relevant Union of the hours fixed for part-time employees. The Union shall have seven (7) working days from the date of being advised to object to the agreement through the Grievance Resolution Procedures prescribed by Clause 9 of this Award. The Union will not unreasonably object to an agreement under this sub-clause.
- 12.4.4 Permanent part-time employees will be paid a weekly rate determined by the following formula:

$$\frac{\text{Applicable rate for full-time employee}}{\text{at the same classification level}} \times \frac{(\text{weekly hours of the part-time employee})}{38}$$

## 12.5 Casual Employment

### 12.5.1 Engagement

- (1) Casual employees are engaged by the hour and may be terminated without notice.
- (2) A casual employee is paid on an hourly basis, and receives a casual loading in lieu of all paid leave entitlements except long service leave.
- (3) Casuals will be employed for periods of no longer than six (6) months.
- (4) Casuals will be paid for a minimum of 3 hours for each engagement.

### 12.5.2 Rates of Pay for Casual Employees

Casual employees will be paid per hour at the rate of one thirty-eighth of the applicable weekly rate for a full-time employee at the same classification level plus, subject to the provisions of Clause 20 Travel Arrangements:

- (1) for ordinary hours of work, a casual loading of 24.6%, in compensation for the disadvantages of casual work and in lieu of all paid leave entitlements (excluding long service leave), including annual leave (where 24.6% is the cumulative percentage obtained by applying a 15% casual loading and then applying an 8.33% loading in lieu of annual leave);
- (2) for overtime hours, a casual loading of 15% in compensation for the disadvantages of casual work, with the hourly rate so obtained then being used as the ordinary rate of pay for the calculation of overtime; provided that casual employees will be paid for a minimum of three hours for each engagement.
- (3) Ordinary hours of work for casual employees will be 38 hours per week -with a maximum of 10 hours in any one day.

### 12.5.3 Saturday, Sunday and Public Holiday rates

- (1) Casual employees required to work on a Saturday as part of their ordinary hours of work will be paid for that day at a rate of time and a half.
- (2) Casual employees required to work on a Sunday as part of their ordinary hours of work will be paid for that day at a rate of time and three quarters.
- (3) Casual employees required to work on a Public Holiday as part of their ordinary hours of work will be paid for that day at a rate of double time and a half.
- (4) Casual employees in Workshops who undertake work on weekends will be paid at normal overtime rates.

### 12.5.4 Uniforms

Casual fieldworkers will be provided with Forests NSW uniforms on the following basis:

- (1) Less than 20 days service per year - Nil
- (2) 21 days-3 months service per year - 2 sets
- (3) 3-6 months service per year - 3 sets



#### 12.5.5 Boots

- (1) Forests NSW will supply boots to casual employees.
- (2) Casuals engaged primarily for fire fighting will be supplied with fire fighting boots only.

### SECTION 2 - GENERAL EMPLOYMENT AND HOURS OF WORK

#### 13. Hours of Work

##### 13.1 Ordinary Hours of Work

13.1.1 The ordinary hours of work for all employees, other than casual employees, covered by this Award shall be 38 hours per week. This may be worked from:

- (1) Monday to Friday over 19 days of 8 hours each over a four week cycle; or
- (2) By mutual agreement to work any consecutive 5 out of 7 days Monday to Sunday over 19 days of 8 hours each over a four week cycle.

13.1.2 The standard span of hours will be between 6.00 am and 6.00 pm on each working day Monday to Sunday, with the exception of shift work provisions.

13.1.3 The exceptions to the above are:

- (1) Research shall work their ordinary hours Monday to Saturday but for particular project work, on five (5) consecutive days, Monday to Sunday.
- (2) Workshop employees shall work their ordinary either :
  - (a) Between 6.00am and 6.00pm, Monday to Friday: or
  - (b) By mutual agreement between 6.00am to 6.00pm on five (5) consecutive days, Monday to Saturday.
- (3) Nursery employees shall work their ordinary hours Monday to Sunday.

##### 13.2 Variation of Ordinary Hours of Work

13.2.1 The ordinary hours of work within the standard span of hours may be varied by mutual agreement between Forests NSW and the majority of affected employees in a particular group, region, district, section or department, to suit operational needs.

13.2.2 Ordinary hours of work may extend up to ten (10) hours on any one day by mutual agreement and may be averaged out so that no employee works more than 38 ordinary hours per week in any four (4) week period.

##### 13.3 Ordinary hours on a Saturday/Sunday

13.3.1 If required to work on Saturday and/or Sunday, 5 days prior notice must be provided.

13.3.2 Payment for work performed on Saturday under this clause will be paid at the rate of time and a half. Payment for work performed on Sunday under this clause will be paid at the rate of time and three quarters.

13.3.3 Fieldworkers who work their ordinary hours on Saturdays and Sundays shall accrue additional days of annual leave at the following rates:

## (1) Forestry field workers

Number of Ordinary Saturdays/Sundays Worked During 1 December to 30 November or Part Thereof	Number of Additional Days Leave
7-14	1
15-21	2
22-26	3

No employee will be required to work more than 26 Saturdays/Sundays in any 12 month period.

## (2) Workshop employees

Number of Ordinary Saturdays Worked During 1 December to 30 November or Part Thereof	Number of Additional Days Leave
7-14	1
15-21	2
22-28	3
29-35	4
36 or more	5

## (3) Research and Nursery employees

Employees who are rostered to work their ordinary hours on Sundays and/or Public Holidays during the period 1 December to 30 November, or part thereof, shall be entitled to receive additional leave (to compensate for working a number of shifts on Sundays and Public Holidays) as follows:

Number of Ordinary Shifts Worked on Sunday and/or Public Holidays during 1 December - 30 November or Part Thereof	Number of Additional Days Leave
4-10	1
11-17	2
18-24	3
25-31	4
32 or more	5

## 13.4 Shift Work

13.4.1 Employees may be required to work outside the normal span of hours (ie: from 6.00 pm to 6.00 am) to address shift work (eg: fauna work, environmental, and security work).

Employees will be remunerated for this shift work by:

either -

- (1) Payment at appropriate overtime penalty rates as per clause 14.3 and subject to clause 14.5. Arrangements concerning appropriate skills, numbers of shifts/week and period of rest before recommencement of ordinary hours can be varied by mutual agreement between Forests NSW and the majority of affected employees of a particular group, Region, District, section or department to suit operational needs; or
- (2) Being rostered for a minimum weekly shift between Monday and Friday of shift work at the standard hourly rate of time and three quarters. By mutual agreement the hours of any one shift may be averaged out so that no employee works more than 38 shift hours/week

in any four (4) week period. Any hours worked outside these shift arrangements shall be paid at overtime rates as per clause 14.3.

13.4.2 Adequate notice for shift work will be given with a minimum period being 7 days in advance. In the event that shift work is to be cancelled (this does not include changing duties on the shift, eg: emergency fire fighting, rescue and security work etc) then a minimum 48 hours notice will need to be given to avoid payment of overtime penalty rates as per this clause.

### 13.5 Rostered Days Off

#### 13.5.1 Entitlement

- (1) An employee's ordinary hours will be worked on no more than 19 days in each 28 day cycle, Monday to Sunday with one day in each 28 day period being regarded as a rostered day off (RDO). Each day of paid leave taken and any public holidays occurring during any cycle of four weeks shall, for the purposes of this paragraph, be regarded as a day worked.
- (2) An employee who has not worked 19 days in a complete 28 day cycle shall receive pro rata accrued entitlements for each day worked (or for each fraction of a day worked), payable for the rostered day off or, in the case of termination of employment, on termination.

#### 13.5.2 Scheduling RDOs

- (1) An employee's RDO will be scheduled in advance of the 28 day cycle in which it occurs, taking into account the interests of employees and ensuring that Forests NSW operational needs are met having regard to seasonal, climatic and workload factors.
- (2) With a minimum of twelve (12) hours notice to affected employees and without penalty to Forests NSW, an RDO may be rescheduled once in each 28 day cycle to satisfy operational needs. The agreed substitute RDO is to be provided within the cycle and may only be deferred under circumstances of fire or a similar state of emergency.

#### 13.5.3 Accumulating RDO's

- (1) Where the majority of affected employees agree, each Region or Business Unit may nominate up to five (5) consecutive cycles of four (4) weeks duration during which RDO's will accumulate (that is, will be "banked"). Employees will then be given an opportunity to take their accumulated RDO's prior to the commencement of any further accumulation cycle.
- (2) Employees may take their accumulated RDOs by agreement with the appropriate Manager:
  - (i) consecutively to a maximum of five (5) days; or
  - (ii) by working nine-day fortnights; or
  - (iii) by a combination of these two methods.
  - (iv) Employees may agree with their manager to defer taking some of their accumulated RDO's, provided that RDO's are not forfeited and provided that no more than five (5) RDO's are accumulated at any one time.
- (3) Once scheduled, the only circumstance in which a "banked" RDO will be required to be worked is in fire or similar state of emergency.

### 13.6 Travel to and from Work

#### 13.6.1 Agreements

- (1) As far as practical for forest field workers, and particularly where work is performed in gangs, Forests NSW will provide transport to and from the job. Where an employee is picked up by such transport on the way to work and dropped off by it after work, that employee's working day will be deemed to have commenced at a time and place determined through written mutual agreement.
- (2) Time taken by vehicles provided by Forests NSW shall be no more than is reasonable given the nature of the vehicle and the condition of the road. Transport provided by Forests NSW shall leave promptly on the cessation of work and an employee shall not be required to travel a further distance than that employee wishes to travel. The vehicle provided shall have suitable seating accommodation and a cover to protect employees from the weather. Employees will not be transported in a vehicle that is carrying explosives.
- (3) The application of these arrangements is governed by written agreements. The overall objective of these travel arrangements is to optimise time on the work site and reduce time spent at depots and travelling.
- (4) The requirements under this clause do not apply to Workshops employees.
- (5) Garaging of Vehicles

If it is operationally more efficient to garage the Forests NSW vehicle overnight at a particular employee's place of residence, then such arrangements may be made by agreement. Such arrangements will cover, but not be confined to -

- (i) the time and place of commencement of work;
  - (ii) nomination of pick-up and set-down points;
  - (iii) nomination of an employee who will be the designated driver of a vehicle and responsible for its overnight garaging at their place of residence; and
  - (iv) changes which may need to be made to the arrangements depending on the location of the work site.
- (6) The travel allowance based solely on a kilometre rate presently being paid for travel to work will continue to be paid to the relevant employees (current and new) for the duration of this Award and variations to it. Provided that where an employee travels alone to and from the job and their home in a Forests NSW vehicle, then that employee's present allowance will be withdrawn.

### 13.7 Self-Managing Work Teams

These teams will be established for activities where greater productivity may be achieved by such a method of working. It is expected that such self-managing work teams may wish to vary the ordinary hours of work or days of work and this may be done through the method provided at clauses 13.1 and 13.2.

### 13.8 Tea Break and Facilities

13.8.1 A tea break during the morning period of not more than twenty minutes duration shall be allowed to each individual employee, at a time to be arranged by Forests NSW, without deduction from their wages.

13.8.2 Provided that Forests NSW may grant a tea break of not more than ten minutes duration during both the morning and afternoon periods of the working day, under the same conditions as above. Where an afternoon tea break is taken Forests NSW may direct that it be taken immediately prior to ceasing time. The taking of the morning tea break shall not necessarily involve a complete stoppage of work.

13.8.3 Forests NSW shall provide employees with an adequate supply of cool and wholesome drinking water.

13.8.4 Employees will be issued with a good quality thermos flask and will provide their own tea and coffee. Lighting fires to burn all day for warmth and cooking is acceptable practice. This does not prevent the boiling of a billy within the two ten-minute or a single twenty-minute break taken each day.

#### 13.9 Meal Breaks

13.9.1 Employees, other than shift workers, shall be entitled to a meal break each day of not less than 30 minutes in duration and not more than one hour; provided that the said meal break shall be taken between 11.30am and 1.30pm. Such meal time shall not count as time worked.

13.9.2 No employee will be required to work more than 4 hours without a break or work through penalties will apply in accordance with sub-clause 13.9.3.

13.9.3 Employees who have not been afforded a meal break of at least 30 minutes in duration, commencing by 1.00 pm, shall be paid overtime rates for all time worked between 1.00 pm and the time when they do receive a meal break of no less than 30 minutes

### **14. Overtime (Excluding Fire Fighting)**

#### 14.1 Overtime Definition

Overtime is that time an employee is directed and authorised to work which is either:

14.1.1 In excess of 38 hours per week; and/or

14.1.2 Outside the ordinary hours of work, as established for each employee under Clauses 13.1 and 13.2.

14.1.3 Overtime will only be payable for time on-duty at the work site. Travel arrangements are covered under Clause 20.1.

14.1.4 Where overtime is to be worked it should be, wherever possible, with the prior approval of management.

#### 14.2 Employees to Work Reasonable Overtime

All employees undertake to work reasonable overtime as requested, where possible, given reasonable notice.

#### 14.3 Overtime Rates

14.3.1 Monday - Saturday - Overtime will be paid for at the rate of time and a half for the first two hours and thereafter at double time, to be calculated on the basis of each completed unbroken period of overtime.

14.3.2 Sundays - double time will be paid for all work performed on Sundays

14.3.3 Public Holidays - double time and a half will be paid for all work performed on public holidays.

#### 14.4 Time off in Lieu of Overtime

Forests NSW may grant compensation for directed overtime worked by granting leave in lieu of payment. The following provisions apply to the leave in lieu:-

- 14.4.1 The employee shall advise their supervisor before the overtime is worked or as soon as practicable on completion of overtime that they intend to take leave in lieu of payment.
- 14.4.2 The leave shall be calculated at the same rate as would have applied to the payment of overtime in terms of this clause.
- 14.4.3 The leave must be taken at the convenience of the department, except when leave in lieu is being taken to look after a sick family member.
- 14.4.4 The leave shall be taken in multiples of a quarter day, unless debiting of leave in hours or in fractions of an hour has been approved in the employee's department or section.
- 14.4.5 Leave in lieu accrued in respect of overtime worked on other than public holidays shall be given by the Department and taken by the employee within three (3) months of accrual, unless alternate local arrangements have been negotiated between the Department Head and the relevant trade Union(s).
- 14.4.6 At the employee's election, leave in lieu accrued in respect of overtime worked on a public holiday may be added to the employee's annual leave credits and may be taken in conjunction with annual leave.
- 14.4.7 An employee shall be paid for the balance of any overtime entitlement not taken as leave in lieu.

#### 14.5 Minimum Periods

An employee who works overtime:

- 14.5.1 on a Saturday, Sunday or Public Holiday; or
- 14.5.2 by being recalled after leaving work, prior to their next scheduled period of ordinary time duty,
- 14.5.3 shall be paid for no less than four (4) hours work, at the appropriate rate.

#### 14.6 Break From Duty - (Overtime)

Following completion of overtime, an employee shall:

- 14.6.1 be released from resuming ordinary duty for an unpaid period of ten (10) consecutive hours. This number of hours does not include time spent travelling; or
- 14.6.2 if required to resume or continue working without having had an unpaid break of ten (10) consecutive hours, excluding travel, shall be paid at the rate of double time until such a break is given or where, by mutual agreement, the break is reduced to eight (8) hours, except for fire fighting where the ten (10) hour break must be maintained as per clause 23.8; or
- 14.6.3 work in accordance with the rest provisions contained in the shift work clause 13.4.
- 14.6.4 Provided that, if the provision of an unpaid break under this sub-clause results in an employee performing less than 38 hours of duty in a week (paid at either ordinary or any other overtime or loaded rate), then any shortfall shall be paid at ordinary rates.
- 14.6.5 The above ensures a minimum of 38 hours will be paid at ordinary rates to all employees, other than casuals, even when not worked.

**14.7 Overtime Meal Breaks**

Employees working overtime will be entitled to a paid meal break of 30 minutes -

14.7.1 after working 2 hours overtime following the completion of a full period of ordinary time, and where more than 2 hours overtime is required;

14.7.2 after working every four hours of overtime without a meal break; and;

14.7.3 where overtime on a Saturday, Sunday or Public Holiday continues after 12 noon, in which case the break will occur between 12 noon and 1.00 pm.

**14.8 Meal Allowance for Overtime**

Employees who are directed to work overtime and who, through insufficient prior notice ie: less than 12 hours), need to buy meals, shall be paid a meal allowance for any meal break for which they are entitled under subclause 13.9.2 at the rates specified below:

Breakfast Allowance: When required to start work before 6.00 am	\$23.60
Lunch Allowance: For overtime required to be worked after 1.30 pm on Saturdays, Sundays or Public Holidays	\$23.60
Dinner Allowance: When required to work after 6.00 pm	\$23.60

**SECTION 3 SAFETY****15. First-Aid and Health and Safety Issues**

- 15.1 Where practicable no less than one of the employees in each gang of 3 or more shall have a recognised qualification in first-aid.
- 15.2 A standard first-aid kit shall be provided and maintained by Forests NSW on all work sites to which this agreement applies.
- 15.2 On all forests works where more than 50 employees are employed and hospital and/or medical services are not readily available, an equipped first-aid station shall be provided at a readily accessible location.
- 15.3 In the event of any serious accident/incident, occurrence or serious illness occurring to any employee whilst at work, in the camp or going to or from the camp, Forests NSW shall provide transport facilities to the nearest hospital or doctor at its expense.
- 15.4 Any employee at classification level 1 to 4 inclusive who is appointed by Forests NSW to perform first-aid duty to any gang of 3 or more shall be paid a first-aid allowance of \$13.25 per week. If current employees at Levels 4-6 remain qualified and are performing first aid duties they will continue to receive the first-aid allowance. Any future employees 5.1 and above shall not receive the first-aid allowance.

There should only be one first-aid allowance paid per crew.

The above first aid allowance is linked to movement in the relevant rate expressed in the Crown Employees Public Sector Conditions of Employment) Award Reviewed Award 2006.

- 15.5 The parties recognise that given the varied and demanding nature of tasks undertaken by employees of Forests NSW, further negotiations will consider health-related issues such as stress management and workplace fitness.

- 15.6 The parties are committed, as part of their objective to ensure the health, safety and welfare of employees, to work in accordance with the *Occupational Health and Safety Act 2000*.
- 15.7 The parties to this Award will take a constructive role in promoting improvements in occupational health, safety, welfare and rehabilitation, and employees will comply with the Forests NSW safety management system.

### **16. Uniforms Carrying Forests NSW Logo**

#### 16.1 Uniforms

- 16.1.1 The wearing of the Forests NSW uniform, when supplied, is compulsory whilst on duty.
- 16.1.2 The range of uniforms will be determined at the corporate level.
- 16.1.3 Workplace Managers, in consultation with the Occupational Health and Safety Committee, will determine what is appropriate for their local workplace from the corporate range only.
- 16.1.4 Employees may choose, with the approval of their Workplace Manager, to include a part issue of the dress uniform in their overall uniform entitlement. Where possible uniforms should be Australian-made.
- 16.1.5 All Field Workers and Workshop employees will be provided with a Forests NSW uniform consisting of six (6) shirts and a combination of trousers and shorts totalling six (6), a combination of up to a total of three (3) appropriate winter coats, windcheaters or jumpers where appropriate for the climate, five (5) pairs of socks and appropriate boots.
- 16.1.6 Workshop employees will get an initial issue of (three) 3 pairs of overalls.
- 16.1.7 Uniforms will be replaced on a fair wear and tear 'as needs' basis.

#### 16.2 Boots

- 16.2.1 The cost of replacement boots up to a maximum of \$279 (inclusive of GST) will be paid annually or boots will be supplied by agreement with affected employees.
- 16.2.2 The cost of replacement boots will be paid annually via one of the following three options:
- (1) Forests NSW purchases direct replacement boots on a "fair wear and tear" basis from an approved list. This option may be selected by agreement being reached with the majority of affected employees within a Business Unit, or
  - (2) An allowance of \$279 per annum will be paid via payroll (subject to tax) on 1 April each year; or
  - (3) annual reimbursement, on production of a receipt, to a maximum of \$279 per annum which will be reimbursed within two (2) pay periods on production of a receipt.
- 16.2.3 Fire fighting boots will be supplied separately and replaced on an "as needs" basis.
- 16.2.4 The boot allowance is to be paid within two (2) pay periods.
- 16.2.5 Employees are responsible for attending work at all times in boots that meet Forests NSW specifications.
- 16.2.6 Fire fighting boots will be supplied separately to all employees approved to carry out fire fighting duties.



### **17. Tools & Protective Clothing**

- 17.1 All tools required by employees shall be provided free-of-charge by Forests NSW, other than in Workshops where a tool allowance is paid.
- 17.2 Approved safety hats shall be provided by Forests NSW and worn as a condition of employment, unless the use of safety hats is specifically exempted by order of the relevant manager.
- 17.3 Where necessary, Forests NSW shall provide all necessary personal protective equipment (eg: masks, goggles, gloves and protective glasses and clothing).
- 17.4 An employee whose clothing is spoiled by acids or sulphur or other deleterious substances, due to the circumstances of his/her employment, shall be recompensed by his/her employer to the extent of his/her loss.
- 17.5 All employees engaged on fire fighting shall be issued initially with two pairs of combination overalls. Such protective clothing must be worn whilst fire fighting. Replacement of overalls will be on a 'needs' basis and employees will be responsible for the laundering of their own overalls.

### **18. Use of Casuals and Contractors**

- 18.1 All employees covered by this Award will, subject to appropriate consultation with the relevant local Union delegate or organiser, agree to work alongside casual employees or contractors engaged to meet short-term demands to maintain efficiencies and to meet specified increased output requirements and productivity levels.
- 18.2 Where the work conducted requires specialist skills, tools, plant or equipment, Forests NSW will consider the provision of training and/or hiring of such plant etc to enable its employees to carry out the work.
- 18.3 Where it is impractical for work to be carried out by employees because specialist skills and/or equipment are unavailable or the timeframe is unacceptable, contractors may be hired to perform the work.
- 18.4 Where work is presently carried out by Forests NSW employees, the parties agree that in order that the issues of contracting out can be fully considered, consultation will take place between Forests NSW and the relevant local Union delegate or organiser prior to initiating any change in the status quo.
- 18.5 For fire fighting and hazard reduction burning, priority will be given to the use of available trained and qualified Forests NSW employees.

### **19. Contractor's Protocol**

- 19.1 Where a contractor or sub-contractor is required to carry out work, Forests NSW will:
- 19.2 Ensure that all tenders are properly scrutinised to ensure that prospective tenderers would, if successful, pay the appropriate Award rate, provide conditions that comply with the Award and other statutory provisions, and meet
- 19.3 Forests NSW specific standards that include safe working practices and compliance with the Occupational Health and Safety Act 2000.
- 19.4 On becoming aware that a contractor or sub-contractor is in breach of the terms of the contract in relation to wages and conditions, Forests NSW will require the contractor to rectify the situation immediately.
- 19.5 Should the breaches continue, Forests NSW could implement the penalties under the terms of the contract, which could include terminating the contract if deemed appropriate and necessary.

**SECTION 4 - TRAVEL ARRANGEMENTS****20. Travel Arrangements****20.1 Travelling when away from home base**

20.1.1 Time spent travelling (ie: not driving) on official business during ordinary hours of work is regarded as normal duty and is compensated within an employee's minimum rate of pay as prescribed by Clause 21. Time spent travelling on official business outside ordinary hours of work will attract additional payment calculated at the employee's ordinary rate of pay, except travel to another region for the purposes of fire fighting where an employee will be entitled to paid overtime for all hours outside ordinary hours.

20.1.2 Where an employee is required to travel in a Forests NSW vehicle outside of normal working hours when away from home base, they shall be paid at the applicable overtime rate for all time outside their ordinary hours, minus the time they would ordinarily travel in their own time to and from home base. Travel will be at the discretion of management and ordinary hours may be adjusted to be compatible with the purpose of travel (for example, to accommodate training courses or meeting requirements).

**20.2 Accommodation Expenses****20.2.1 Overnight Accommodation (When Away From Home On Work Related Business)**

- (1) Accommodation is to be consistent with the Public Sector requirement that reasonable accommodation at a reasonable cost will be provided.
- (2) As a guide, accommodation will be, wherever practicable, one person to a room with en-suite bathroom facilities. Facilities are expected to be clean and in good order. The standard will be equivalent to a minimum of the NRMA 3 star definition.
- (3) The exception to this guide is for emergency circumstances such as fire fighting. Management must make all possible endeavours to achieve the guideline however, it must be understood that such accommodation at short notice will often be impossible.
- (4) Similarly, in some major fire occurrences, all employees must realise that accommodation will be organised by other agencies and may not be to our normal standard.

**20.2.2 Reimbursement of Meal Expenses - No Overnight Stay**

- (1) Expenses incurred by employees when they are required to travel on official business outside their normal working hours without having to remain away from home base overnight and where meals are not provided by Forests NSW, will be reimbursed to the level specified in this subclause. This entitlement to reimbursement is in lieu of any expenses that may otherwise apply under clause 14.8. Receipts will not be required to substantiate meal expenditures claimed up to the levels set below.

## Breakfast Expenses:

When travel starts before 6.00 am	\$21.10
-----------------------------------	---------

## Lunch Expenses:

When the staff member is unable to have lunch at his/her normal workplace	\$23.65
---	---------

## Dinner Expenses:

When work or travel goes beyond 6.30 pm	\$40.65
---	---------

## 20.3 Reimbursement for Accommodation and Meals - Overnight Stay

20.3.1 When an employee is required to work away from home base involving an overnight stay, Forests NSW will either:

- (1) make an arrangement with a provider to meet the actual cost of bed and breakfast and a telephone call home by placing an order on the provider; or
- (2) provide the employee with a cash advance to meet the expected cost of accommodation.

20.3.2 A cash advance will be made to an employee to cover incidentals and meals, except where Forests NSW arranges payment for meals directly with the provider.

- (1) That advance will allow for the following level of expenditure:

Breakfast (if not included in the accommodation charge)	\$21.10
Lunch (if not included in the accommodation charge)	\$23.65
Dinner in the country (if not included in the accommodation charge)	\$37.15
Dinner in the city (if not included in the accommodation charge)	\$40.65
Incidental allowance (per night spent away)	\$20.30

20.3.3 Receipts will not be required to substantiate meal expenditures claimed up to the levels set in clause 20.3.2.above. Expenses incurred over and above these amounts will only be reimbursed where:

- (1) Receipts substantiating all the meal and incidental expenses for the period away from home base are provided.
- (2) The total meal and incidental expenses for the time away from home base exceed the total amount to which the employee is entitled under clause 20.3.2. above; and
- (3) If the expenses incurred are considered by Forests NSW as being reasonable in the circumstances concerned.

20.3.4 Costs incurred other than accommodation, meal or incidental expenses (for example, bus or rail fares), will be reimbursed upon production of receipts. However, where practicable, either an appropriate advance or a cab charge facility will be provided.

20.3.5 Any extraordinary additional costs incurred at home base and caused directly by the employee being required to travel away from home and remain away overnight will be reimbursed upon production of receipts. Such additional costs might include, for example, emergency childcare.

## 20.4 Camping Expenses

20.4.1 Employees required to camp out shall be reimbursed for expenses associated with food, other incidental items and the general hardships of camping, as follows:

(a) When camping at an established camp where facilities such as cubicles, a wash house and a kitchen area are already set up	\$26.20
(b) When camping at a non-established camp (which will include caravans), or where facilities must be set up by the employee.	\$34.35
(c) To cover the cost of hiring additional equipment which Forests NSW is unable to supply.	\$26.00
(d) When the employee supplies their own sheets, blankets or sleeping bag.	\$4.50
(e) When employees camp for more than 40 days.	\$8.25

20.4.2 Please note the above allowances are paid as a daily allowance per each overnight stay.

20.4.3 The incidental allowance as per Clause 20.3.2. is paid for overnight camping stays as compensation for incidentals incurred (per night away).

These rates will move in accordance with the rates in the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006.

## SECTION. 5 PAYMENT OF WAGES

### 21. Payment of Wages

#### 21.1 Salary rates

Refer to Appendix 1, Rates of Pay.

#### 21.2 Pay Period

21.2.1 The pay period for ordinary pay shall be the current fortnight. Adjustments for overtime penalties and allowances will be paid a fortnight in arrears. Refer to Appendix 1, Rates of Pay.

The flexibility provided in this clause allows management to cover most situations to ensure field workers are paid on the Thursday following the end of the period on Sunday.

21.2.3 This flexibility allows management the option of delaying payment by a fortnight of all overtime earned over the last weekend of the pay period, particularly in the instance of ongoing fire fighting activities.

#### 21.3 Payment Method

Wages shall be paid into a bank or other account, except in hardship or other exceptional circumstances where payment will be made by cheque subject to cashing facilities being available within twenty-four hours of the employee's normal pay day, provided further that where the employee's normal pay day is a Thursday, cashing facilities shall be available by 5.00 p.m. on that day.

#### 21.4 Pay Advice

By Friday (close of business) of pay week, each employee shall be issued with pay advice showing at least the gross amount of wage and the details of any deductions made from the employee's earnings, in accordance with Section 123 of the *Industrial Relations Act 1996*.

#### 21.5 Payment on Termination

When an employee is terminated by Forests NSW, the employee shall be paid all of the wages due at the time of the employee's termination. In the case of resignation, the remainder of any wage due to the employee shall be paid at or before the expiry of notice of resignation. In the case of any delay beyond the time herein stated, the employee shall be paid at the given wage rate for all working time that the employee is kept waiting.

#### 21.6 Performance Pay or Payment by Results

Subject to an employee receiving at least the minimum wage rate to which the employee is entitled under this Award, Forests NSW may remunerate employees under any system of payment by results based on rates which are agreed between Forests NSW, the affected employee(s) and the Union. The terms of such agreements will be subject to consultation with the Union.

#### 21.7 Salary Packaging

21.7.1 Salary packaging gives employees the discretion to determine the mix of salary and benefits that will constitute their remuneration package.

- 21.7.2 It is recommended that employees wishing to commence salary packaging must obtain independent financial counselling to ensure that their salary package suits their personal and financial requirements.
- 21.7.3 Employees interested in utilising salary packaging should refer to the salary packaging guide on Human Resources Division's intranet site.
- 21.7.4 Participation in salary packaging is voluntary. The following benefits are available:
- (1) Additional contributions to First State Super;
  - (2) Additional contributions to a private superannuation fund;
  - (3) Motor Vehicles (for 100% private use) by way of novated lease; and
  - (4) Laptop or Notebook computer (business use per ATO rulings)
- 21.7.5 Employees may nominate an annual amount for each of the three benefits, Fringe benefits tax and the administration fee provided that the total amount does not exceed 50% of their salary.
- 21.7.6 A detailed description is provided in the salary packaging guide on the intranet site or can be obtained from your local office or by contacting Human Resources.
- 21.8 Deduction of Union Membership fees
- 21.8.1 The Union shall provide Forests NSW with a schedule setting out Union fortnightly membership fees payable to members of the Union in accordance with the Union's rules.
- 21.8.2 The Union shall advise Forests NSW of any change to the amount of fortnightly membership fees made under its rules. Any variation to the schedule of fortnightly membership fees payable shall be provided to Forests NSW at least one month in advance of the variation taking effect.
- 21.8.3 Subject to 21.8.1 and 21.8.2 above, Forests NSW shall deduct Union fortnightly membership fees from the pay of any employee who is a member of the Union in accordance with the Union's rules, provided that the employee has authorised Forests NSW to make such deductions.
- 21.8.4 Monies so deducted from employee's pay shall be forwarded regularly to the Union together with all necessary information to enable the Union to reconcile and credit subscriptions to employees' Union membership accounts.
- 21.8.5 Unless other arrangements are agreed to by Forests NSW and the Union, all Union membership fees shall be deducted on a fortnightly basis.
- 21.8.6 Where an employee has already authorised the deduction of Union membership fees for their pay prior to this clause taking effect, nothing in this clause shall be read as requiring the employee to make a fresh authorisation in order for such deductions to continue.

## **SECTION 6 - CLASSIFICATION STRUCTURE**

### **22. Classification Structure**

#### **22.1 Classification of Employees**

The classification of an employee will be determined by the level of responsibility and skill that the employee is required to exercise. The responsibilities and skills required to be exercised at each level in the classification structure are defined in Appendices 3, 4, 5, 6 and 7 along with relevant promotion criteria for advancement between levels.

## 22.2 Purpose of Classification Structure

22.2.1 All employees agree to the concept of multi-skilling at all levels and recognise that broader job requirements will continue to lead to ongoing elimination of the boundaries between jobs now classified at the same level.

The classification structure is designed to:

- (1) recognise competencies achieved and used;
- (2) group all employees covered by this Award into one of six (excluding apprenticeship) levels;
- (3) allow for career progression through the incremental acquisition and use of skills;
- (4) clarify steps in the career progression beyond which a particular established position is filled through a selection process;
- (5) allow skill deficits to be readily recognised and training programs developed to bridge "gaps"; and
- (6) facilitate the development of Self-Managing Work Teams.

## 22.3 Classification Disputes

22.3.1 Field workers may seek resolution to disputes regarding classifications by referring matters to the Industrial Relations Manager - Human Resources Division.

22.3.2 A Classification Disputes panel/job evaluation panel, functioning as an impartial third party forum, may then be convened to examine any anomalies. The panel's role would be to review classifications/gradings based on an agreed position description and make a recommendation on appropriate grading based on formal job analysis and evaluation procedures. Such job analysis/evaluation will be consistent with Department of Primary Industries/Forests NSW job evaluation procedures.

Panel composition will be as follows:

- (1) a Human Resources representative
- (2) two Field Worker representatives (AWU / AMWU)
- (3) two local Forests NSW (employer) representatives
- (4) Panel composition may be reviewed after 12 months of the award being in effect.
- (5) If you wish to refer a classification issue please contact Human Resources.

## 22.4 Higher Duties

22.4.1 An employee who, for a temporary period, is required to fully exercise the skills and responsibilities of another position occupying a higher classification level than their ordinary level, will be entitled to receive the appropriate rate applicable to that higher level in the following circumstances:

- (1) employees required to perform higher duties in a position classified at or below Level 4, for a full day or part thereof, will be paid at that higher level for the whole day;

- (2) employees classified at Level 4 or below, who are required to perform higher duties in a position classified at Level 5 or above, involving supervision, for a continuous period of no less than a full working day, will be paid at entry Level 5.1 for the whole day;
- (3) employees classified at Level 5 or above who are regularly and routinely required to perform higher duties, for a cumulative period of at least five full working days over any four (4) week period, will be paid at the appropriate level for those days on which higher duties is performed pursuant to Appendices 3 and 4 of this Award.

The appropriate rate will be determined based on the aggregate of the previous experience of the employee in the role.

22.4.2 Notwithstanding the above, Forests NSW may, at its discretion:

- (1) pay higher duties to employees who are required to perform non-routine functions at a higher level and who are not otherwise entitled to receive a higher duties payment;
- (2) pay a partial duties payment to employees who are required to exercise a substantial proportion, but not fully perform, the skills and responsibilities of another position occupying a higher classification level. Such payment to be commensurate with the proportion of skills and responsibilities exercised at the higher level.

22.4.3 An employee proceeding on annual leave or sick leave may continue to receive a higher duties allowance provided that the employee has been regularly and consistently in receipt of the allowance immediately prior to commencing leave and would have been reasonably expected to continue on higher duties but for their absence on leave.

22.4.4 If higher duties are performed for an extended period (6 months +) then consultation will take place with the appropriate local Union delegate/official.

NB Where an employee acts in a position each separate period will be counted toward progression through the increments of the grade.

However, aggregation does not apply over any break exceeding six months and any period of leave during which the allowance was not paid is not counted in the aggregation.

## SECTION 7 - FIRE FIGHTING

### 23. Fire Fighting Duty (Applicable Only to Field Employees Engaged in Fire Fighting Duty)

#### 23.1 Definition

23.1.1 For the purposes of this clause, fire-fighting duty includes:

- (1) Travel to and from the fire, surveillance of a running fire, fire suppression and mop-up (including logistical support, eg: meal delivery, fuel delivery etc), either within or outside normal working hours.
- (2) At the completion of mop-up and where subsequent patrol of the fire is undertaken, this will not be considered as fire fighting. If, during the course of this patrol, further active mop-up work is required; eg: use of water or chainsaw work, then this would be paid as fire fighting, provided that a minimum of one (1) hour's work of this nature has been undertaken.

23.1.2 Fire stand-by duty, fire detection (both fire tower operation and mobile fire patrol) outside normal working hours.

23.1.3 For the purposes of this clause fire fighting does not include:

- (1) hazard reduction burning
- (2) travel to and from other Regions to undertake fire fighting
- (3) fire detection, both fire tower operation and mobile fire patrol during normal working hours.

23.1.4 Note: Hazard Reduction (HR) includes both post harvest and broad area burning. In instances where HR burns have minor breakaways and are contained by the crews initially deployed for the hazard reduction operation, this will not be considered to be fire fighting. Where it is necessary to report the breakaway to the office requesting additional resources, this will be considered as fire fighting until the breakaway is contained.

## 23.2 Fire Fighting Health and Fitness Agreement

23.2.1 In compliance with Forests NSW duty of care, major initiatives have been implemented to improve the fitness standards of Forests NSW employees who are required to undertake fire fighting duties. These initiatives resulted in the Fire Fighting Health and Fitness Agreement (FFHF).

23.2.2 All parties to this award are committed to the principles of fire fighting fitness and are fully committed to implementing the fire fighting health and fitness guidelines as expressed in the FFHF Agreement. The FFHF agreement is to be read in conjunction with this Award. Participation in the Fire Fighting Health and Fitness program is by consent. It is a process established to ensure all available resources for fire fighting are used in roles that suit their medical condition and level of fitness. It has no bearing on employee's normal duties.

23.2.3 An incentive allowance of \$237 per annum will be paid to each permanent fire fighter on passing the Task Based Assessment each fire season. The allowance is an incentive for employees to actively improve their fitness levels to pass both medical and physical tests on an annual basis.

23.2.4 Refer to the FFHF Agreement and Guidelines on Forests NSW intranet site for further details.

23.2.5 For those Fieldworkers conducting Task Based Assessments, and who hold a certificate in the FFHF task based assessment, they will be entitled to a \$6.45 per hour allowance. This allowance will move in line with the Accredited Assessor Allowance.

## 23.3 Roster Allowance

23.3.1 Permanent and temporary employees on an on-call roster for on-call, stand-by and fire fighting will be paid a roster allowance. For each week the employee is rostered to be on-call, a \$120 per week will be paid.

23.3.2 If called out, the minimum payment for recall is 4 hours at the appropriate penalty rate.

## 23.4 Fire Stand-by Duty Outside Normal Working Hours

23.4.1 Employees may be required to undertake fire stand-by when the fire season situation requires a high state of readiness.

23.4.2 Fire Stand-by Duty will be implemented to enhance Forests NSW state of preparedness and will include fire fighting, as required, the strategic location of field workers for fire lookout and to facilitate quick access to fire and work to be performed in accordance with clause 23.4 .3 below:

23.4.3 Work performed during fire stand-by duty should be designed so as not to be strenuous, ensuring crews are fresh and ready for fire attack; ie: except in an emergency situation work shall be



generally of a minor nature. Any stand-by duties should enhance the state of fire preparedness. Work should be located at strategic points to facilitate quick access to fire.

23.4.4 Radio, telephone or mobile phone contact must be maintained at all times by work being within hearing distance of either of these communication devices.

23.4.5 Fire stand-by duties can be varied to suit the fire situation and related Occupational Health and Safety needs.

23.4.6 If not so advised within 12 hours of the nominated start time that duty is not required, payment will be two (2) hours at the fire fighting rate (Clause 23.7).

### 23.5 On Call Duties

23.5.1 Employees may be required to be on-call and available for fire fighting duties generally during periods of a low state of fire preparedness. 'On-call' provisions are not intended to be, nor should they be seen as, a substitute for fire stand-by duty.

23.5.2 It is expected that "on-call" will only apply intermittently and for very short periods (eg: right at the beginning or right at the end of a fire season) and nominated persons will be paid \$120 per week when rostered to be "on-call".

23.5.3 If called out, the minimum payment for recall is 4 hours at the applicable penalty rate.

23.5.4 For employees on call a vehicle will be provided with limited private use so there is personal flexibility. Forests NSW will also provide radio/mobile phone/pager as required to ensure the Field Worker 'on-call' can respond and go to work immediately.

### 23.6 Immediate "On-Call": an hourly on call system

"On Call" is a system whereby an employee is on a roster to be recalled to work (eg bushfire). It means staying at home or within a reasonable response time, but being available and fit to attend work if necessary.

"Intermediate On Call" where there is a need for additional resources, particularly in times of High to Extreme weather conditions employees may be required to be on "Immediate on call" for a specified period of time by agreement. While on immediate on call employees will be paid 1/3 of their ordinary hourly rate.

23.6.1 If called out, the minimum payment for recall will be 4 hours pay at the applicable penalty rate.

23.6.2 For employees on call a vehicle will be provided with limited private use so there is personal flexibility. Forests NSW will also provide radio/mobile phone/pager as required to ensure the Field Worker 'on call' can respond and go to work immediately.

### 23.7 Minimum Periods - per Overtime Provisions

23.7.1 Minimum periods and Meal Breaks (Cribs) will be in accordance with overtime provisions.

### 23.8 Fire Fighting Loading

23.8.1 Fire fighting will be compensated by a loading in lieu of the overtime rates and conditions specified in Clause 14 and the benefits associated with ordinary time on duty on Saturdays, Sundays and Public Holidays specified in sub-clause 26.3.

23.8.2 The rates for the loading are:

Time of Fire Fighting Duty	Loading
During normal working hours Monday to Friday	Time and a quarter
Outside normal working hours, Monday to Friday	Time and three quarters
On Saturdays	First two hours at time and half Double time thereafter
On Sundays	Double time
On Public Holidays	Double time and half

23.8.3 In applying the above, no employee should revert to a lower loading during a current shift whilst fire fighting.

23.8.4 In calculating this loading for casual employees, the time and a quarter loading will be calculated after inclusion of the 24.6% casual loading; whereas all other loadings will be calculated after the inclusion of the 15% casual loading only.

### 23.9 Break from Duty per Overtime provisions

23.9.1 Following completion of duty, an employee shall either:

- (1) Be released from resuming ordinary duty for a period of ten (10) consecutive hours; ie: once at home or at alternate accommodation (eg: hotel, motel or camp). This number of hours does not include time spent travelling; or,
- (2) If required to resume or continue working without having had a break of ten (10) consecutive hours, excluding travel, shall be paid at the rate of double time until such a break is given.
  - (i) Where fire fighting for one night results in part or all of the 10 hour break occurring in the next day's ordinary hours of work there will be no loss of pay for those ordinary hours.
  - (ii) Fire Fighting for one night will result in payment at ordinary time for any of the 10 hour break which continues into the next day's ordinary hours of work as per Clause 13.1.
  - (iii) Fire fighting beyond one continuous night (ie: goes into the second and subsequent nights) will be deemed to be a shift situation. In this instance, any ten (10) hour break occurring during ordinary hours of work will not be a paid break, provided that when reverting to normal duties (within a normal working week) that each employee will be entitled to a minimum of ten (10) consecutive hours break without any loss of pay for ordinary hours of work occurring during that break.
- (3) The above ensures a minimum of 38 hours will be paid at ordinary rates to all employees, other than casuals, even when not worked.

### 23.10 Travel To and From Fires

Fire fighting commences from the time the employee leaves home or alternate accommodation, and finishes when the employee returns home or returns to the alternate accommodation (door to door).

Note, however, stand-by, patrol and fire tower duty during normal hours is not considered fire fighting and by mutual agreement the break from duty may be reduced to 8 hours. Furthermore the travel to and from work provisions for these duties will be in accordance with the signed workplace agreements.

### 23.11 General Fire Fighting Requirements

- 23.11.1 For fire fighting and hazard reduction burning in Forests NSW, priority will be given to the use of available Forests NSW employees.
- 23.11.2 All employees engaged on fire fighting shall be issued initially with two pairs of fire fighting overalls and one pair of approved fire fighting boots. Such protective clothing and boots must be worn whilst fire fighting. Replacement of fire fighting overalls and boots will be on a 'needs' basis and employees will be responsible for the laundering of their own clothing.

### 23.12 Meals

- 23.12.1 Forests NSW is committed to providing drinks and nutritious, hot meals of a high standard wherever possible. Emergency conditions and locations of fires do not always make this possible in which case Forests NSW would provide a satisfactory alternative (eg: combination of sandwiches, hot drinks, cold food, cold drinks, fruit and snack packs).
- 23.12.2 Forests NSW will endeavour to provide meals for the initial (24 hours) attack in fire fighting situations.
- 23.12.3 Forests NSW will provide adequate notice to employees as to whether drinks and food will, or will not be provided by Forests NSW. For the purposes of this sub-clause, sufficient notice of at least 10 hours will be given prior to the commencement of overtime or such lesser period as is reasonable in the circumstances.
- 23.12.4 Employees, who are directed to work second and subsequent shifts, and have been given reasonable notice to do so, should ensure they provide for themselves adequate food provisions for meal breaks each four (4) hours, for up to a 14-hour shift.
- 23.12.5 In the unlikely circumstance where employees, either through insufficient notice to provide their own meals or where no meal has been provided, need to purchase meals, these employees shall be paid meal allowance as per Overtime provisions

### 23.13 Accredited Assessors Allowance - Task Based Assessments (FFHF)

- 23.13.1 Field workers conducting task based assessments associated with the Fire Fighting Health and Fitness Program, who hold a certificate in task based assessment, will be paid \$6.45 per hour for time spent in preparation, delivery, assessment and reporting of Task Based Assessments.

### 23.14 Reimburse expenses if recalled for fire fighting when on holidays

- 23.14.1 Forests NSW will reimburse verifiable expenses incurred by an employee and their immediate family if the employee is recalled to duty from leave for fire fighting duties. This may include the cancellation fees for accommodation or travel bookings or the additional costs of travel involved in recalled employee returning separately from his or her family.
- 23.14.2 Expenses will be reimbursed within one month from the date the employee submits their claim. Claims must be supported by evidence of the additional costs incurred.
- 23.14.3 This provision may be waived by agreement.

## 24. Fire Ground Work - Workshops Employees

### 24.1 Introduction

24.1.1 In recognition that Workshop employees may occasionally be required to undertake field-based repairs and service in active fire conditions, the following fire ground loadings will apply. The Workshops Fire Ground Loadings will only be payable in instances where workshops employees are required to undertake emergency repairs and servicing on vehicles and plant that cannot be removed from the immediate, active fire ground (that is, up to and including mop-up stage). They are not applicable to work undertaken in staging areas, workshops or elsewhere, other than the immediate, active fire ground and travel to and from the active fire ground. Payment is in recognition of the unique adverse conditions encountered in emergency repair and servicing of vehicles and plant in the immediate, active fire ground. Priority will be given to the use of available permanent Forests NSW employees in undertaking this work.

24.1.2 The loadings will also have application where workshops employees are directed to provide other on site support to active fire ground operations (up to and including mop-up stage). Work undertaken on site during back burning operations are also included in this clause.

24.1.3 Work directed to be undertaken by Workshops employees on an active fire ground (that is, up to and including mop-up stage) will be compensated by a loading in lieu of the overtime rates and conditions specified in Clause 14 and the benefits associated with ordinary time on duty on Saturdays, Sundays and Public Holidays specified in subclause 26.3.

### 24.2 Fire Fighting Loading

24.2.1 The rates for the loading are:

Time of Fire Ground Work	Loading
During normal working hours Monday to Friday	Time and a quarter
Outside normal working hours, Monday to Friday	Time and three quarters
On Saturdays	First two hours at time and half Double time thereafter
On Sundays	Double time
On Public Holidays	Double time and half

24.2.2 In applying the above, no employee should revert to a lower loading during a current shift whilst working on an active fire ground.

24.2.3 In calculating this loading for casual employees, the time and a quarter loading will be calculated after inclusion of the 24.6% casual loading; whereas all other loadings will be calculated after the inclusion of the 15% casual loading only.

24.2.4 Refer to Clause 25 for On-call Arrangements for Workshops. Where on -call is activated the Fire Ground loading commences from the time the employee leaves home or alternate accommodation, and finishes when the employee returns home or returns to the alternate accommodation (door to door).

### 24.3 Normal Working Hours

24.3.1 For the purposes of Clause 24 normal working hours are the ordinary working hours within the span of hours specified for an employee under Clause 13.1.

24.3.2 Meal Breaks and Break from duty in accordance with general overtime provisions. Fire ground meals and the Fire Fighting Health and Fitness Agreement will be in accordance with Field Employees provisions.

#### 24.4 Reimburse expenses if recalled for fire fighting when on holidays

24.4.1 Forests NSW will reimburse verifiable expenses incurred by an employee and their immediate family if the employee is recalled to duty from leave for fire fighting duties. This may include the cancellation fees for accommodation or travel bookings or the additional costs of travel involved in recalled employee returning separately from his or her family.

24.4.2 Expenses will be reimbursed within one month from the date the employee submits their claim. Claims must be supported by evidence of the additional costs incurred.

24.4.3 This provision may be waived by agreement.

### **25. On-Call' Arrangements and Allowances - Workshops Only**

#### 25.1 On-Call Duty

25.1.1 Workshops staff will be placed on an on-call roster at each appropriate location. In the week they are rostered to be on-call, an allowance of \$120 per week will be paid. If called out, the minimum payment for recall is 4 hours at the appropriate penalty rate.

#### 25.2 Expectations Whilst On-Call

25.2.1 There is an expectation that Workshops employees will participate in an on-call roster to meet fire season and operational requirements. Fire Ground and operational rosters will include a minimum of three (3) employees to ensure reasonable apportionment of on-call. If there are less than three (3) employees on a roster, such arrangements will be by agreement. Where three (3) or more employees are available to be placed on a roster they will not unreasonably refuse to be placed on a roster (refer to Clause 24 Fire Ground Work - Workshops Employees).

#### 25.3 Notice Period

25.3.1 Employees will be given reasonable notice of the requirement to be on-call. Roster arrangements will be established two (2) weeks prior to a roster commencing (unless prior arrangements are made). Forests NSW management will make allowances for any special circumstances known in advance (eg: family matters, illness etc.).

#### 25.4 Resources while on-call

25.4.1 For employees on-call a vehicle will be provided with limited private use so there is personal flexibility. Forests NSW will also provide radio/mobile phone/pager as required to ensure that employees "on-call" can respond and go to work immediately.

#### 25.5 AC Licence fees

25.5.1 Forests NSW requires all workshop employees to hold AC licences and Forests NSW will pay for the cost, including renewals.

25.5.2 Forests NSW will reimburse workshop employees the costs of mandatory NSW WorkCover Authority Licences and Certificates of Competency held by workshop employees that are required by the employer.

#### 25.6 Tool Coverage (Workshops only)

25.6.1 Employee's tools, required for Forests NSW duties, stored on Forests NSW premises or secured in Forests NSW vehicles will be covered, in the event of theft, fire or flood by Forests NSW on the proviso that the employee provides a list of their tools to the Workshops Co-ordinator.

25.6.2 Employees are responsible for keeping their tool list current and exercising due care in the protection of their tools.

25.6.3 Claims must be made in accordance with the requirements of Forests NSW guidelines. Forests NSW reserves the right to investigate any claims and may decline a claim where due care has not been taken.

25.6.4 It should be noted that this does not include general wear and tear or mislaid tools which are covered by the tool allowance.

### SECTION 8 - LEAVE

#### 26.1 General Provisions - Ministerial Leave Conditions (MLC)

26.1.1 Refer to Regional Office or HR Unit for copy of MLC

26.1.2 Where the conditions of the Award are superior to those existing in the Ministerial Leave Conditions, then the conditions of the Award shall prevail.

26.1.3 Forests NSW shall be bound by the provisions of the Uniform Leave Conditions for Ministerial employees, subject to the amendments and additions specified in this clause.

#### 26.2 Sick Leave

26.2.1 Sick leave will accrue on a calendar year basis, with the full annual entitlement of 15 days paid leave being available from 1 January each year for employees employed as of that date.

26.2.2 New employees who commence after 1 January will receive a pro-rata credit for that proportion of the calendar year remaining. Sick leave taken during the first three months of employment will only be paid upon the completion of three months service and following one month's continuous service without the taking of any sick leave, up to a maximum entitlement of 15 days paid sick leave per annum.

26.2.3 Unused sick leave entitlements will accrue, in accordance with Ministerial Leave Conditions.

#### 26.3 Public Holidays

26.3.1 Payment (to the extent which would ordinarily have been paid had the day been a working day) shall be made for the following days:

New Years Day  
Australia Day  
Good Friday  
Easter Monday  
Easter Saturday  
Anzac Day  
Queen's Birthday  
Christmas Day  
Boxing Day  
Labor Day

whenever celebrated, and all other gazetted holidays proclaimed to operate throughout the State of NSW.

#### 26.4 Union Picnic Day

26.4.1 The first Monday in August of each year shall be the Union Picnic Day.

26.4.2 All Union members shall, as far as practicable, be given and shall take this day as Picnic Day and shall be paid to the extent to which they would ordinarily have been paid had the day been a working day. Any Union member required to work on this day shall be paid at the rate of double time and a half for not less than four hours work.

26.4.3 Members of relevant Unions named in this Award may be required to produce evidence of Union membership (ie: membership ticket).

## 26.5 Recreation Leave Management

26.5.1 When an employee has achieved an accrual of thirty (30) days recreation leave (maximum accrual without forfeit is 40 days) their manager or supervisor will discuss the management of that accrued recreation leave with the employee, so that it may be taken at a time which suits the operational needs of Forests NSW and the needs of the individual. Accrual over 40 days is not permitted without written approval of the Workplace Manager.

## 26.6 Personal Carers Leave

26.6.1 Personal/carer's leave is leave which may be granted to employees to provide care and support for a family member as described below, who is sick.

26.6.2 Under the personal/carer's leave provisions, paid sick leave and time off in lieu of payment for overtime are specifically for the purpose of caring for the sick family member. Access to recreation leave and make-up time are facilitative provisions which enable employees to combine paid employment with other responsibilities. In addition personal/carers leave may be taken as leave without pay.

26.6.3 Like sick leave, personal/carer's leave should be managed in a fair and equitable way and mechanisms put in place to monitor sick leave taken as personal/carer's leave.

26.6.4 It is important that departments ensure that separate records are maintained for sick leave taken by the employee for their own illness and for a sick family member.

## 26.7 Family and Community Service Leave

26.7.1 A department head must grant an employee some or all of the available family and Community service leave on full pay to accommodate emergencies or personal or domestic circumstances requiring leave.

26.7.2 Appropriate situations may include but are not limited to the following:

- (1) Compassionate grounds such as the death or illness of a close member of the family or a member of the employee's family group living in the same domestic dwelling.
- (2) Accommodation matters up to one day such as attendance at court as defendant in an eviction action, arranging accommodation, or when required to remove furniture and effects.
- (3) Emergency or weather conditions such as when flood, fire, snow, earthquake and so on threatens lives or property or prevents an employee from reporting for duty.
- (4) Other personal circumstances such as citizenship ceremonies, parent-teacher interviews or attending the child's school for other reasons.
- (5) Attendance at court by an employee to answer a charge for a criminal offence, if the department head considers the granting of family and community service leave to be appropriate in a particular case.
- (6) Employees who are prevented from attending work at a normal work location due to a major transport disruption.
- (7) Employees who are selected to represent Australia or the State as competitors in major amateur sport (other than Olympic or Commonwealth Games).

- (8) Employees who hold office in local government other than as a Mayor or President of a council, or chair of a county council, in order to attend meetings, conferences or other duties associated with that office, if those duties necessitate absence during normal working hours.

Family and community service leave is not available to casual employees.

#### 26.7.3 Definitions:

- (1) "Family" or "relative" used here means:
- (i) a spouse of the employee; or
  - (ii) a defacto spouse, being a person of the opposite sex to the employee who lives with the employee as her husband or his wife on a bona fide domestic basis although not legally married to that employee; or
  - (iii) a child or an adult son or daughter (including an adopted child, a stepchild, a foster child or an ex-nuptial child), parent (including a foster parent and legal guardian), grandparent, grandchild or sibling of the employee or of the spouse or of the de facto spouse of the employee; or
  - (iv) a same sex partner who lives with the employee as the de facto partner of that employee on a bona fide domestic basis; or a relative of the employee who is a member of the same family group living in the same domestic dwelling.
- (2) In this definition:
- (i) "relative" means a person related by blood, marriage, affinity or Aboriginal kinship;
  - (ii) "affinity" means the relationship that one spouse or partner has to the relatives of the other spouse or partner.

#### 26.7.4 Paid Leave

- (1) Employees working a 5 day week
- (i) The maximum amount of family and community service leave on full pay which may be granted is whichever is the greater of:
  - (ii) 2½ working days during the first year of service and 5 working days in any period of 2 years after the first year of service; or
  - (iii) 1 working day for each year of service after 2 years of continuous service
  - (iv) less any period of short leave or family and community service leave already taken.
- (2) Employees working a 6 day week
- (i) The maximum amount of family and community service leave on full pay which may be granted is:
  - (ii) 3 working days during the first year of service and 6 working days in any period of 2 years after the first year of service; or
  - (iii) 1 working day for each year of service after 2 years of continuous service
  - (iv) less any period of short leave or family and community service leave already taken.



- (3) Employees working a 7 day week
  - (i) The maximum amount of family and community service leave on full pay which may be granted is:
  - (ii) 3½ working days during the first 12 months of service and 7 working days in any period of 2 years after the first year of service; or
  - (iii) 1 working day for each year of service after 2 years of continuous service
  - (iv) less any period of short leave or family and community service leave already taken.

#### 26.7.5 Additional Leave

If available family and community service leave is exhausted as a result of natural disasters, the department head must consider applications for additional family and community service leave, if some other emergency arises. For example, on the death of a person defined above additional paid family and community service leave of up to 2 days may be granted to an employee on an individual and situational basis.

#### 26.7.6 Other Leave

Department heads may grant employees other forms of leave such as accrued recreation leave, time off in lieu, flex leave and so on for family and community service leave purposes.

#### 26.7.7 Illness of Family Member

In cases of illness of a family member for whose care and support the employee is responsible, the employee may take accrued paid sick leave when paid family and community service leave has been exhausted. For further information see Personal/Carer's Leave.

### 26.8 Trade Union Training Leave

The parties agree that leave be granted in accordance with the Ministerial Leave Conditions as follows:

26.8.1 Leave may be granted up to a maximum of twelve (12) working days in any period of two (2) years to employees who are members of registered industrial Unions to attend short training courses or seminars, subject to the following conditions:

- (1) that the employer's operating requirements permit the grant of leave and the employee's absence does not require the employment of relief staff;
- (2) the leave of absence will be granted at ordinary pay, ie: payment is not to include shift allowances, penalty rates or overtime;
- (3) leave granted will count as service for all purposes;
- (4) expenses associated with attendance at such courses or seminars; eg: fares, accommodation and meal expenses will be met by employee concerned, except where the duration of the course is one day or more requiring an overnight stay, Forests NSW will reimburse the cost of accommodation and meals for one day only.
- (5) applications for leave must be accompanied by a statement from the relevant Union that it has nominated the employee concerned for such course or seminar or that it supports their application.
- (6) Subject to the maximum prescribed above, leave may include travelling time required during working hours to attend such courses or seminars.

## 26.9 Parental Leave

Parental leave includes maternity, adoption leave and "other parent" leave.

26.9.1 Maternity leave shall apply to a staff member who is pregnant and, subject to this clause the staff member shall be entitled to be granted maternity leave as follows:

- (1) For a period up to 9 weeks prior to the expected date of birth; and
- (2) For a further period of up to 12 months after the actual date of birth.
- (3) A staff member who has been granted maternity leave and whose child is stillborn may elect to take available sick leave instead of maternity leave.

26.9.2 Adoption leave shall apply to a staff member adopting a child and who will be the primary care giver, the staff member shall be granted adoption leave as follows:

- (1) For a period of up to 12 months if the child has not commenced school at the date of the taking of custody; or
- (2) For such period, not exceeding 12 months on a full-time basis, as the Department Head may determine, if the child has commenced school at the date of the taking of custody.
- (3) Special Adoption Leave - A staff member shall be entitled to special adoption leave (without pay) for up to 2 days to attend interviews or examinations for the purposes of adoption. Special adoption leave may be taken as a charge against recreation leave, extended leave, flex time or family and community service leave.

26.9.3 Where maternity or adoption leave does not apply; "other parent" leave is available to male and female staff who apply for leave to look after his/her child or children. Other parent leave applies as follows:

- (1) Short other parent leave - an unbroken period of up to 8 weeks at the time of the birth of the child or other termination of the spouse's or partner's pregnancy or, in the case of adoption, from the date of taking custody of the child or children;
- (2) Extended other parent leave - for a period not exceeding 12 months, less any short other parental leave already taken by the staff member as provided for in paragraph 1 of this subclause. Extended other parental leave may commence at any time up to 2 years from the date of birth of the child or the taking of custody of the child.

26.9.4 A staff member taking maternity or adoption leave is entitled to payment at the ordinary rate of pay for a period of 14 weeks, a staff member entitled to short other parent leave is entitled to payment at the ordinary rate of pay for a period of up to 1 week, provided the staff member:

- (1) Applied for parental leave within the time and in the manner determined set out in subclause 26.9.9; and
- (2) Prior to the commencement of parental leave, completed not less than 40 weeks' continuous service.
- (3) Payment for the maternity, adoption or short other parent leave may be made as follows:
  - (i) in advance as a lump sum; or
  - (ii) fortnightly as normal; or
  - (iii) fortnightly at half pay; or

- (iv) a combination of full-pay and half pay.

26.9.5 Payment for maternity, adoption or other parent leave is at the rate applicable when the leave is taken. A member of staff holding a full time position who is on part time leave without pay when they start parental leave is paid:

- (1) at the full time rate if they began part time leave 40 weeks or less before starting maternity, adoption or other parent leave;
- (2) at the part time rate if they began part time leave more than 40 weeks before starting maternity, adoption or other parent leave and have not changed their part time work arrangements for the 40 weeks;
- (3) at the rate based on the average number of weekly hours worked during the 40 week period if they have been on part time leave for more than 40 weeks but have changed their part time work arrangements during that period.

26.9.6 A staff member who has taken no more than 12 months full time maternity, adoption or other parent leave or its part time equivalent is entitled to be paid at their normal rate (ie the rate at which they were paid before proceeding on parental leave) for another period of such leave regardless of whether they resume their normal hours of work before proceeding on leave for another pregnancy or adoption.

26.9.7 Except as provided in subclauses 26.9.4, 26.9.5 and 26.9.6 of this clause, maternity, adoption or other parent leave shall be granted without pay.

26.9.8 Right to request

- (1) A staff member who has been granted maternity, adoption or other parent leave in accordance with subclauses 26.9.1, 26.9.2 or 26.9.3 may make a request to the Department Head to:
  - (i) extend the period of unpaid maternity, adoption or other parent leave for a further continuous period of leave not exceeding 12 months;
  - (ii) return from a period of full time maternity, adoption or other parent leave on a part time basis until the child reaches school age (Note: returning to work from parental leave on a part time basis includes the option of returning to work on part time leave without pay);

to assist the staff member in reconciling work and parental responsibilities.

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

26.9.9 Notification Requirements

- (1) When a Department is made aware that a staff member or their spouse is pregnant, or a staff member's spouse is pregnant or is adopting a child, the Department must inform the staff member of their entitlements and their obligations under the Award.
- (2) A staff member who wishes to take parental leave must notify the department head in writing at least 8 weeks (or as soon as practicable) before the expected commencement of parental leave:

- (i) that she/he intends to take maternity, adoption or other parent leave, and
    - (ii) the expected date of birth or the expected date of placement, and
    - (iii) if she/he is likely to make a request under subclause (h).
  - (3) At least 4 weeks before a staff member's expected date of commencing maternity, adoption or other parent leave they must advise:
    - (i) the date on which the maternity, adoption or other parent leave is intended to start, and
    - (ii) the period of leave to be taken.
  - (4) Staff member's request and the Department Head's decision to be in writing.
    - (i) The staff member's request and the Department Head's decision must be recorded in writing.
  - (5) A staff member intending to request to return from maternity, adoption or other parent leave on a part time basis or seek an additional period of leave of up to 12 months (or possible just cross reference back up) must notify the Department Head in writing as soon as practicable and preferably before beginning maternity, adoption or other parental leave. If the notification is not given before commencing such leave, it may be given at any time up to 4 weeks before the proposed return on a part time basis, or later if the Department Head agrees.
  - (6) A staff member on maternity leave is to notify her department of the date on which she gave birth as soon as she can conveniently do so.
  - (7) A staff member must notify the department as soon as practicable of any change in her intentions as a result of premature delivery or miscarriage.
  - (8) A staff member on maternity or adoption leave may change the period of leave or arrangement, once without the consent of the department and any number of times with the consent of the department. In each case she/he must give the department at least 14 days notice of the change unless the department head decides otherwise.
- 26.9.10 A staff member has the right to his/her former position
- (1) If she/he has taken approved leave or part time work in accordance with subclause (h), and she resumes duty immediately after the approved leave or work on a part time basis.
- 26.9.11 If the position occupied by the staff member immediately prior to the taking of maternity, adoption or other parent leave has ceased to exist, but there are other positions available that the staff member is qualified for and is capable of performing, the staff member shall be appointed to a position of the same grade and classification as the staff member's former position.
- 26.9.12 A staff member does not have a right to her/his former position during a period of return to work on a part time basis. If the Department Head approves a return to work on a part time basis then the position occupied is to be at the same classification and grade as the former position.
- 26.9.13 A staff member who has returned to full time duty without exhausting their entitlement to 12 months unpaid maternity, adoption or other parent leave is entitled to revert back to such leave. This may be done once only, and a minimum of 4 weeks notice (or less if acceptable to the department) must be given.

- 26.9.14 A staff member who is sick during her pregnancy may take available paid sick leave or accrued recreation or extended leave or sick leave without pay. A staff member may apply for accrued recreation leave, extended leave or leave without pay before taking maternity leave. Any leave taken before maternity leave ceases at the end of the working day immediately preceding the day she starts her nominated period of maternity leave or on the working day immediately preceding the date of birth of the child, whichever is sooner.
- 26.9.15 A staff member may elect to take available recreation leave or extended leave within the period of maternity, adoption or other parent leave provided this does not extend the total period of such leave.
- 26.9.16 A staff member may elect to take available recreation leave at half pay in conjunction with maternity, adoption or other parent leave subject to:
- (1) accrued recreation leave at the date leave commences is exhausted within the period of maternity, adoption or other parent leave
  - (2) the total period of maternity, adoption or other parent leave, is not extended by the taking of recreation leave at half pay
  - (3) When calculating other leave accruing during the period of recreation leave at half pay, the recreation leave at half pay shall be converted to the full time equivalent and treated as full pay leave for accrual of further recreation, extended and other leave at the full time rate
- 26.9.17 If, for any reason, a pregnant staff member is having difficulty in performing her normal duties or there is a risk to her health or to that of her unborn child the Department Head, should, in consultation with the member of staff, take all reasonable measures to arrange for safer alternative duties. This may include, but is not limited to greater flexibility in when and where duties are carried out, a temporary change in duties, retraining, multi-skilling, teleworking and job redesign.
- 26.9.18 If such adjustments cannot reasonably be made, the Department Head must grant the staff member maternity leave, or any available sick leave, for as long as it is necessary to avoid exposure to that risk as certified by a medical practitioner, or until the child is born which ever is the earlier.
- 26.9.19 Communication during maternity, adoption or other parent leave
- (1) Where a staff member is on maternity, adoption or other parent leave and a definite decision has been made to introduce significant change at the workplace, the Department shall take reasonable steps to:
    - (i) make information available in relation to any significant effect the change will have on the status or responsibility level of the position the staff member held before commencing maternity, adoption or other parent leave; and
    - (ii) provide an opportunity for the staff member to discuss any significant effect the change will have on the status or responsibility level of the position the staff member held before commencing maternity, adoption or other parent leave.
  - (2) The staff member shall take reasonable steps to inform the Department Head about any significant matter that will affect the staff member's decision regarding the duration of maternity, adoption or other parent leave to be taken, whether the staff member intends to return to work and whether the staff member intends to request to return to work on a part time basis.

- (3) The staff member shall also notify the Department Head of changes of address or other contact details which might affect the Department's capacity to comply with paragraph (1).

#### 26.10 Casual Leave Entitlements

Casual employees shall receive the following entitlements in accordance with the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006:

##### 26.10.1 Unpaid Parental Leave in accordance with Clause 12 (iv)(d) of the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006;

- (1) Casual employees are entitled to unpaid parental leave under Chapter 2, Part 4, Division 1, section 54, Entitlement to Unpaid Parental Leave, in accordance with the *Industrial Relations Act* 1996. The following provisions shall also apply in addition to those set out in the *Industrial Relations Act* 1996 (NSW).
  - (i) The Department Head must not fail to re-engage a regular casual employee (see section 53(2) of the Act) because:
    - (ii) the employee or employee's spouse is pregnant; or
    - (iii) the employee is or has been immediately absent on parental leave.
  - (2) The rights of an employer in relation to engagement and re-engagement of casual employees are not affected, other than in accordance with this clause.

##### 26.10.2 Personal Carer's Entitlement in accordance with Clause 12(v) of the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006;

- (1) Casual employees are entitled to not be available to attend work, or to leave work if they need to care for a family member (as described below) who is sick and requires care and support, or who requires care due to an unexpected emergency, or the birth of a child. This entitlement is subject to the evidentiary requirements set out below in (iv), and the notice requirements set out in (v).
- (2) The Department Head and the casual employee shall agree on the period for which the employee will be entitled to not be available to attend work. In the absence of agreement, the employee is entitled to not be available to attend work for up to 48 hours (i.e. two days) per occasion. The casual employee is not entitled to any payment for the period of non-attendance.
- (3) A Department Head must not fail to re-engage a casual employee because the employee accessed the entitlements provided for in this clause. The rights of an employer to engage or not to engage a casual employee are otherwise not affected.
- (4) The casual employee shall, if required;
  - (i) establish either by production of a medical certificate or statutory declaration, the illness of the person concerned and that the illness is such as to require care by another person, or
  - (ii) establish by production of documentation acceptable to the employer or a statutory declaration, the nature of the emergency and that such emergency resulted in the person concerned requiring care by the employee.
  - (iii) In normal circumstances, a casual employee must not take carer's leave under this subclause where another person had taken leave to care for the same person.

- (5) The casual employee must, as soon as reasonably practicable and during the ordinary hours of the first day or shift of such absence, inform the employer of their inability to attend for duty. If it is not reasonably practicable to inform the employer during the ordinary hours of the first day or shift of such absence, the employee will inform the employer within 24 hours of the absence.

A family member for the purposes of Paragraph 2 (i) above is:

- (i) a spouse of the staff member; or
- (ii) a defacto spouse being a person of the opposite sex to the staff member who lives with the staff member as her husband or his wife on a bona fide domestic basis although not legally married to that staff member; or
- (iii) a child or an adult child (including an adopted child, a step child, a foster child or an ex-nuptial child), parent (including a foster parent and legal guardian), grandparent, grandchild or sibling of the staff member or of spouse or of defacto spouse of the staff member; or
- (iv) a same sex partner who lives with the staff member as the defacto partner of that staff member on a bona fide domestic basis; or a relative of the staff member who is a member of the same household, where for the purposes of this definition:-

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

"affinity" means a relationship that one spouse or partner has to the relatives of the other; and

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

26.10.3 Bereavement entitlement in accordance with Clause 12(vi) of the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006;

- (1) Casual employees are entitled to not be available to attend work, or to leave work upon the death in Australia of a family member on production of satisfactory evidence (if required by the employer).
- (2) The Department Head and the casual employee shall agree on the period for which the employee will be entitled to not be available to attend work. In the absence of agreement, the employee is entitled to not be available to attend work for up to 48 hours (i.e. two days) per occasion. The casual employee is not entitled to any payment for the period of non-attendance.
- (3) A Department Head must not fail to re-engage a casual employee because the employee accessed the entitlements provided for in this clause. The rights of an employer to engage or not engage a casual employee are otherwise not affected.
- (4) The casual employee must, as soon as reasonably practicable and during the ordinary hours of the first day or shift of such absence, inform the employer of their inability to attend for duty. If it is not reasonably practicable to inform the employer during the ordinary hours of the first day or shift of such absence, the employee will inform the employer within 24 hours of the absence."

## 26.11 Extended Leave Entitlements

### 26.11.1 Definition of "service"

- (1) "Service" includes:
  - (i) in the case of an employee or temporary employee who has completed at least 10 years' service-any period of leave without pay, not exceeding 6 months, taken after 13 December 1963, and
  - (ii) service occurring before the commencement of this part, including service of the kind referred to in paragraph (i).
- (2) Subject to clauses 26.11.2.(3) and 26.11.3(3), for the purpose of determining whether or not an employee or temporary employee has completed at least 10 years' service, as referred to in subclause 26.11.1.1 (i), the employee's or temporary employee's period of service is taken:
  - (i) to include any period of leave without pay taken before 13 December 1963, and
  - (ii) to exclude any period of leave without pay taken after 13 December 1963.
- (3) Note: 13 December 1963 was the date of assent to the Public Service and Other Statutory Bodies (Extended Leave) Amendment Act 1963.

#### 26.11.2 Leave entitlements generally

- (1) After service for 7 years or more but not more than 10 years, an employee or temporary employee is entitled to extended leave, proportionate to his or her length of service, calculated at the rate of:
  - (i) 2 months on full pay, or
  - (ii) 4 months on half pay, or
  - (iii) one month on double pay, for 10 years served.
- (2) After service for more than 10 years, an employee or temporary employee is entitled to extended leave under subclause (1) in respect of the first 10 years and additional extended leave, proportionate to his or her length of service, calculated at the rate of:
  - (i) 5 months on full pay, or
  - (ii) 10 months on half pay, or
  - (iii) 2.5 months on double pay,for each 10 years served after the first 10 years.
- (3) For the purposes of this clause, "service" includes any period of leave without pay taken before 13 December 1963.

#### 26.11.3 Entitlement to leave if employment terminated in special circumstances

- (1) This clause applies to an employee or temporary employee with at least 5 years' service but less than 7 years' service whose services are terminated:
  - (i) by the employee or temporary employee, for reasons of illness, incapacity or domestic or other pressing necessity, or
  - (ii) by the Crown, the Governor or the appropriate Department Head, for reasons other than the employees or temporary employee's serious and intentional misconduct.



- (2) The employee or temporary employee is entitled to:
  - (i) for 5 years' service, one month's leave on full pay, and
  - (ii) for further service in excess of 5 years, additional leave proportionate to the employees or temporary employee's length of service (up to but not including 7 years), calculated at the rate of 3 months' leave for 15 years' service.
- (3) For the purposes of this clause, "service" does not include any period of leave without pay, whether taken before, on or after 13 December 1963.

#### 26.11.4 Payment of accrued leave on termination of employment

- (1) If an employee or temporary employee has acquired a right to extended leave and his or her services are terminated, the employee or temporary employee may not take the extended leave but is instead to be paid the money value of the extended leave.
- (2) Any pension to which any such employee or temporary employee is entitled under the *Superannuation Act 1916* commences from and including the date on which the employees or temporary employee's extended leave, if taken, would have commenced.

#### 26.11.5 Leave to be paid out to dependants in cases of death

- (1) If an employee or temporary employee has acquired a right to extended leave and dies before starting it, or after starting it dies before completing it:
  - (i) the employee's or temporary employee's spouse, or
  - (ii) if there is no such spouse, the employee's or temporary employee's children, or
  - (iii) if there is no such spouse or child, the person who, in the opinion of the appropriate Department Head, was, at the time of the employee's or temporary employee's death, a dependent relative of the employee or temporary employee,

is entitled to receive the money value of the extended leave not taken or not completed.

- (2) If an employee or temporary employee with at least 5 years' service but less than 7 years' service dies:
  - (i) the employee's or temporary employee's spouse, or
  - (ii) if there is no such spouse, the employee's or temporary employee's children, or
  - (iii) if there is no such spouse or child, the person who, in the opinion of the appropriate Department Head, was, at the time of the employee's or temporary employee's death, a dependent relative of the employee or temporary employee,

is entitled to receive the money value of the extended leave that would have accrued to the employee or temporary employee had his or her services terminated as referred to in clause 26.11.3 (1).

- (3) If there is a guardian of any child referred to in subclause 26.11.5 (1)(ii) or 26.11.5(2)(ii), the payment to which the child is entitled may be made to the child's guardian for the child's maintenance, education and advancement.
- (4) If:
  - (i) no person is entitled to receive a payment under subclause 26.11.5.1 or 2.11.5.2, or

- (ii) it appears to the appropriate Department Head that more than one person is entitled as a spouse to a payment under subclause 26.11.5.1 or 26.11.5.2,

the payment must instead be made to the employee's or temporary employee's personal representatives.

- (5) Any payment under this clause is in addition to any payment due under any Act under which superannuation benefits are paid.
- (6) In this clause, "spouse" of an employee or temporary employee includes a person with whom the employee or temporary employee had a de facto relationship (within the meaning of the *Property (Relationships) Act 1984*) at the time of his or her death.

#### 26.11.6 Certain periods to be disregarded

- (1) Any period during which an employee or temporary employee is not employed, as referred to in clause 3 (2) of Schedule 3A, is to be disregarded for the purpose of calculating his or her extended leave entitlement.

#### 26.11.7 Leave entitlement reduced by leave already taken or paid out

- (1) The following amounts of extended leave are to be deducted from an employee's or temporary employee's extended leave entitlement:
  - (i) for each period of extended leave taken on full pay-the number of days (or parts of a day) so taken,
  - (ii) for each period of extended leave taken on half pay-half the number of days (or parts of a day) so taken,
  - (iii) for each period of extended leave taken on double pay-twice the number of days (or parts of a day) so taken,
  - (iv) for each period of extended leave in respect of which the employee or temporary employee has been paid the money value-the number of days of extended leave on full pay that is equivalent to the money paid.
- (2) If a public holiday occurs while an employee or temporary employee is taking extended leave, the amount of extended leave to be deducted is to be reduced by the length of the holiday (one day or half a day, as the case may be).
- (3) In subclause (2), "public holiday" means any special or public holiday for which the employee or temporary employee is entitled to payment.

#### 26.11.8 Extended leave may be postponed for temporary employees

- (1) If the period of extended leave to which a temporary employee is entitled under this Schedule exceeds the period for which the employee is employed under this Act, the balance of the period of extended leave may be taken during subsequent periods of employment in the Public Service, but only if each subsequent period of employment commences on the termination of a previous period of employment in the Public Service.

All other provisions concerning extended leave not covered above will be in accordance with the provisions of the Ministerial Leave Conditions.

**SECTION 9 - MISCELLANEOUS****27. Miscellaneous****27.1 Temporary Relocation**

27.1.1 Reorganisation within Forests NSW along with a shift in work areas necessitated through land management transfer to other agencies such as NPWS will require temporary transfer of employees from time to time.

27.1.2 The underlying principle in such cases will be to give full consideration to individual circumstances and preferences, with identification of volunteers through mutual agreement preferred to supervisor selection of employees to work away from home. Management will ensure maximum notice is given for a temporary transfer with a minimum of: -

- (1) Seven (7) calendar days notice for up to two (2) weeks transfer
- (2) Ten (10) calendar days notice for two (2) to four (4) weeks transfer, and
- (3) Fifteen (15) calendar days notice for over four (4) weeks transfer

27.1.3 Return to home will be provided, if required, each weekend while on transfer.

27.1.4 Applications can be made to return each week-end by workshops staff on an "as needs/compassionate" basis and the Workshops Manager will give consideration to such requests.

Employees permanently transferring between locations within FNSW will be entitled to the provisions of the Crown Employees (Transferred Employees Compensation) Award.

**28. Inclement Weather****28.1 Definition**

For the purposes of this clause, inclement weather means wet weather or abnormal climatic conditions such as hail, cold, high winds, severe dust storms, extreme high temperature or any combination thereof.

**28.2 Continuation of Work**

28.2.1 Appropriate productive work will be carried out during inclement weather conditions, provided appropriate protective clothing of a high standard suited to local conditions is issued. Decisions on working during inclement weather will rest with the supervisor and, where they exist, by self-managing work teams, consistent with the Occupational Health and Safety Act 2000 and Regulation 2001:

- (1) In forest Regions, where there are appropriate functions that can be undertaken during inclement weather, then these functions will be undertaken or continue to be undertaken.
- (2) Workshop employees will carry out fieldwork away from normal facilities and under inclement weather conditions as determined by the employee on the job in conjunction with the Workshop Manager.
- (3) Nursery employees will work during inclement weather on both production and customer service, provided that appropriate protective clothing is supplied.

**29. Area, Incidence and Duration**

This Award applies to all classifications listed in Appendices 3, 4, 5, 6 and 7 attached to this Award. The Award rescinds and replaces the Forestry Commission Division Trading as Forests New South Wales Crown

Employees Fieldwork and Other Staff Award 2005-2008 published 14 July 2006, (360 I.G. 47). This Award shall operate from 23 December 2008 and will remain in force for a term of 12 months.

### APPENDIX 1

#### RATES OF PAY

The minimum weekly rates for full-time employees covered by this Award are:

1/4/2007		First Pay period on or after 1/7/2008 4%
Classification Rate		
1	\$658	\$684
2	\$678	\$705
3.1	\$706	\$734
3.2	\$710	\$738
4.1	\$740	\$769
4.2	\$754	\$784
4.3	\$772	\$802
4.4	\$786	\$817
5.1	\$818	\$850
5.2	\$834	\$867
5.3	\$843	\$876
6.1	\$925	\$962
6.2	\$953	\$991
6.3	\$980	\$1019
6.4	\$1005	\$1045

Divisional Commander will be paid at the weekly equivalent of \$64,823pa.

### APPENDIX 2

#### ALLOWANCES

Past Entitlements Preserved within this Award (Grandfathered Entitlements):

First-aid

Distant places

Western allowance

Definition of Allowances:

"Tool Allowance"

All tools required by employees shall be provided free of charge by Forests NSW, other than in Workshops where a tool allowance of \$25.15 per week shall be paid to trades persons to cover the cost of work-related tools. This allowance is linked to movement in the Skilled Trades Award.

"Mileage"

Should Forests NSW be unable to provide transport and where no public transport is available to transport an employee from his/her residence to their headquarters, depot or centre, or if an employee is required to report at a place other than their headquarters, depot or centre, then Forests NSW shall pay the employee an allowance according to the following scale, viz; where the distance from their residence to the centre or such place is:

3-10 kms	\$4.20
10-20 kms	\$11.40
20-30 kms	\$14.70
30-40 kms	\$21.00
40+ kms	\$23.60

Headquarters, depot or centre means the place where the employee reports for work.

#### "Working in Sludge"

Those engaged in the handling and spreading of sewerage sludge on a given Forests NSW area will receive, for the period of application only, an allowance of 86¢ per hour.

#### "Chemical Handling Allowance"

An allowance of \$13.00 per day is payable to those employees directed to use pesticides and herbicides who are accredited chemical users and where they are required to wear full protection, ie: all of the following; face shields, overalls, elbow length gloves and boots for the application of pesticides and/ or herbicides.

#### "Accredited Assessor Allowance"

The allowance paid by Forests NSW for nationally accredited assessors will be \$6.45 per hour. This payment will be received for time spent in preparation, delivery, assessment and reporting of accredited courses.

This allowance is payable to nationally accredited assessors who deliver training. It is not restricted to nationally accredited courses but rather has application to any external or Forests NSW courses which result in some form of qualification or accreditation, with the exception of back care (ie those delivering back care training will receive the allowance for the life of this award). The parties agree to review the operation of this clause during the life of the award.

#### "Accredited Assessors Allowance - Task Based Assessments (FFHF)"

Field workers conducting task based assessments associated with the Fire Fighting Health and Fitness Program, who hold a certificate in task based assessment, will be paid \$6.45 per hour for time spent in preparation, delivery, assessment and reporting of Task Based Assessments.

This allowance will move in line with the general Accredited Assessors Allowance.

#### Workshops Allowances:

Note: All Workshops allowances, with the exception of "First Aid" and "Applying Obnoxious Substances", are linked to movement in the Crown Employees (Skilled Trades) Award.

"Applying Obnoxious Substances" is linked to movement in the General Construction and Maintenance, Civil and Mechanical Engineering and C (State) Award as there is no comparable allowance under the Crown Employees (Skilled Trades) Award.

Tool Allowance - Tradespersons	\$25.15 per week
Confined spaces	79¢ per hour
Height money	61¢ per hour
Tower allowance	
Above 15 metres	61¢ per hour
Above each additional 15 metres	61¢ per hour

Spray Painting Application	60¢ per hour
Applying obnoxious substances	76¢ per hour
First-aid	\$13.25 per week
Accredited Assessor Allowance	\$6.45 per hour
Weekly On Call Roster allowance	\$120 per week
Field Workers:	
Working in sludge	86¢ per hour
Chemical Handling Allowance	\$13 per day
Mileage	
3-10 kms	\$ 4.20 per day
10-20 kms	\$10.90 per day
20-30 kms	\$14.00 per day
30-40 kms	\$20.00 per day
40+ kms	\$22.50 per day
Accredited Assessor Allowance	\$6.45 per hour
Accredited Assessor Allowance (FFHF TBA's)	\$6.45 per hour
First-aid	\$13.25 per week
Weekly On Call Roster allowance	\$120 per week

### APPENDIX 3

#### STATEMENT OF RESPONSIBILITY LEVELS AND PROMOTIONAL CRITERIA

For an employee to be graded to a higher position than the generic level, the position description must be evaluated by the Classification Committee.

Forests NSW will make available to the workforce appropriate training to facilitate advancement through the classification structure.

LEVELS 1 & 2
--------------

Responsibility	An employee at Level 1 or 2 will:  generally work under direct supervision be responsible for identifying and solving minor problems which occur in the workplace be required to work to predetermined standards and outcomes be responsible for keeping their own work area safe and clean show awareness for the relevant Forest Practices Codes
Promotional Criteria	Level 1  Six (6) months induction process (within 7 days) and Induction Program.  Promotion to Level 2 on satisfactory completion and satisfactory attendance and performance history.

## Level 2

Eighteen (18) months Employee Development Program

Promotion to Level 3.1 within 18 months on satisfactory completion and satisfactory attendance and performance history.

LEVEL 3
---------

## Responsibility

An employee at this level will operate under general direction for the whole job. Individual tasks will be completed according to clear, set procedures and standards. An employee will be responsible for the quality of work within these limits.

The employee will also be responsible for identifying and solving problems which occur in the work process the Level 3 worker is directly responsible for, and for identifying and reporting problems outside own work process.

## 3.2 Co-ordinator

responsible for provision of the co-ordination of work performed by a small group and on-the-job training (non-accredited) for that small group; knowledge and understanding of relevant Forest Practices Codes.

## Promotional Criteria

An employee remains at Level 3.1 until capable of effectively performing through assessment or appropriate certification the tasks required of the next level so as to enable progress as a position becomes available.

The promotion by merit principle will apply in all cases.

LEVEL 4
---------

## Responsibility

An employee at this level will operate under general direction for the whole job. In completing individual tasks an employee will work to set standards. An employee will be responsible for the quality of work in own area.

The employee will also be responsible for identifying and solving problems which occur in the work process the Level 4 worker is directly responsible for, and by themselves or with others, identifying, reporting or solving problems outside their work area.

The employee is responsible for application of relevant Forest Practices Codes and Regulatory requirements.

LEVEL 5
---------

## Responsibility

An employee at this level has greater responsibility than at Level 4 in that the employee may be responsible for the work of others through the monitoring role. The employee will be responsible for work outcomes regarding quantity and quality in own area, including own work and the work of others. The employee may be required to train small groups on-the-job (non-accredited) and/or assess competency of workers in the tasks they perform. They will be responsible for OH&S of those under his control. An employee at this level will be required to exercise judgement in the planning and carrying out of work.

An employee at this level is required to ensure application of relevant Forest Practices Codes and Regulatory requirements.

The employee will also be responsible, with others, for identifying and solving problems in their work areas, if supervising others for initiating, co-ordinating and monitoring problem-solving in own work area, for identifying and reporting problems in other work areas where they affect activity in own work area.

## Promotional Criteria

Level 5.1 is the Supervisor Entry Level and Probationary Period, however, initial appointment can be made at a higher level depending on competencies and relevant experience.

Within 12 months, training will be provided as detailed in Note 18.

Rangers - may progress to Level 5.2 or 5.3 dependent on the role of their position after 12 months experience at 5.1 and being accredited in the training subjects, and displaying satisfactory attendance and performance history.

Works - will progress to Level 5.2 dependent on satisfactory completion of training and satisfactory attendance and performance history and 12 months experience at 5.1.

Progress to 5.3 is dependent upon satisfactory attendance and performance history and 12 months experience at 5.2.

Harvesting - Plantations

as for "Works".

Harvesting - Native Forests

Progress to levels as determined by position evaluation, after 12 months experience at 5.1, satisfactory completion of training and satisfactory attendance and performance history.

## Promotional Criteria

An employee remains at this level until capable of effectively performing through assessment or appropriate certification the tasks required of the next level so as to enable progress as a position becomes available.

Promotion to levels above 5 on merit principle in all cases.



**LEVEL 6**

Responsibility	Will be as determined by position description.
Promotional Criteria	<p>Promotion within Level 6 on merit principle in all cases.</p> <p>An employee at level 6 may be graded to a higher position within this classification than their generic level as indicated in Appendix 4 by evaluation of their position description.</p>

**APPENDIX 4**

**FIELDWORKER CLASSIFICATIONS (does not include Research, Nurseries or Mechanical Trades Staff)**

Level	Job Title and Competencies Required		Responsibility	Notes
	Compulsory	Job Specific		
1.	Employee Induction 1	Survey (Road & Precision) Field Hand Chemical Handling Boat (River) Skills Crane Chaser	Level 1 & 2: Workers will generally work under direct supervision (see Schedule 2)	1. Employee Induction Process within 7 days
2.	Employee Development 2	Fire Tower Operator First Aid(Accredited) Tree Disease 4 Noxious Plants 4		Employee Induction Program within 6 months, and must include: - OH&S (Level 1) - Fire fighter (Level 1)
3.1 3	Level 1 & 2 Plus: • 4WD Operator (Light) • Pump & Foam • Chainsaw Crosscut(Level 1) and/or Simple Tree Felling (Level 2) OR Brushcutter • and job specific	Noxious Animals 4 Generators, Mowers, Power  Tools, Herbicide  Sprayers/  Applicators, Nursery Implements, Tar Sprays, compressor, jack hammer, wacka packa, etc. Flora or Wildlife Identification & Survey Techniques5 Hand Tool Work, eg: pipe laying, sump cleaning, scrubbing Tallyman, Prescribed Burning	Level 3.1: (see Schedule 2)	- First Aid (Non-Accredited) - Aircraft Awareness - Environmental Care - Basic Communication - Backcare 2. Employee Development within 18 months and must include: - 4WD (Light) - Pumps and Foam - Chainsaw Crosscut (Level 1) / Simple Tree Felling (Level 2), OR Brushcutter

		<p>- SPD SPECIFIC (for those in plantation works gangs) must have:</p> <ul style="list-style-type: none"> <li>- Select Trees, Pruning from Ground or Ladder, Planting, Chemical Handling (as appropriate to fertilising and application of herbicides by hand and mechanical means)</li> </ul> <p>SPD Specific - additional silvicultural competencies,</p> <ul style="list-style-type: none"> <li>- Fertilising by hand or machine</li> <li>- Release trees/control weeds</li> <li>- Conduct non-commercial thinning operations</li> <li>- Tree selection, marking &amp; tracking for harvesting (minor instruments, no FS&amp;W accreditation &amp; no inventory work)</li> </ul> <p>Pine Seed Orchard Field Hand</p>		<p>3. At the discretion of the Workplace Manager, a Field Worker may be graded 3.1 without meeting ALL the compulsory competencies.</p> <p>4 Simple Identification and Control</p> <p>5 Non-Accredited</p> <p>6 3.2 Co-ordinator position is used as HDA when regular supervisor is absent for periods of less than 1 day.</p> <p>If supervisor is frequently absent from the job site for periods of less than 1 day on a regular basis, the position should be permanent 3.2 (with Basic Supervisor Training).</p>
3.2	<p>Level 3.1 Plus:</p> <ul style="list-style-type: none"> <li>• Map Reading</li> <li>• Knowledge&amp; understanding of relevant Forest Practices Codes OR Level 3.1. Plus Chainsaw Advanced (Level 3)</li> </ul>		<p>Level 3.2: Intermittently responsible for provision of the co-ordination of work performed by a small group and on-the-job training(non-accredited) for that group.6</p>	<p>7. With FS&amp;W accreditation, inventory work &amp; complex instruments required.</p> <p>8. Requires LR Licence only.</p> <p>9. Some require MR Licence and FS&amp;W Rooding (Operator) - All require Environmental Awareness (operator)</p>

4.1	Level 3.1 Plus any of the job specific competencies.	- Map Reading - Tree Marking and Tracking7 - Planting Machine - Light Truck 8 - Fork Lift - Incendiary Machine Operator - FLIR Operator Plantations Flora or Wildlife Identification and survey techniques (accredited) Forest Plotting Marvl Inventory 4WD Heavy	Level 4.1: (See Schedule 2) Application of relevant Forest Practices Code.	- Includes towed implements, trailers and powered implements/ attachments.
4.2	Level 3.1 Plus Operator, any of 9 Fire Tanker 10, Single Axle Truck, 2 or 4WD Tractor, FE Loader, Self-propelled Road Roller, S.O.F.T. Truck, Truck + HIAB, Fuel Truck 11, Bobcat Carpenter/ tradesman Storeman (no fuel issue)	Native Forests: Flora or Wildlife Identification & survey techniques(accredited) Tree measurement, growth plot establishment, measurement & maintenance.	Level 4.2: As for 4.1	10. Requires map reading 11. Dangerous goods licence as appropriate 12. All require FS & W, roading (operator)
4.3	Level 3.1 + Operator 12: any of Grader, All Bulldozers, Scrapers, Excavator, Backhoe, 140 HP + 4WD Tractor, 4WD Tractor with herbicide application 13, Bogie drive Truck 14, Traxcavator Storeman (with fuel issue).	Note 9.	Level 4.3: As for 4.1	13. Includes operation and maintenance of application equipment and chemical mixing, handling and security. 14. Requires HR Licence
4.4	Co-ordinator 15 4.1 or 4.2 or 4.3 plus Basic Supervisor Skills, Map Reading, FS&W, Roding (Supervisor), Fire Fighter Level 2 (crew leader) 16  Low Loader Driver 17		Level 4.4: As for 4.1 plus to ensure application of relevant Forest Practices Codes. Co- ordinate work and/or other Level 4 Field Workers AND conduct on-the-job training (non-accredited) as required.	15. Co-ordinator position is used as HDA when regular Supervisor is absent for periods of less than 1 day. If Supervisor is frequently absent from the job site for periods of less than 1 day on a regular basis, the position should be permanent 4.4.

					<p>16. Lower graded employees are paid a higher duties allowance of 4.4 for fire crew leader duties.</p> <p>17. Requires HC Licence which authorises float driving or towing trailer over 9 tonnes gross mass.</p>
	NFD, SPD & HPD				
	Compulsory				
5.1 23	Harvesting 3.1 + 18	Works17 (a) 3.1 + 18	Rangers 3.1 + 19 Recreation Facilities Maintenance	Closely Supervised to ensure application of relevant Forest Practice Codes	<p>General: (Level 5) All include job specific competencies.</p> <p>17 (a) Works:</p> <ul style="list-style-type: none"> <li>- plantation establishment, tending &amp; maintenance</li> <li>- general construction, maintenance &amp; protection</li> <li>- Road &amp; precision survey</li> <li>- Inventory (SPD)</li> </ul> <p>18 Entry Level, training must occur within 12 months in:</p> <ul style="list-style-type: none"> <li>- Fire fighter Level 2 (crew leader)</li> <li>- Basic Computer</li> <li>- Map Reading</li> <li>- Supervisor Skills (advanced - job management skills)</li> <li>- FS&amp;W, harvest or roads (op &amp; sup)</li> <li>- Incident Control System Familiarisation</li> <li>- Workplace Assessor(Non-accredited)</li> <li>- OH&amp;S (Level 2)</li> <li>- Environmental Awareness (Supervisor)</li> </ul>

					19. Basic Communication skills - Recreation Facilities Maintenance
5.2	NFD, SPD & Hardwood Plantations Division			Generally Supervised • To ensure application of relevant Forest Practices Codes • Survey Aboriginal Cultural Heritage sites within the Region in line with legislative requirements for the purpose of planning, identification, protection and recommending management practices	20. Supervise Minor Works Operations.  21. Developmental Level (refer Schedule 2).  22. Noxious Animal and/or Weed Control Management does not progress to 5.3.  23. Aboriginal Cultural Heritage Officer positions are designed at three levels i.e. Level 1 (Entry Level), Level 2 & Level 3. Level 1 can be appointed in the range 5.1 to 5.3 depending on knowledge, skills, experience and responsibility.  Aboriginal Cultural Heritage Officers at Level 5 are able to identify and report on Aboriginal sites and assist in the development of management options to protect those sites.
	Compulsory				
	Harvesting  5.1 Plus FS&W, Harvesting (Operator & Supervisor) 21	Works  5.1 Plus plantation works (20 & 21)  5.1 Plus FS&W Roads (Operator & Supervisor) for Road Construction & Maintenance Supervisor (20 & 21)  5.1 Plus Noxious Animal and/or Weed Control. Management 22	Rangers Noxious Animal Management and /or Weed Management		
	NFD, SPD & Hardwood Plantations Division				
	Compulsory				
5.3	Harvesting (24)	Works (24)	Rangers Education and Community Liaison (25)	Broadly Supervised To ensure application of relevant Forest Practices Codes	24. Can supervise several Works Operations. Can supervise minor Harvesting Operations.

					25. Advanced Communications, Presentations Skills, Customer Service.
6.1	Compulsory Native Forests Division  SFO 26 Supervisor Flora & Fauna survey. Supervisor Inventory team.	Job Specific		See schedule 2.	26. SFO - Cypress & Red Gum products  27. SFO - all other native products Lower graded employees are paid a higher duties allowance to 6.1 for sector boss work.
6.2	Native Forests Division SFO 27 Softwood Plantations Division Harvesting Operation/ Merchandising Supervisor 28			See schedule 2. In addition to the duties of the Level. 1 ACHO position, assists in developing and implementing training/information programs & sessions on Aboriginal Cultural Heritage issues, including general awareness and more detailed training in specific aspects. Survey Aboriginal Cultural Heritage sites within the Region in line with legislative requirements for the purpose of planning, identification, protection and recommending management practices. Monitor Aboriginal sites within native forest areas managed by Forests NSW and this may also include plantations, and in some Instances private property where Forests NSW enters into joint management arrangements.	28. Supervises one or more harvesting operations with product segregation, compliance with Code and Harvesting Plan, planning assistance and day- to-day organisational responsibilities.  29. Program coordinator. Can supervise other supervisors from level 5 or 6 In addition to Level 5 criteria, Level 2 ACHO's at Level 6.2 are able to develop co-management projects on State forests, resolve conflict with stakeholder groups and train Forests NSW' staff and Aboriginal community groups in cultural heritage issues

<p>6.3</p>	<p>Softwood Plantations &amp; Native Forests Divisions Works, road construction and maintenance programs co-ordination 29 Native Forests Division Supervising Forest Officer 30</p>		<p>See schedule 2.</p>	<p>30. Proceed to level 6.3 with a minimum of 2 years experience with satisfactory performance at 6.2 AND responsible for complex operational procedures AND works basically unsupervised. 31 Can supervise other supervisors at level 5 or 6.  32. Field Workers at this level may also fill positions with a high degree of specialised technical skill.</p>
<p>6.4 31 &amp; 32</p>	<p>Native Forests &amp; Softwood Plantations Divisions Harvesting, Merchandising or Harvest Planning Program Coordinator Native Forests Division SFO Coordinator or Planning Assistant</p>		<p>See schedule 2 ACHO Level 3 Participation in Aboriginal Heritage Committees at Regional and Corporate levels. Contribute to the development of forest co-management and/or joint venture management agreements between Forests NSW and the Aboriginal communities.</p>	<p>Lower graded employees are paid a higher duties allowance to 6.4 for divisional commander work. There will generally be no more than 1 ACHO Level 3 in each Region but be responsible for similar duties But is responsible for Maintaining and regulate the Aboriginal Site database and oversight the duties and responsibilities of the Level 2 &amp; 1 ACHO. In addition must Develop, organise and run training /information Programs /sessions on Aboriginal Cultural Heritage issues, including general awareness and more detailed training in specific aspects.</p>

## APPENDIX 5

## MECHANICAL &amp; RADIO SERVICES

## MECHANICAL TRADES CLASSIFICATIONS

Skill Level	Wage Points	Responsibility	Skills	Knowledge
Mechanical Tradesperson Grade 1	FW 4.3	Works under routine supervision  either individually or in a team environment	Perform tasks and processes of a trades standard under general supervision either individually or in a team environment. Ability to read and interpret technical manuals, drawings and basic schematic diagrams. Undertakes all tasks incidental to their general work.	Trades Certificate or equivalent in an appropriate mechanical trade and holds an MVRIC Tradesman's Certificate. Basic knowledge of OH&S matters sufficient to ensure performance of routine tasks.
Grade 1a	FW 4.4		As for 4.3 together with one additional post-trade qualification appropriate to the specific work environment.	As for 4.3 together with one post trade qualification from the areas in 5.1
Mechanical Tradesperson Grade 2	FW 5.1	Works under limited supervision  either individually or in a team environment	Holds a trades certificate, at least one relevant post-trades qualification(or equivalent) which can be fully utilised in the work environment. Has a minimum of 12 months experience in an appropriate work environment. Able to demonstrate abilities and a capacity for working efficiently on relevant tasks and processes under general supervision. Ability to exercise diagnostic skills suitable for performing routine maintenance and repair functions. Undertakes all tasks incidental to their general work. Holds a trades certificate, at	As for 4.4 together with a post trade qualification, necessary licences and at least 12months experience in at least one of the following areas: Heavy Vehicle Maintenance General vehicle maintenance Earthmoving Equipment Maintenance Air-conditioning Maintenance Hydraulics Welding (gas, arc, MIG & TIG) Fitting and Machining Auto-Electrical



<p>Mechanical Tradesperson Grade 3</p>	<p>FW 5.2</p>	<p>Works under general guidance either individually or in a team environment</p>	<p>least three relevant post-trades qualification (or equivalent) which can be fully utilised in the work environment. Has a minimum of 2 years experience in an appropriate work environment. Able to carry out tasks and processes to a high standard of quality, efficiently and with only general guidance. Ability to read and interpret complex technical manuals, drawings and schematic diagrams and exercise advanced diagnostic skills in all technical areas. Undertakes all tasks incidental to their general work. Capable of providing trade guidance and assistance to other members of a work team.</p>	<p>As for 5.1 together with three relevant post trade qualifications or equivalent, necessary licences and at least 2 years experience in at least three of the above areas. In depth knowledge and understanding of systems and equipment involved in at least four of the areas described for 5.1. Knowledge of OH&amp;S techniques, legislation and work practices appropriate to all work undertaken at this level. Understanding of the principles and practices involved in quality control</p>
<p>Mechanical Tradesperson Grade 4</p>	<p>FW 5.3</p>	<p>Works under general guidance either individually or in a team environment</p>	<p>As for 5.2 with at least four relevant post-trade qualifications (or equivalent) which can be fully utilised in the work environment. Able to complete a wide range of complex tasks and processes to a high standard of quality, efficiently and with only general guidance. Capable of providing trade guidance and assistance to other members of a work team. Exercises advanced diagnostic skills in all technical areas. Capable of carrying out the requirements of RTA inspections</p>	<p>As for 5.2 together with an in-depth knowledge and understanding of all aspects of systems and equipment regularly encounter in the job, including those areas described in 5.1 Qualifications and experience suitable for obtaining an RTA Examiner's Licence for all equipment operated by Forests NSW.</p>

Progression to Level 6 is by merit selection for an advertised vacancy only				
Mechanical Trades Team Leader	FW	Works under general guidance in technical areas and routine supervision for job control functions.	As for 5.3 while also responsible for supervision of and provision of trade guidance and assistance to other members of a work team. Carry out limited administrative functions including job allocation to others, dealing with customers, job time and cost control	As for 5.3 together with full understanding of the principles and practices of supervision and a good general understanding of all technical aspects of workshop operations.
	6.1			
Mechanical Trades Supervisor Grade 1	FW 6.2	Works under general guidance in technical areas and limited supervision for administrative and financial functions.	As for 5.3 while also responsible for supervision and technical control of a small annex at a location remote from the main workshop (includes one-man annexes). Provide supervision and technical guidance to other members of a work team of up to two permanent members. Assist manager with administrative functions such as: detailed job time and cost control, preparation of quotations, liaison with customers, inventory control, purchasing.	As for 5.3 together with full understanding of the principles and practices of supervision and a good general knowledge and understanding of all technical aspects of workshop operations.  Understanding of principles and practices involved in job control and technical administration.
Mechanical Trades Supervisor Grade 2	FW 6.3	Works under general guidance in technical and administrative areas and limited supervision for financial functions.	As for 5.3 while also responsible for supervision of and provision of technical guidance to all workshop staff (work teams will consist of three or more staff). Independently responsible for controlling all aspects of day- to-day operations of a substantial work team. Provide administrative functions in support of the workshop manager such as: job time and cost control, preparation of quotations, liaison with customers, inventory control, purchasing. Assist Manager in planning & financial areas (for both workshop & annex locations) including: overhead	As for 5.3 together with full understanding of the principles and practices of supervision and a good general knowledge and understanding of all technical aspects of workshop operations. Full understanding of principles and practices involved in job control and technical administration. Good understanding of financial and general administrative policy and requirements.

			expenditure control, budget preparation, routine reporting, detailed job and staff planning, stores requirements, asset control.	
--	--	--	--	--

## **APPENDIX 6**

### **APPRENTICES**

#### **WORKSHOPS & NURSERIES**

#### **WAGE RATES**

As a percentage of Fieldworker Grade 4.3

1st Year - 42%

2nd Year - 55%

3rd Year - 75%

4th Year - 88%

Adult apprenticeship rates (Workshops only)

Adult Apprentices as a percentage of Fieldworker Grade 4.3:

1st Year - 78%

2nd Year - 83%

3rd Year - 86%

4th Year - 90%

Apprentice Training

When required to attend block release at a location where it is not practical to return home daily, the cost of public transport, accommodation, meal and incidental expenses will be reimbursed.

Travel to and from block release or single day attendance, outside normal working hours, will be reimbursed at single time rates.

For single day attendance where fares are in excess of those incurred in travelling to and from their normal place of work, apprentices will be reimbursed fares based on public transport rates.

**APPENDIX 7****CLASSIFICATIONS****RESEARCH & DEVELOPMENT**

Level	Job Title & Competencies Required		Responsibility	Notes
	Compulsory	Job Specific		
3.1 1	General knowledge of	Planting	3.1 Work closely	1. General entry level for R&DD duties with one annual progression based on satisfactory performance. 2. Ability to read road maps, interpret plot layout diagrams
3.2	forest management practices.  Basic map reading 2 Competence in precision measurement. Understanding of sampling procedures. Drivers licence. 4WD operator.	Fertilising Herbicide application Safety awareness Fire fighting	supervised. 3.2 Work with general supervision.	
4.43	Advanced map reading /interpretation.4 Establish, measure and monitor field experiments. Basic problem solving/assessment. Basic computer skills. Research equipment usage/ maintenance. Ability to plan the methods and the order in which tasks are to be completed.	In at least 3 of following: Flora and/or Wildlife Id. and Survey Techniques Tree and Growth Plot M'ment Growth plot est'ment & maint. Methods of application of trial treatments as required. Ability to operate research equipment such as clinometer, compass, height stick, bark gauge. MARVL inventory Adv. skill in physical or data sampling & storage procedures.5 Operate & maintain relevant equipment 6	As per 3.2 plus  Ability to work individually under general supervision and ability to supervise others in the operation of research equipment and in research activities.	3. Entry based on demonstrated competency at 3.2 4. Detailed understanding of topographic maps, able to precisely locate boundaries and draw detailed locality and plot layout maps. 5. Biological, water, soils or site information.  6. Chainsaw certificate, data loggers, dendrometer, meteorological stations, GPS etc.

<p>5.3 7</p>	<p>Understanding of research approach &amp; application of scientific method.</p> <p>Advanced problem-solving skills (ability to assist in the design of research trials and plan for contingencies).</p> <p>Decision making ability.</p> <p>Data entry ability, produce data summaries, report writing ability.</p> <p>Financial management skills.</p> <p>Strong interpersonal and communication skills.</p>	<p>Competency in at a least 6 of the following:                  Data mgt/quality control                  Ability to check &amp; process initial data.                  Techniques which ensure a quality outcome of the job undertaken.                  Basic knowledge of sources of error and bias.                  Strong reporting ability                  8                  Advanced flora/ fauna identification                  9                  Ability to conduct specialised surveys                  10                  Capacity to supervise several research gangs and be responsible for large data sets captured in the field. Operate, monitor and service a wide variety of plant and equipment                  11.                  Relevant Trades Certificate as required.</p>	<p>as per 4.4 plus</p> <p>Work unsupervised, supervise other staff and minor contractors.</p>	<p>7. One level with entry based on demonstrated competency at Level 4.4.</p> <p>8. Accurate, timely and reliable reports on research trials including recommen. for future trials concerning research trials including recommen. for future trials.</p> <p>9 Awareness and understanding of botanical/ fauna referencing and procedures involved in collecting and lodging voucher material (tissue, specimen, spoor etc.).</p> <p>10. surveys conducted that incorporate an understanding of customer specification and the planning and implementation of these surveys.</p> <p>11. Data loggers, dendrometers, anabat etc.</p>
--------------	--	--	---	--

<p>6.4 12</p>	<p>A well developed knowledge of the particular scientific discipline in which the position functions 13.</p> <p>Highly developed problem solving skills 14.</p> <p>Highly developed ability to plan and supervise work 15.</p>	<p>At least three of the following: Highly effective interpersonal and communication skills. Establish and maintain contacts with foresters, managers or relevant external agencies/clients.</p> <p>Advanced computer skills in Word and Excel. Understanding of GIS operation.</p> <p>Advanced keyboard and electronic data capture 16.</p>	<p>As per 5.3 plus Responsible for a high degree of efficiency, precision and accuracy in all work performed.</p>	<p>12. Entry based on demonstrated competency at Lvl 5.3.</p> <p>13. Generally gained through extensive experience working in that discipline/area.</p> <p>14. Ability to overview experiments, machinery or operating systems to diagnose any faults and remedy faults.</p>
		<p>Advanced technical report writing 17.</p> <p>Soil assessment and characterisation and reporting to regulator 18</p>		<p>15 Requires well-developed logistical skills to enable efficient use of employees, materials and time. Requires an ability to adopt contingency planning.</p> <p>16 Supervision of research data entry, analysis and manipulation of such data.</p> <p>17. such as reports that may require specialist representation in court or reports to a Regulatory agency as the basis for compliance to a licence.</p>

				18. such as Regolith soils work for EPA licence.
--	--	--	--	---

## APPENDIX 8

### GRIEVANCE & DISPUTE RESOLUTION PROCEDURES

Forests NSW is committed to delivering an equitable and productive work environment. The following grievance and dispute resolution procedures aim to effectively deal with employees work-related concerns and grievances by creating and sustaining a workplace environment that values employees and deals with work-related concerns promptly, impartially, fairly and with the utmost confidentiality.

All employees and managers are encouraged to be aware of their responsibility/obligation to recognise and address grievances and disputes within their workplace in accordance with the following guidelines in order to ensure Forests NSW remains a fair, equitable and professional workplace.

Grievance:

A "grievance" is a clear statement by an individual employee of a work-related problem, concern, complaint or difficulty. Grievances can range from the very minor and easy to resolve to the extremely serious, which may involve formal disciplinary action;

eg:

John may feel he has a grievance because he has been overlooked when it comes to training opportunities, whereas other employees in his Division have had multiple opportunities to undertake training.

Kathryn may feel she has a grievance because of being denied recreation leave, while others in her work area have no trouble getting away for a holiday.

Grievances can involve:

interpretation and application of management policies

lack of workplace communication of work-related issues

interpersonal conflict (eg: between employees, or between an employee and supervisor)

Occupational Health and Safety issues

alleged discrimination within the meaning of the Anti-Discrimination Act 1977 (racial, sexual, or on the basis of a disability)

problems in understanding or interpreting an Award or enterprise agreement

work environment problems (eg: lighting, heating, office equipment)

Appeals against decisions

Dispute:

A "dispute" is a complaint, concern or difficulty, which can affect an individual employee, but more commonly involves a group of employees;

eg:

A decision which changes the working conditions of a group of employees within a given work area.

If I have a grievance/dispute, whom can I go to for assistance?

The majority of concerns or problems raised by Forests NSW employees are resolved at an informal level, before they become formal grievances or disputes. Most are resolved by discussions between the parties, or with the supervisor or decision-making area. Clarifying a problem with an independent person can often put it in perspective, and may even lead to alternatives that can resolve the situation before it becomes necessary to lodge a grievance/ dispute. In other circumstances, lodging a grievance/dispute may be the only way to resolve the situation.

As far as possible, both management and employees should attempt to resolve grievances/disputes within the area in which they first arise. Any attempts at resolution should start with the employee's direct supervisor. It is the role of the immediate supervisor to listen objectively, gather relevant facts and act in a prompt, professional and fair manner, without bias. The supervisor should follow up to ensure that appropriate action is taken to resolve the grievance/dispute and that the cause of the grievance/dispute is properly addressed. The objective of the grievance/dispute handling procedure, particularly at the level where it originated, is to find an acceptable solution.

From an employee's perspective, all employees have the right to be supported in pursuing and achieving grievance/dispute resolution. Employees can elect to have an observer (friend or interpreter) present during discussions with their supervisor. If they are a Union member, the employee may elect to have a Union delegate to accompany them during the discussions. The observer (friend/interpreter) does not have a right to participate in the discussions.

Will this process be confidential?

Yes.

The grievance/dispute will not be discussed by the supervisor with any other employee without permission being granted by the concerned employee. Any necessary discussion of the grievance/dispute among relevant managers will remain strictly confidential, as required under the *Privacy and Personal Information Protection Act 1998*.

Who else can I contact for help?

Your local Business Manager, Human Resources Manager, Administrative Manager, or Director

Your local Spokeswoman

Manager Occupational Health, Safety and Rehabilitation

Workplace Union Representatives/Delegates

Union/Employee Associations -

AWU

AWU Newcastle Central & Northern Branch

AWU Port Kembla & Southern Branch

AMWU

Government and Related Employees Appeal Tribunal



Industrial Relations Commission of NSW  
(only accessed through the Union - unless an Unfair Dismissal Claim)

Department of Premier and Cabinet - NSW

NSW Ombudsman

Independent Commission Against Corruption (ICAC)

Lodging a Grievance/Dispute - Forests NSW Grievance Receivers

Grievance Receivers - can be any supervisor or manager. It is their role to listen to your grievance/dispute, gather information, offer counsel and advice and explore whether further assistance is required.

Forests NSW Grievance Receivers include, apart from supervisors:

Directors, all Divisions

Corporate and Divisional HR Managers and Business Managers

Branch Managers

Regional Managers

Regional Administrative Managers, all Regions

The Rights of Employees Involved in A Grievance/Dispute Process

Confidentiality - employees involved in a grievance/dispute process have the right to have that process remain confidential.

A fast resolution - most minor grievances can be resolved relatively quickly. Obviously, more complex ones will take longer. In general, grievances/disputes should be dealt with as quickly as possible.

The employee should be aware that if they make a complaint against an individual, that person will be informed of the complaint (unless there are special circumstances) and that an investigation will take place. If the employee's name is disclosed, the person will be cautioned against any comments or actions that may be perceived to be victimisation.

No action can be taken without the employees consent, except in specific, serious circumstances.

A fair, impartial process, free from victimisation - employees involved in a grievance/dispute have a right to fair and impartial treatment. Victimisation of any sort will be the subject of disciplinary action.

There must be no suggestion of bias or preferential treatment and all parties involved must be aware of their rights and responsibilities in the process and all actions that are to be taken must be discussed with the employees involved.

A mechanism for the review or appeal of the outcome of the formal process - if an employee is dissatisfied with the way in which the grievance process was conducted, or with its outcome, the employee may take the matter elsewhere, either within Forests NSW or to an external organisation.

Can a Grievance/Dispute be Withdrawn?

A grievance/dispute can be withdrawn at any time, either verbally for an informal grievance, or by written request if the employee lodged a formal grievance/dispute. Withdrawal of a grievance will not prevent other people raising a grievance of their own in relation to the matter, if they believe that they have not had the opportunity to respond appropriately. Grievance Receivers may also decide to continue their investigation where they believe disciplinary action may be warranted.

**APPENDIX 9**  
**FORESTS NSW**  
**EQUITY POLICY**

Forests NSW values equity and is an Equal Employment Opportunity employer.

It embraces the principle of diversity and seeks to recognise and benefit from the ideas and different ways of working and decision-making which are afforded by a diverse workforce. The organisation believes that the principles of equity and EEO must be ingrained in the development and implementation of all policies and practices.

General Managers, Managers and Supervisors, in exercising discretionary powers, must ensure that only relevant facts and the merits of each particular case are considered. The rules of natural justice provide a right to people significantly affected by a decision to put forward their case and for the decision to be made impartially.

Through its policies and practices Forests NSW will implement the following principles:

- \* fair practices in the workplace
- \* management decisions without bias
- \* recognition and respect for social/cultural backgrounds of staff and clients
- \* recruitment and/or promotion of the 'best' person
- \* staff training and development linked to both employee and client needs
- \* a workplace free of harassment and discrimination
- \* fair implementation of benefits and conditions of employment
- \* access to flexible work practices
- \* access to a grievance resolution process

Forests NSW EEO strategies aim to redress past disadvantage by improving employment outcomes for women, Aboriginal and Torres Strait Islander people, people from minority racial, ethnic or ethno-religious groups and people with disabilities. These aims will be formally published in 3-year EEO Management Plans and will include nomination of direct accountabilities.

#### Responsibilities

All Forests NSW people must:

- respect cultural and social diversity among colleagues and clients
- recognise the skills and talents of other colleagues
- ensure staff selection and promotion on merit
- provide career paths in structures
- ensure fair access for all staff to appropriate benefits and conditions
- commit to and actively promote a harassment and discrimination-free workplace

- ensure access to grievance resolution processes
- provide adequate information to assist staff in carrying out their duties
- be fair in implementing initiatives such as higher duties opportunities
- work to full capacity
- promote and use flexible work arrangements where practical.

## **APPENDIX 10**

### **ALCOHOL AND OTHER DRUGS POLICY**

#### **RATIONALE**

Forests NSW endeavours to ensure that an employee's use of either alcohol or drugs does not impair the safe and efficient running of the organisation, the health of all employees or the damage of either equipment or property.

However, Forests NSW recognises that alcohol and drug dependencies are illnesses and will provide support to any employee who honestly endeavours to overcome such illnesses.

#### **SUPERVISOR'S RESPONSIBILITIES**

Supervisor's and managers are responsible for ensuring that instances of proven drug or alcohol misuse at work are dealt with. Any investigation must be handled in both a sympathetic and confidential manner.

However, ultimately, supervisors and managers are responsible for ensuring that either the employee concerned or other employees are not put to a safety or health risk at work because of alcohol or drug abuse.

#### **How Do You Establish That A Problem Exists?**

It is important to be aware that the misuse of drugs or alcohol by employees may come to light in various ways. The following characteristics, especially when arising in combinations, may indicate the presence of an alcohol or drug-related problem. However it is important to note that these characteristics can occur for other reasons. For example, some individuals can experience temporary physical reactions to legally prescribed medications. Employees should liaise with their supervisors in these circumstances:

- Absenteeism - regular instances of unauthorised leave
- Frequent unplanned Friday and/or Monday absences
- Regular lateness, especially when returning from lunch
- Strange and increasingly suspicious reasons for absences
- Accident Levels - high level of minor accidents at work, or home
- Work Performance - difficulty in concentration
- Problems with remembering instructions
- Problems with remembering own mistakes
- Individual tasks take more time than usual
- Mood Swings - irritability

- Depression

- Confusion

#### How Do You Treat the Problem ?

In some instances employees themselves may seek help and advice from their supervisor or manager.

Where the employee acknowledges that they have a drug or alcohol dependency that is affecting their performance at work they should be given help and support on the understanding that:-

Whilst they are undergoing treatment they will be granted available accrued sick leave and will be entitled to the usual sick pay benefits.

Every effort should be made to ensure that on completion of any recovery/treatment program employees are able to return to the same or equivalent work.

If a supervisor or manager suspects that an employee may have a drug or alcohol dependency and that it is affecting their work performance, or placing the employee or others at risk, and the employee has not come forward of their own volition the procedures outlined in Forests NSW Safety Standards Manual, "Alcohol and Other Drugs in the Workplace" should be put into practice.

Where an employee, having received treatment, suffers a relapse Forests NSW will consider the case on its individual merits. Medical advice will be sought in an attempt to ascertain how much treatment/rehabilitation is likely to be required for a full recovery. At a manager's discretion more treatment or rehabilitation time may be granted in order to help the employee recover fully.

#### Employee Assistance

Forests NSW has an employee assistance program that provides an avenue for employees to obtain confidential counselling about any problem. This service may be used by employees to obtain advice on treatment and counselling for illness & related problems, including referral to community-based specialist support services where appropriate. The initial counselling session is at no cost to the employee. Details of this confidential service can be obtained from your Supervisor or Human Resources. The free call number for this service is 1800 337 068.

#### Consumption of Alcohol or Abuse/Use of Illegal Drugs on Forests' NSW Property/Premises

Employees are expressly forbidden to consume alcohol whilst working. Any breach of this policy will result in disciplinary action.

Employees who partake of drugs which have not been legally prescribed on medical grounds will, in the absence of mitigating circumstances, be deemed to be committing an act of gross misconduct and will thus render themselves open to disciplinary action (up to and including dismissal) as will any employee proven to be possessing, buying, selling or cultivating unlawful drugs on Forests NSW property/premises.

If an employee is known to be, or strongly suspected of being, intoxicated by alcohol or drugs during working hours and they are incapable of carrying out their normal duties in a safe and efficient manner arrangements must be made for the employee to be escorted from Forests NSW property/premises immediately. Refer to Forests NSW Safety Standards Manual.

Engagement of Contractors

Contractors or consultants working for Forests NSW must be advised of this Alcohol and Other Drugs Policy and adhere to the policy whenever they work on Forests NSW property/premises as must their employees.

J. P. MURPHY, 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, Industrial Organisation of Employees.

(Nos. IRC 5671 of 2005 and 260 of 2007)

Before Mr Deputy President Grayson

12 December 2008

**AWARD****Arrangement**

Clause No.	Subject Matter
------------	----------------

**PART A**

1. Definitions
2. Conditions of Employment
3. Progression of Medical Physicists
4. Area, Incidence and Duration

**PART B**

Table 1 - Salary rates for Accredited Medical Physicists  
 Table 2 - Salary rates for Non-Accredited Medical Physicists

**PART C**

Transitional Arrangements  
 Transition Table from Hospital Scientists' Scale to new  
 Structure

**PART A****1. Definitions**

Unless the context otherwise indicates or requires the several expressions hereunder defined shall have their respective meaning assigned to them:

‘Union’ means the Health Services Union.

‘ACPSEM’ means the Australasian College of Physical Scientists and Engineers in Medicine.

‘Accredited Medical Physicist’ means a Medical Physicist who has been awarded accreditation by the relevant ACPSEM accreditation panel for a Medical Physics specialty, or by another suitably recognised accreditation body acceptable to the Director-General, NSW Department of Health. Such specialties include, but are not limited to Radiation Oncology, Nuclear Medicine, and Diagnostic Radiology.

‘Non-Accredited Medical Physicist’ means a person who is employed as a Medical Physicist but who does not satisfy the definition of an ‘Accredited Medical Physics Specialist’ under this award. For salary purposes, a non-accredited Medical Physicist is to be translated to the appropriate classification and rate as shown in Table 2, Salary rates for Non-Accredited Medical Physicists’, until such time as they satisfy the accreditation process. The rates for non-accredited Medical Physicists are discounted by 10% at the Medical Physics Specialist level, by 4% at the Senior Medical Physics Specialist level, and by 3% at the Principal Medical Physics Specialist and Director levels.

‘Public Health Organisation’ is as defined at Section 7 of the *Health Services Act 1997*.

‘NSW Health Service’ is as defined at Section 115 of the *Health Services Act 1997*.

‘Medical Physicist’ is a generic description for the purposes of this award. It refers to all persons employed as a Medical Physics Registrar, and also employed in either capacity of an accredited or non-accredited Medical Physics Specialist, Senior Medical Physics Specialist, Principal Medical Physics Specialist and Director, Medical Physics Specialist.

‘Medical Physics Registrar’ means a person who is employed and undergoing training, including but not limited to the ‘Training, Education and Accreditation Program’ (TEAP), in a medical physics specialty towards obtaining accreditation by ACPSEM, or such other accreditation body acceptable to the Director-General, NSW Department of Health.

‘Medical Physics Specialist’ means a person with qualifications and clinical experience acceptable to the Director-General, NSW Department of Health and ACPSEM, or such other accreditation body acceptable to the Director-General, NSW Department of Health, and who is qualified to be employed under this award as a Medical Physics Specialist.

‘Senior Medical Physics Specialist’ means a Medical Physics Specialist with 5 years post-accreditation as a Medical Physics Specialist and whose progression has been approved by the progression committee as per the determined criteria.

‘Principal Medical Physics Specialist’ means a Senior Medical Physics Specialist year 4 whose progression to this level has been approved by the progression committee as per the determined criteria.

‘Director Medical Physics Specialist’ means a Medical Physics Specialist with experience and competency at least equivalent to that of a Senior Medical Physics Specialist Year 4, with direct supervision of at least two other Medical Physics Specialists (or higher grade) and who meets one of the following criteria:

- is responsible for a physics specialty at a site
- is responsible for multiple specialties at a site,
- is responsible for a single specialty across multiple sites (including responsibility for Directors of a specialty)

The Director will be appointed at a level dependent on the number of FTE Medical Physics Specialists (or higher grade) under line supervision:

Level 1: 2 to 5

Level 2: >5 to 10

Level 3: >10

## **2. Conditions of Employment**

The Hospital Scientists (State) award, (the Conditions Award), as varied from time to time, shall apply to all employees covered by this award, excepting for those conditions expressly contained in this award.

For the purposes of establishing such conditions, the following classifications in this award of ‘Medical Physics Registrar’ and ‘Medical Physics Specialist Year 1’ will be afforded the conditions available to the classification of Hospital Scientist in the Conditions Award.

For the purposes of establishing such conditions, the following classifications in this award of ‘Medical Physics Specialist Year 2 - Year 5’ inclusive, will be afforded the conditions available to the classification of Senior Hospital Scientist in the Conditions Award.

Further, for the purposes of establishing such conditions, the following classifications in this award of 'Senior Medical Physics Specialist' and 'Director Medical Physics Specialist' will be afforded the conditions available to the classification of Principal Hospital Scientist in the Conditions Award.

### 3. Progression of Medical Physicists

Progression Committee. A committee consisting of three Director or Principal Medical Physics Specialists, at least two of whom are in the same specialty as the applicant, shall be constituted to consider and, if appropriate, recommend to the NSW Department of Health upon application by the employing area health service:

- (i) The promotion of a Medical Physics Specialist to Senior Medical Physics Specialist
- (ii) The promotion of a Senior Medical Physics Specialist to Principal Medical Physics Specialist.

### 4. Area, Incidence and Duration

This award shall apply to employees as defined herein employed in public hospitals and Area Health Services in the State, excluding the County of Yancowinna, within the jurisdiction of the Public Health Employees (State) Industrial Committee.

This award shall take effect from the first pay period to commence on or after 9 February 2007, and shall remain in force until 9 February 2010.

## PART B

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

Year of Service /Level	Rate of Pay effective from 9 February 2007 \$ pa	Rate of Pay effective 1 July 2007 \$ pa 4%	Rate of Pay effective 1 July 2008 \$ pa 3.9%	Rate of Pay effective 1 July 2009 \$ pa 3.9%
<b>Medical Physics Registrar</b>				
Year 1	48,670	50,617	52,591	54,642
Year 2	54,080	56,243	58,436	60,715
Year 3	59,490	61,870	64,283	66,790
Year 4	64,900	67,496	70,128	72,863
Year 5	70,300	73,112	75,963	78,926
<b>Medical Physics Specialist</b>				
Year 1	81,120	84,365	87,655	91,074
Year 2	91,940	95,618	99,347	103,222
Year 3	102,750	106,860	111,028	115,358
Year 4	113,570	118,113	122,719	127,505
Year 5	124,380	129,355	134,400	139,642
<b>Senior Medical Physics Specialist</b>				
Year 1	129,790	134,982	140,246	145,716
Year 2	135,200	140,608	146,092	151,790
Year 3	140,610	146,234	151,937	157,863
Year 4	146,020	151,861	157,784	163,938
<b>Principal Medical Physics Specialist</b>				
Year 1	151,420	157,477	163,619	170,000
<b>Director Medical Physics Specialist</b>				
Level 1	151,420	157,477	163,619	170,000
Level 2	159,000	165,360	171,809	178,510
Level 3	167,650	174,356	181,156	188,221



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

Year of Service/Level	Rate of Pay effective from 9 February 2007 \$ pa	Rate of Pay effective 1 July 2007 \$ pa 4%	Rate of Pay effective 1 July 2008 \$ pa 3.9%	Rate of Pay effective 1 July 2009 \$ pa 3.9%
<b>Medical Physics Registrar</b>				
Year 1	N/A - Refer Accredited Medical Physicist Table 1			
Year 2				
Year 3				
Year 4				
Year 5				
<b>Medical Physics Specialist * (-10%)</b>				
Year 1	73,008	75,928	78,889	81,966
Year 2	82,746	86,056	89,412	92,899
Year 3	92,475	96,174	99,925	103,822
Year 4	102,213	106,302	110,448	114,755
Year 5	111,942	116,420	120,960	125,677
<b>Senior Medical Physics Specialist # (-4%)</b>				
Year 1	124,598	129,582	134,636	139,887
Year 2	129,792	134,984	140,248	145,718
Year 3	134,986	140,385	145,860	151,549
Year 4	140,179	145,786	151,472	157,379
<b>Principal Medical Physics Specialist ≠ (-3%)</b>				
Year 1	146,877	152,752	158,709	164,899
<b>Director Medical Physics Specialist ≠ (-3%)</b>				
Level 1	146,877	152,752	158,709	164,899
Level 2	154,230	160,399	166,655	173,155
Level 3	162,621	169,126	175,722	182,575

Note: \* Reduced by 10%;  
# Reduced by 4%; and  
≠ Reduced by 3%

## PART C

### Transitional Arrangements

- (i) Non-accredited Medical Physicists are to remain on the appropriate non-accredited Medical Physicist classification until such time as they satisfy the accreditation process. In the meantime, they are entitled to 4 hours per week of their normal weekly hours to study for accreditation in which they have enrolled for a period of up to 2 years.
- (ii) Medical Physicists whose accreditation is delayed due to ACPSEM processing of candidates will have their start date for progression backdated to the first exam after the application to correct for this delay and receive payment to meet the loss in earnings due to the said delay.
- (iii) A Medical Physicist currently employed as a Deputy Chief Medical Physicist or Deputy Director of Medical Physics will transfer to Senior Medical Physics Specialist Year 1 or at the level corresponding to their current position, as per Part C Transition Table, whichever is the higher. A Medical Physicist currently in-charge of a specialty and employed on the Principal Hospital Scientist level (job title Chief Medical Physicist or Director of Medical Physics, or similar) will transfer to Director Medical Physics Specialist.
- (iv) It is expected that Medical Physicists who were employed prior to the implementation of this award as a Senior Hospital Scientist years 6 to 8, and who were directly responsible for an area within a specialty in medical physics, will be promoted to the Senior Medical Physics Specialist Year 1 rate upon submitting

a summary of their duties and responsibilities to their employer. It would be expected the summary be supported by the Senior Hospital Scientist's line supervisor. Such promotions should be implemented as soon as possible after the implementation of this award, but no later than 3 months from that date. In case of disputes, clause 3 (i) applies.

- (v) In the case of Medical Physicists employed prior to this award as Hospital Scientist Years 1 to 6, such Medical Physicists are to transfer to rates for Medical Physics Registrars as shown in Part C Transition Table. Such Medical Physicists are not Registrars in the context of this award, and can progress through either the accredited and non-accredited scales according to the appropriate criteria, and their accreditation status.

## PART C

### Transition Table from Hospital Scientists' Scale to New Structure

Current Hospital Scientists Award level	Transfer to new Medical Physicists Award level
	Medical Physics Registrar Year 1
Hospital Scientist Year 1	Medical Physics Registrar Year 2
Hospital Scientist Year 2	Medical Physics Registrar Year 3
Hospital Scientist Year 3	
Hospital Scientist Year 4	Medical Physics Registrar Year 4
Hospital Scientist Year 5	
Hospital Scientist Year 6	Medical Physics Registrar Year 5
Hospital Scientist Year 7	
Hospital Scientist Year 8	Medical Physics Specialist Year 1
Senior Hospital Scientist Year 1	
Senior Hospital Scientist Year 2	Medical Physics Specialist Year 2
Senior Hospital Scientist Year 3	
Senior Hospital Scientist Year 4	Medical Physics Specialist Year 3
Senior Hospital Scientist Year 5	
Senior Hospital Scientist Year 6	Medical Physics Specialist Year 4
Senior Hospital Scientist Year 7	
Senior Hospital Scientist Year 8	Medical Physics Specialist Year 5
Principal Hospital Scientist Year 1	
Principal Hospital Scientist Year 2	Senior Medical Physics Specialist Year 1
Principal Hospital Scientist Year 3	
Principal Hospital Scientist Year 4	Senior Medical Physics Specialist Year 2
Principal Hospital Scientist Year 5	
Principal Hospital Scientist Year 6	Senior Medical Physics Specialist Year 3
Principal Hospital Scientist Year 7	
Principal Hospital Scientist Year 8	Senior Medical Physics Specialist Year 4
Principal Hospital Scientist Year 9	
Principal Hospital Scientist Year 10	Principal Medical Physics Specialist
Chief Medical Physicist	Director Medical Physics Specialist

J. P. GRAYSON *D.P.*

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

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union, Industrial Organisation of Employees.

(No. IRC 2296 of 2008)

Before Mr Deputy President Grayson

12 December 2008

**VARIATION**

1. Delete Clause 4, Area, Incidence and Duration, of the Public Hospital Medical Physicists (State) Award made 12 December 2008 and inserting in lieu thereof the following:

**4. Area, Incidence and Duration**

This award shall apply to employees as defined herein employed in public hospitals and Area Health Services in the State, excluding the County of Yancowinna, within the jurisdiction of the Public Health Employees (State) Industrial Committee.

This award shall take effect from the first pay period to commence on or after 9 February 2010 and shall remain in force until 30 June 2011.

2. Delete Tables 1 and 2 from Part B and insert in lieu thereof the following:

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

Year of Service /Level	Rate of Pay effective from 1 July 2008 3.9 % \$	Rate of Pay effective 1 July 2009 3.9 % \$	Rate of Pay effective 1 July 2010 3.9 % \$
<b>Medical Physics Registrar</b>			
Year 1	52,591	54,642	56,773
Year 2	58,436	60,715	63,083
Year 3	64,283	66,790	69,395
Year 4	70,128	72,863	75,705
Year 5	75,963	78,926	82,004
<b>Medical Physics Specialist</b>			
Year 1	87,655	91,074	94,626
Year 2	99,347	103,222	107,248
Year 3	111,028	115,358	119,857
Year 4	122,719	127,505	132,478
Year 5	134,400	139,642	145,088
<b>Senior Medical Physics Specialist</b>			
Year 1	140,246	145,716	151,399
Year 2	146,092	151,790	157,710
Year 3	151,937	157,863	164,020
Year 4	157,784	163,938	170,332
<b>Principal Medical Physics Specialist</b>			
Year 1	163,619	170,000	176,630

Director Medical Physics Specialist			
Level 1	163,619	170,000	176,630
Level 2	171,809	178,510	185,472
Level 3	181,156	188,221	195,562

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

Year of Service /Level	Rate of Pay effective from 1 July 2008 3.9 % \$	Rate of Pay effective 1 July 2009 3.9 % \$	Rate of Pay effective 1 July 2010 3.9 % \$
<b>Medical Physics Registrar</b>			
Year 1	52,591	54,642	56,773
Year 2	58,436	60,715	63,083
Year 3	64,283	66,790	69,395
Year 4	70,128	72,863	75,705
Year 5	75,963	78,926	82,004
<b>Medical Physics Specialist (-10%)*</b>			
Year 1	78,889	81,966	85,163
Year 2	89,412	92,899	96,522
Year 3	99,925	103,822	107,871
Year 4	110,448	114,755	119,230
Year 5	120,960	125,677	130,578
<b>Senior Medical Physics Specialist (-4%)#</b>			
Year 1	134,636	139,887	145,343
Year 2	140,248	145,718	151,401
Year 3	145,860	151,549	157,459
Year 4	151,472	157,379	163,517
<b>Principal Medical Physics Specialist (-3%)≠</b>			
Year 1	158,709	164,899	171,330
<b>Director Medical Physics Specialist (-3%)≠</b>			
Level 1	158,709	164,899	171,330
Level 2	166,655	173,155	179,908
Level 3	175,722	182,575	189,695

Note: \* Reduced by 10%;  
# Reduced by 4%; and  
≠ Reduced by 3%

3. This variation shall take effect on and from 12 December 2008.

J. P. GRAYSON *D.P.*

Printed by the authority of the Industrial Registrar.

(1320)

**SERIAL C6988**

**ROYAL REHABILITATION SERVICE - WEEMALA UNIT  
RESIDENTIAL CARE STAFF (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Services Union, Industrial Organisation of Employees.

(No. IRC 2093 of 2008)

Before Commissioner McLeay

12 November 2008

**AWARD**

**PART A**

**Arrangement**

Clause No.	Subject Matter
6.	Anti-Discrimination
7.	Area, Incidence and Duration
3.	Conditions of Service
1.	Definitions
5.	Dispute Resolution
4.	No Extra Claims
2.	Salaries

PART B

MONETARY RATES

Table 1 - Salaries

**PART A**

**1. Definitions**

Unless the context otherwise indicates or requires the several expressions hereunder defined shall have the respective meanings assigned to them:

"Employer" means the Director-General exercising employer functions on behalf of the Government of NSW (and includes a delegate of the Director-General).

"Residential Care Assistant" means a person other than a registered nurse, enrolled nurse or residential care nurse, who is employed in the delivery of services to clients in residential "off campus" or "satellite" group homes generated from the Weemala Unit conducted by or on behalf of the Royal Rehabilitation Service.

"Residential Care Worker" means a person appointed as such and who is employed in the delivery of services to clients in residential "off campus" or "satellite" group homes generated from the Weemala Unit, Royal Rehabilitation Service and who possesses tertiary qualifications acceptable to the employer. Acceptable qualifications currently include, but are not necessarily limited to:

- (a) Registration as a Mental Retardation, Psychiatric or General Nurse;
- (b) a Degree, Diploma or Associate Diploma from a University or TAFE College in a health-related discipline.

"Team Leader" means a person appointed as such who is employed to ensure the delivery of services as determined by the Disability Services Standards to clients in residential "off campus" or "satellite" group homes from the Weemala Unit conducted by or on behalf of the Royal Rehabilitation Centre, Sydney. This position supervises and directs Residential Care Assistants, Residential Care Workers, and other staff who are employed in the delivery of such services.

"Union" means the Health Services Union.

## 2. Salaries

Salaries for Residential Care Staff shall be as set out in Table 1-Salaries, of Part B, Monetary Rates.

## 3. Conditions of Service

The Health Employees Conditions of Employment (State) Award, as varied from time to time, shall apply to all persons covered by this award.

In addition, the Health Industry Status of Employment (State) Award, shall also apply to relevant employees.

## 4. No Extra Claims

The Memorandum of Understanding between the employer and the Union dated 23 September 2008 establishes the extent of any further claims that may be pursued by the Union.

## 5. Dispute Resolution

The dispute resolution procedures contained in the Health Employees Conditions of Employment (State) Award, as varied, shall apply.

## 6. Anti-Discrimination

- (i) It is 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.

## NOTES

- (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 this 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.

### 7. Area, Incidence and Duration

- (i) This Award rescinds and replaces the Royal Rehabilitation Service, Weemala Unit, Residential Care Staff (State) Award published 3 March 2006 (357 I.G. 822) and all variations thereof.
- (ii) This Award shall apply to persons employed in classifications contained herein employed in or in connection with "off campus" or "satellite" group homes generated from the Royal Rehabilitation Service-Weemala Unit.
- (iii) This Award takes effect from 12 November 2008, and shall remain in force until 30 June 2011.

## PART B

### MONETARY RATES

Table 1 - Salaries

Classification	Rate from 1.7.2008 4% \$	Rate from 1.7.2009 4% \$	Rate from 1.7.2010 4% \$
Residential Care Worker			
1st year of service	844.80	877.70	911.90
2nd year of service	868.90	902.80	938.00
3rd year of service	897.20	932.20	968.60
4th year of service	946.30	983.20	1,021.50
5th year of service	994.90	1,033.70	1,074.00
6th year of service	1,047.30	1,088.10	1,130.50
7th year of service	1,099.20	1,142.10	1,186.60
8th year of service	1,151.00	1,195.90	1,242.50
9th year of service	1,210.40	1,257.60	1,306.60
10th year of service	1,259.90	1,309.00	1,360.10
Residential Services Assistant			
1st year of service	779.60	810.00	841.60
2nd year of service	795.10	826.10	858.30
3rd year of service	810.60	842.20	875.00
4th year of service	829.60	862.00	895.60
5th year of service	844.80	877.70	911.90

Team Leader			
1st year of service	1,203.60	1,250.50	1,299.30
2nd year of service	1,263.30	1,312.60	1,363.80
3rd year of service	1,312.70	1,363.90	1,417.10

J. McLEAY, Commissioner

---

Printed by the authority of the Industrial Registrar.



## TRANSPORT INDUSTRY - COURIER AND TAXI TRUCK CONTRACT DETERMINATION

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Courier and Taxi Truck Association.

(No. IRC 3303 of 2005)

Before The Honourable Justice Marks

28 March 2006

### VARIATION

1. Delete the following paragraph from clause 1, Definitions of the contract determination published 9 November 2001 (329 I.G. 248):

"Point of Commencement of a Contract of Carriage" means, for the purposes of Schedule III, the point at which a contract carrier delivers goods which have been carried pursuant to a contract of carriage, or any paperwork relating thereto, whichever last occurs.

and insert in lieu thereof the following of new paragraph:

"Point of Commencement of a Contract of Carriage" means, for the purposes of Schedule III, the point at which a contract carrier picks up goods which are to be carried pursuant to a contract of carriage or any paperwork relating thereto, whichever first occurs.

2. Delete subclause 8.3 of clause 8, Inspections, Breaches And Enforcement, and insert in lieu thereof the following:
- 8.3 Where a principal contractor does not keep remuneration records that comply with the requirements of Clause 10, Remuneration Records, then for the purpose of subclause 12.2 the safety net calculation for each contract carrier for whom remuneration records do not comply shall be based upon the contract carrier having been engaged for a minimum of ten (10) hours engagement for each day worked during the period for which the remuneration records do not comply. Nothing in this subclause shall limit the legal rights of the contract carrier to seek recovery for any hours performed in excess of ten (10) hours on any day.
3. Delete Schedule V, of Part B, and insert in lieu thereof the following:

### SCHEDULE V

The principal contractor shall maintain the records required by clause 10 in the following forms:

- A. Contract Carrier Details and Daily Records

Table (i)

Date:	Personal Name :					Fleet
	Business Name :					No.:
Vehicle Type :	Model :		Registration No. :		Carrying Capacity :	
Job No. or Code	Service Code	From	To	Km	Additional Contract Details (clause 10.1 (h))	Fee \$

Safety Net/Probationary Hours					
Safety Net Hours Start Time =		Safety Net Hours Finish Time =		Total Safety Net Hours =	
Starting time of break =		Finishing time of break =		Total Time Spent on Breaks =	
Exclusive Hire Hours					
Start Time =		Finish time =		Total time between engagements =	Total Exclusive Hire Hours =

4. This variation will take effect on and from 28 March 2006.

F. MARKS *J*

---

Printed by the authority of the Industrial Registrar.

## **TRANSPORT INDUSTRY - COURIER AND TAXI TRUCK CONTRACT DETERMINATION**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES  
FULL BENCH

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

(No. IRC 1956 of 2008)

Before The Honourable Justice Boland, President  
The Honourable Justice Walton, Vice-President  
The Honourable Justice Marks

4 November 2008

### **VARIATION**

1. Delete the Schedule VI of the contract determination published 9 November 2001 (329 I.G. 248), and insert in lieu thereof the following:

### **SCHEDULE VI**

#### **Fuel Levy**

1. In addition to all other remuneration received by the Contract Carrier the Principal Contractor shall pay the Contract Carrier an additional amount as a fuel levy. The fuel levy amount shall be equal to 4% of the Contract Carrier's gross remuneration for each pay period observed by the Principal Contractor.
2. Cost Recovery for variations in the price of fuel:
  - (1) The parties to this determination recognise that, due to the changed nature of the pricing of fuel, including recent significant fluctuations in the price of fuel, it is necessary that variations to rates of remuneration to take into account changes in the price of fuel occur in a timely and efficient manner.
  - (2) Notwithstanding any other provisions of this determination, the parties to this determination agree that any party to this determination may make an application to the Industrial Relations Commission of New South Wales to vary the fuel levy to account for changes in the price of fuel on the following basis:
    - (a) an application to vary the fuel levy for changes in the price of fuel only may be made at any time, provided that the date upon which any adjustment is sought to become operative is at least one calendar month after the last occasion upon which an adjustment to the fuel levy became operative;
    - (b) subject to paragraphs (c) and (d) below, the fuel levy shall vary using the table attached in this schedule;
    - (c) it is not a requirement of any such application that the adjustment to the fuel levy sought be one which is either below or above any minimum threshold amount; and
    - (d) the agreed benchmark for the price of fuel shall be the Australian Institute of Petroleum Sydney metropolitan weekly average for the retail price of unleaded petrol fuel for the week ending immediately prior to the date of filing the application, excluding GST. Should the agreed benchmark become unavailable the parties shall determine an alternative appropriate benchmark.

- (3) The parties to this determination shall take all necessary steps to enable an application made pursuant to subclause (2) hereof to be heard and determined at the earliest possible time, including but not limited to, consenting to have the Industrial Relations Commission of NSW hear and determine any such application within 48 hours from the initial listing of the application.
3. The Principal Contractor shall not offset the fuel levy amount against any remuneration payable to the Contract Carrier or use the fuel levy amount in the calculation of the Contract Carrier's safety net entitlements.
4. The fuel levy amount shall be paid to the Contract Carrier at the same time that the Principal Contractor pays the Contract Carrier remuneration for the pay period observed by the Principal Contractor. The Principal Contractor shall specify the fuel levy amount paid to the Contract Carrier on the pay record issued to the Contract Carrier pursuant to Clause B of Schedule V of this determination.
5. The percentage amount of the fuel levy shall be determined in accordance with the following table:

AIP Sydney Metropolitan weekly average for unleaded petrol (excluding GST)	Percentage Fuel Levy Applicable (%)
Up to 81.9 cents	No Surcharge
82 - 100 cents	2
100 - 114.9 cents	3
115-128.9 cents	4
129 - 143 cents	5

If the AIP national average for unleaded petrol (excluding GST) exceeds 143 cents per litre, the Courier and Taxi Truck Industrial Committee shall make a contract determination for a fuel levy of an amount in excess of 5%.

2. This variation will take effect on and from 4 November 2008.

R. P. BOLAND *J, President*  
M. J. WALTON *J, Vice-President.*  
F. MARKS *J.*

---

Printed by the authority of the Industrial Registrar.

**INDUSTRIAL GAZETTE****VOLUME 367****INDEX****Key to Abbreviations Used:**

---

<i>(ACC)</i>	—	<i>Award of Conciliation Commissioner/Committee.</i>
<i>(AIC)</i>	—	<i>Award of Industrial Commission.</i>
<i>(AIRC)</i>	—	<i>Award of Industrial Relations Commission.</i>
<i>(AR)</i>	—	<i>Award Reprint (Consolidation).</i>
<i>(ART)</i>	—	<i>Award of Retail Trade Industrial Tribunal.</i>
<i>(CD)</i>	—	<i>Contract Determination.</i>
<i>(CORR)</i>	—	<i>Correction..</i>
<i>(ERR)</i>	—	<i>Erratum.</i>
<i>(OCC)</i>	—	<i>Order of Conciliation Commissioner.</i>
<i>(OIC)</i>	—	<i>Order of Industrial Commission.</i>
<i>(OIRC)</i>	—	<i>Order of Industrial Relations Commission.</i>
<i>(OIR)</i>	—	<i>Order of Industrial Registrar.</i>
<i>(RIRC)</i>	—	<i>Reviewed Award.</i>
<i>(ROIRC)</i>	—	<i>Order following Review by Industrial Relations Commission.</i>
<i>(RVIRC)</i>	—	<i>Variation - Reviewed Award.</i>
<i>(VCC)</i>	—	<i>Variation by Conciliation Commissioner/Committee.</i>
<i>(VCD)</i>	—	<i>Variation of Contract Determination.</i>
<i>(VIC)</i>	—	<i>Variation by Industrial Commission.</i>
<i>(VIR)</i>	—	<i>Variation by Industrial Registrar.</i>
<i>(VIRC)</i>	—	<i>Variation by Industrial Relations Commission.</i>
<i>(VRT)</i>	—	<i>Variation by Retail Trade Industrial Tribunal.</i>
<i>(VSW)</i>	—	<i>Variation following State Wage Case.</i>

## Awards and Determinations

## Awards Made or Varied

**CONTENTS**

Advertising Sales Representatives (State) Award	VSW	1
Ambulance Service of New South Wales Administrative and Clerical Employees (State) Award	VIRC	451
Asphalt and Bitumen Industry (State) Award	VSW	1037
Australian Inland Consent Award 2004	OIRC	186
Bootmakers and Heel Bar Operatives, &c. (State) Award	VSW	2
Bradfield College (Department of Education and Training) Salaries and Conditions Award 2006	RIRC	457
Building and Construction Industry (State) Award	VIRC	4
Building Crane Drivers (State) Award	VIRC	7
Building Employees Mixed Industries (State) Award	VIRC	9
Button Makers (State) Award	RVIRC	1039
Cash Transportation (Non-Armoured Vehicles) Interim Award No. 2	ROIRC	187
Caterers Employees (State) Award	VSW	188
Cement Industry (State) Consolidated Award	VSW	480
Cement Mixers and Concrete Workers, Central Batch Plants (State) Consolidated Award	VSW	483
Cemetery and Crematoria Employees (State) Reviewed Award 2008	RIRC	190
Clerical and Administrative Employees (State) Award	RVIRC	213
Club Managers' (State) Award 2008	RIRC	485
Coachmakers, &c., Road and Perambulator Manufacturers (State) Award	VSW	1041
Coal Superintending Samplers (State) Award	VSW	1563
Commercial Travellers, &c. (State) Award	VSW	14
Community College Principals (New South Wales) Award 2006	CORR	214
Community College Principals (New South Wales) Award 2006	RVIRC	523
Community Colleges Tutors (State) Award	VIRC	1565
Concrete Pipe and Concrete Products Factories Consolidated (State) Award	VSW	16
Confectioners (State) Award	VSW	18
Confectioners (State) Training Wage Award	VSW	524
Country Energy Far West Interim Award 2008	AIRC	215
Crown Employees (Administrative and Clerical Officers - Salaries) Award 2007	VIRC	1044
Crown Employees (Australian Music Examinations Board (New South Wales) Examiners, Assessors and Advisers) Award	RIRC	283
Crown Employees (Chief Education Officers - Department of Education and Training) Salaries and Conditions Award 2006	RIRC	294
Crown Employees (Department of Environment and Climate Change - Parks and Wildlife Group) Field Officers and Skilled Trades Salaries and Conditions 2007 Award	VIRC	20
Crown Employees (Department of Environment and Climate Change - Parks and Wildlife Group) Field Officer Payments Award 2007	ROIRC	305
Crown Employees (Health Care Complaints Commission, Medical Advisers) Award 2007	VIRC	527
Crown Employees (Health Care Complaints Commission, Medical Advisers) Award 2009	RIRC	528
Crown Employees (Institute Managers in TAFE) Salaries and Conditions Award 2006	RIRC	535
Crown Employees (Librarians, Library Assistants, Library Technicians and Archivists) Award 2008	RIRC	551
Crown Employees (Major and Community Events Reassignment) Award	RIRC	1566
Crown Employees (National Art School, Academic Staff) Salaries and Conditions Award 2006	RIRC	562

Crown Employees (NSW Fire Brigades Firefighting Staff) Interim Award 2008	AIRC	579
Crown Employees (NSW Fire Brigades Permanent Firefighting Staff) Award 2008	AIRC	585
Crown Employees (NSW Fire Brigades Retained Firefighting Staff) Award 2008	AIRC	667
Crown Employees (NSW Fire Brigades Retained Firefighting Staff) Interim Award 2008	AIRC	662
Crown Employees (NSW Police Force (Nurses')) Award	RVIRC	1577
Crown Employees (Office Of The Board Of Studies - Education Officers) Salaries and Conditions Award	RIRC	708
Crown Employees (Public Sector - Salaries 2008) Award	AIRC	1580
Crown Employees (Public Sector - Salaries 2008) Award	VIRC	1723
Crown Employees (Public Service Training Wage) Award 2008	RIRC	1047
Crown Employees (Resource NSW) Award 2005	OIRC	306
Crown Employees (Roads and Traffic Authority of New South Wales - Traffic Signals Staff) Award 2008	AIRC	307
Crown Employees (Roads and Traffic Authority of New South Wales - Salaried Staff Salaries and Conditions of Employment) Award 2008	AIRC	1728
Crown Employees (Roads and Traffic Authority of New South Wales - Wages Staff) Award 2008	AIRC	1736
Crown Employees (Roads and Traffic Authority of NSW - School Crossing Supervisors) Award	RIRC	1059
Crown Employees (Saturday School of Community Languages) Award 2006	RIRC	732
Crown Employees (Skilled Trades) Award	VIRC	22
Crown Employees (State Emergency Service) Communication Centre - Continuous Shift Workers) Award 2009	RIRC	744
Crown Employees (Storemen, &c.) Award	VSW	24
Crown Employees (Teachers in TAFE Children's Centres) Salaries and Conditions Award 2005	RIRC	753
Dairying Industry Employees (State) Award	VSW	26
Drug Factories (State) Award	VSW	28
Drug Factories (State) Award	VSW	1081
Engine Drivers, &c., General (State) Award	VIRC	31
Entertainment and Broadcasting Industry - Live Theatre and Concert (State) Award	CORR	32
Food Preservers (State) Award	VSW	33
Forestry Commission Division trading as Forests NSW Crown Employees Fieldwork and Other Staff Award 2008-2009	AIRC	1800
Funeral Industries (State) Reviewed Award 2008	RIRC	359
Gangers (State) Award	VSW	35
General Construction and Maintenance, Civil and Mechanical Engineering, &c. (State) Award	VIRC	38
Glass Makers (State) Award	VSW	47
Glass Workers (State) Award	VIRC	49
Goldenfields Water County Council Enterprise Award 2004	RIRC	771
Government Railways (Building Trades Construction Staff) Award	CORR	51
Government Railways (Building Trades Construction Staff) Award	VIRC	53
Government Railways (Building Trades Maintenance Staff) Award	CORR	55
Government Railways (Building Trades Maintenance Staff) Award	VIRC	56
Grocery Products Manufacturing (State) Award	VSW	57
Health and Community Employees Psychologists (State) Award	AIRC	1083
Health Employees' (State) Award	AIRC	1089
Health Employees' Administrative Staff (State) Award	AIRC	1108
Health Employees' Computer Staff (State) Award	AIRC	1114
Health Employees' Conditions of Employment (State) Award	AIRC	787
Health Employees' Engineers (State) Award	AIRC	1118

Health Employees' General Administrative Staff (State) Award	AIRC	1123
Health Employees' Interpreters' (State) Award	AIRC	1126
Health Employees' Medical Radiation Scientists (State) Award	AIRC	1130
Health Employees' Pharmacists (State) Award	AIRC	1147
Health Employees' Technical (State) Award	AIRC	1152
Health Managers (State) Award	AIRC	1158
Health Professional and Medical Salaries (State) Award	AIRC	1169
Higher School Certificate and School Certificate Marking and Related Casual Employees Rates of Pay and Conditions Award	RIRC	61
Horticultural Industry (State) Consolidated Award	VSW	83
Hospital Scientists (State) Award	AIRC	1191
Ice Cream Makers (State) Award	VSW	841
Illawarra Wastewater Strategy Project Consent Award	OIRC	394
Jewellers and Watchmakers, &c. (State) Award	VSW	843
Joiners (State) Award	VIRC	85
Landscape Gardeners, &c. (State) Award	VSW	87
Landscape Gardeners, &c., On Building and General Construction and Maintenance, Civil and Mechanical Engineering (State) Award	VSW	89
Laundry Employees (State) Award	VSW	395
M5 East Motorway Consent Award 2004	ROIRC	1230
Maintenance and Outdoor Staff (Catholic Schools) (State) Award 2008	AIRC	1231
Mannequins and Models (State) Award	VSW	92
Mechanical Opticians (State) Award	VSW	846
Metal Trades (Training Wage) (State) Award	VSW	848
Mid Coast County Council Enterprise Award 2004	OIRC	397
Mineral Sands Mining and Treatment Industry (State) Consolidated Award	VSW	852
Miscellaneous Workers' - Kindergartens and Child Care Centres, &c. (State) Award	RVIRC	855
Miscellaneous Workers' - Kindergartens and Child Care Centres, &c. (State) Award	CORR	1274
Motor Vehicle Salesperson (State) Award	VSW	94
Motor Vehicle Salesperson (State) Award	VSW	1275
Mushroom Industry Employees (State) Award	VSW	96
NSW Health Service Health Professionals (State) Award	AIRC	1277
NSW Port Corporations Award 2008	RIRC	856
Nurses' (Private Sector) Training Wage (State) Award	VSW	1292
Nursing Homes, &c., Nurses' (State) Award	VSW	398
Pastoral Employees (State) Award	VSW	882
Pharmacy Assistants (State) Award	VIRC	1294
Plant, &c., Operators on Construction (State) Award	VIRC	98
Plasterers, Shop Hands and Casters (State) Consolidated Award	VIRC	100
Potato Crisp Makers (State) Award	VSW	889
Printing Industries (State) Award	VSW	101
Printing Industries (State) Award	CORR	402
Private Hospitals, Aged Care and Disability Services Industry (Training) (State) Award	VSW	403
Professional Engineers and Professional Scientists (Private Industry) (State) Award	VSW	103
Professional Surveyors (Private Industry) (State) Award	VSW	105
Public Health Service Employees Skilled Trades (State) Award (Incorporating the Ambulance Service of NSW Skilled Trades)	VIRC	107
Public Health System Nurses' and Midwives' (State) Award 2008	VIRC	406
Public Hospital (Career Medical Officers) (State) Award	AIRC	891
Public Hospital (Medical Officers) Award	AIRC	1300
Public Hospital (Training Wage) (State) Award	VSW	407
Public Hospital Medical Physicists (State) Award	AIRC	1870
Public Hospital Medical Physicists (State) Award	VIRC	1875



Public Hospital Professional Engineers' (Bio-medical Engineers) (State) Award	AIRC	1334
Public Hospital Residential Services Assistants (State) Award	AIRC	1338
Public Hospitals (Medical Superintendents) Award	AIRC	1341
Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award	AIRC	1365
Public Hospitals Library Staff (State) Award	AIRC	1403
Public Hospitals Medical Record Librarians (State) Award	AIRC	1408
Quarries, &c. (State) Award	VSW	109
Race Clubs Employees (State) Award	VSW	410
Reed Constructions Auburn Site Project Award	OIRC	412
Refractory Industry (State) Award	CORR	112
Replacement Research Reactor Project Award 2002	OIRC	413
Restaurant, &c., Employees' Retail Shops (State) Award	VSW	113
Retail Industry (State) Training Wage Award	VSW	1412
Retail Services Employees (State) Award	VSW	115
Rock and Ore Milling and Refining (State) Award	VSW	118
Royal Rehabilitation Service - Weemala Unit Residential Care Staff (State) Award	AIRC	1877
School Support Staff (Archdiocese of Sydney, Dioceses of Broken Bay and Parramatta) (State) Award 2008	AIRC	1415
School Support Staff (Catholic Independent Schools) (State) Award 2009	AIRC	1458
School Support Staff (Country and Regional Dioceses) (State) Award 2008	AIRC	1510
Shop Employees (State) Award	VSW	120
Spastic Centre of New South Wales (Allied Professional Staff) (State) Award 2004	RVIRC	123
Spastic Centre of New South Wales Enterprise (State) Award, The	RVIRC	124
State Sports Centre Trust Casual Event Staff (State) Award 2004	RIRC	125
Storemen and Packers Bond and Free Stores (State) Award	VSW	132
Storemen and Packers, General (State) Award	VSW	134
Storemen and Packers, Wholesale Drug Stores (State) Award	VSW	136
Storemen and Packers, Wholesale Paint, Varnish and Colour Stores (State) Award	VSW	138
TAB Clerical and Administrative Agency Casual Staff Award 2006	VSW	414
Taronga Conservation Society Australia Wages Employees' Award 2008	RIRC	922
Teachers (Independent Schools Early Childhood Service Centres Other Than Pre-Schools) (State) Award 2008	RIRC	140
Tennis Strings and Sutures Industry (State) Award	VSW	171
Theatrical Employees Recreation and Leisure Industry (State) Award	VSW	1552
Training Wage (State) Award 2002	VSW	1554
Transport Industry - Car Carriers (NSW) Contract Determination	VCD	958
Transport Industry - Cash-in-Transit (State) Award	RVIRC	967
Transport Industry - Concrete Haulage - Mini Trucks Contract Determination	VCD	415
Transport Industry - Concrete Haulage Contract Determination	VCD	417
Transport Industry - Courier and Taxi Truck Contract Determination	VCD	1881
Transport Industry - Courier and Taxi Truck Contract Determination	VCD	1883
Transport Industry - Excavated Materials, Contract Determination	VCD	419
Transport Industry - General Carriers Contract Determination	VCD	422
Transport Industry - General Carriers Contract Determination	VCD	425
Transport Industry - Quarried Materials, &c., Carriers Contract Determination	VCD	433
Transport Industry - Retail (State) Award 1999	VSW	972
Transport Industry - Waste Collection and Recycling (State) Award	RVIRC	437
Transport Industry - Wholesale Butchers (State) Award	VSW	975
Transport Industry Waste Collection and Recycling Contract Determination	VCD	440

Transport Industry Waste Collection and Recycling Contract Determination	VCD	443
University Unions (State) Award	VSW	173
University Unions (State) Award	VSW	1557
Van Sales Employees' (State) Award	VSW	175
Vegetable Oils (State) Award	VSW	977
Vehicle Industry - Repair Services and Retail (State) Award	VSW	177
Vehicle Industry - Repair Services and Retail (State) Award	VSW	1560
Warehouse Employees' - General (State) Award	VSW	180
Warehouse Employees Drug (State) Award	VSW	182
Waste Recycling and Processing Corporation (Salaries and Conditions of Employment 2008) Award	RIRC	979
Wholesale Fruit and Vegetable Employees' (State) Award	VSW	184
Enterprise Agreements Approved by the Industrial Relations Commission		446
		450
		1562
		1035
Contract Agreements Approved by the Industrial Relations Commission		1036