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**CROWN EMPLOYEES (PUBLIC SECTOR - SALARIES 2022) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

This reprint of this award is published by the authority of the Industrial Registrar under section 390 of the *Industrial Relations Act 1996*, and under Rule 6.6 of the *Industrial Relations Commission Rules 2022*.

I certify that the form of this reprint, incorporating the variations set out in the schedule, is correct as at 1 July 2023.

E. ROBINSON, *Industrial Registrar*.

**Schedule of Award and Variations Incorporated**

Award/Variation Serial No.	Date of Publication	Effective Date	Industrial Gazette Reference	
C9661	20 July 2023	1 July 2023	394	1020

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

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

This award will be known as the Crown Employees (Public Sector - Salaries 2022) Award.

## 2. Definitions

In this Award:

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

## 3. Salaries

- (i) The salaries under this Award are payable to employees appointed to or performing the duties of any of the positions covered by the Awards, Agreements and Determinations listed in Schedule A to this Award.
- (ii) The salaries payable are prescribed in Part B, Monetary Rates, of this Award.
- (iii) The salaries prescribed in Part B reflect:  
a 4% increase to salaries payable with effect from the first full pay period to commence on or after 1 July 2023;

## 4. Allowances

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

Additional Responsibilities Allowance

All Incidents of Employment Allowance

Charge Hand Allowance

Community Language Allowance

Diving Allowance

Environmental Allowance

Extraneous Duties Allowance

First Aid Allowance

Flying Allowance

In-Lieu of Overtime Allowance

Leading Hand Allowance

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

Officer-in-Charge Allowance

On-Call Allowance

Part-Time Building Managers/House Officers Allowance

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

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

Resident Officers Allowance

Shift Allowances

Special Rates Allowance

Supervision Allowance

Service Increments expressed as a separate sum

Word Processing Allowance

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

#### **5. Salary Packaging Arrangements, Including Salary Sacrifice to Superannuation**

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

- (vi) Except in accordance with subclause (vii), a Salary Packaging Agreement shall be recorded in writing and shall be for a period of time as mutually agreed between the employee and the Secretary at the time of signing the Salary Packaging Agreement.
- (vii) Where an employee makes an election to sacrifice a part or all of their post compulsory deduction salary as additional employer superannuation contributions, the employee may elect to have the amount sacrificed:
  - (a) paid into the superannuation fund established under the *First State Superannuation Act 1992*; or
  - (b) where the employer is making compulsory employer superannuation contributions to another complying superannuation fund, paid into the same complying fund; or
  - (c) subject to the Department or agency's agreement, paid into another complying superannuation fund.
- (viii) Where the employee makes an election to salary sacrifice, the employer shall pay the amount of post compulsory deduction salary, the subject of election, to the relevant superannuation fund.
- (ix) Where the employee makes an election to salary package and where the employee is a member of a superannuation scheme established under the:
  - (a) *Police Regulation (Superannuation) Act 1906*;
  - (b) *Superannuation Act 1916*;
  - (c) *State Authorities Superannuation Act 1987*; or
  - (d) *State Authorities Non-contributory Superannuation Act 1987*,the employee's Department or agency must ensure that the employee's superable salary for the purposes of the above Acts, as notified to the SAS Trustee Corporation, is calculated as if the Salary Packaging Agreement had not been entered into.
- (x) Where the employee makes an election to salary package, and where the employee is a member of a superannuation fund other than a fund established under legislation listed in subclause (ix) of this clause, the employee's Department or agency must continue to base contributions to that fund on the salary payable as if the Salary Packaging Agreement had not been entered into. This clause applies even though the superannuation contributions made by the Department or agency may be in excess of superannuation guarantee requirements after the salary packaging is implemented.
- (xi) Where the employee makes an election to salary package:
  - (a) subject to Australian Taxation law, the amount of salary packaged will reduce the salary subject to appropriate PAYG taxation deductions by the amount packaged; and
  - (b) any allowance, penalty rate, payment for unused leave entitlements, weekly worker's compensation or other payment, other than any payments for leave taken in service, to which an employee is entitled under this Award or any applicable Award, Act or statute which is expressed to be determined by reference to the employee's rate of pay, shall be calculated by reference to the rate of pay which would have applied to the employee under clause 3, Salaries, or Part B of this Award if the Salary Packaging Agreement had not been entered into.
- (xii) The Secretary may vary the range and type of benefits available from time to time following discussion with the Association. Such variations shall apply to any existing or future Salary Packaging Agreement from date of such variation.
- (xiii) The Secretary will determine from time to time the value of the benefits provided following discussion with the Association. Such variations shall apply to any existing or future Salary Packaging Agreement

from the date of such variation. In this circumstance, the employee may elect to terminate the Salary Packaging Agreement.

### **6. Grievance and Dispute Settling Procedure**

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

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

### **7. Anti-Discrimination**

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

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

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

#### **8. No Extra Claims**

- (i) Other than as provided for in the *Industrial Relations Act 1996* and the Industrial Relations (Public Sector Conditions of Employment) Regulation 2014, there shall be no further claims/demands or proceedings instituted before the NSW Industrial Relations Commission for extra or reduced wages, salaries, rates of pay, allowances or conditions of employment with respect to the Employees covered by the Award that take effect prior to 30 June 2023 by a party to this Award.

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

- (i) This Award shall apply to employees employed in the classifications covered by the Awards, Agreements and Determinations listed in Schedule A of this Award.
- (ii) This Award shall not apply to:
  - (a) persons falling within the operation of the Livestock Health and Pest Authorities Salaries and Conditions Award and
  - (b) persons employed by Transport for NSW.
- (iii) This Award rescinds and replaces the Crown Employees (Public Sector - Salaries 2021) Award, published on 10 September 2021 (390 I.G. 185) and all variations thereof and takes effect from 1 July 2022, and remains in force until 30 June 2023.

### **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 (Correctional Officers, Department of Communities and Justice - Corrective Services NSW) Award

Crown Employees (Departmental Officers) Award

Crown Employees Sound Reporters Award

Crown Employees (NSW (Department of Communities and Justice Youth Justice) - 38 Hour Week Operational Staff 2019) Reviewed Award

Crown Employees (Office of Sport - Catering Officers) Award

Crown Employees (Office of Sport - Centre Managers) Award

Crown Employees (Office of Sport - Program Officers) Award

Crown Employees (Office of Sport - Services Officers) Award

Crown Employees (Department of Planning, Industry and Environment) Aboriginal Housing Award 2016

Crown Employees (Department of Finance, Services and Innovation) Award 2015

Crown Employees (Department of Regional NSW) Food Safety Officers Award

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

Crown Employees (Custodial Executive Rank Officer - Department of Communities and Justice - Corrective Services NSW) Award 2009

Crown Employees (General Staff - Salaries) Award 2007

Crown Employees Sydney Living Museums (Gardens - Horticulture and Trades Employees) Award 2016

Crown Employees (Interpreters and Translators, Multicultural NSW) Award

Crown Employees (Jenolan Caves Reserve Trust) Salaries Award 2020

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

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

Crown Employees (Lord Howe Island Board Salaries and Conditions 2021) Award

Crown Employees (NSW Department of Community and Justice - Community Services Division) After Hours Service Award 2019

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

Crown Employees (Department of Industry, Skills and Regional Development) Domestic Services Officers Award

Crown Employees (NSW Department of Premiers and Cabinet) Exhibition Project Managers and Officers Australian Museum Award

Crown Employees (Department of Industry, Skills and Regional Development) Fisheries Employees Award

Crown Employees (Department of Industry, Skills and Regional Development) Geoscientists Award

Crown Employees (Department of Industry) Local Coordinator Allowance Award

Crown Employees (Department of Industry, Skills and Regional Development) Mine Safety and Environment Officers Award

Crown Employees (Department of Regional NSW) Operational Staff Award

Crown Employees (NSW Department of Premier and Cabinet) Museum of Applied Arts and Sciences - Casual Guide Lecturers Award

Crown Employees (Department of Regional NSW) Professional Officers Award

Crown Employees (Department of Industry) Regulatory Officers Award

Crown Employees (NSW Department of Premiers and Cabinet) State Library Security Staff Award

Crown Employees (Department of Industry) Technical Staff Award

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

Crown Employees (NSW Police Force Communications Officers) Award

Crown Employees (NSW Police Force Police Band) Award 2018

Crown Employees (NSW Police Force Special Constables) (Security) Award 2018

Crown Employees (Department of Planning, Industry and the Office of Environment Protection Authority) General Award 2021

Crown Employees (Department of Planning, Industry and Environment – Place Management NSW Casual Staff) Award 2019

Crown Employees (Department of Planning, Industry and Environment – National Parks and Wildlife Service) Conditions of Employment Award 2015

Crown Employees (Department of Customer Service - SafeWork NSW Inspectors 2007) Reviewed Award

Crown Employees (Parks and Gardens - Horticulture and Rangers Staff) Award 2016

Crown Employees (Parliament House Conditions of Employment) Award 2015

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

Crown Employees (Planning Officers) Award 2021

Crown Employees (Psychologists) Award

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

Crown Employees (Public Service Training Wage) Reviewed Award 2008

Crown Employees (Research Scientists) Award 2007

Crown Employees (Rural Fire Service) Award

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

Crown Employees (Sheriff's Officers) Award

Crown Employees (State Emergency Service) Zone Staff Award 2021

Crown Employees (State Emergency Service) State Operations Centre – Continuous Shift Workers Award 2021

Crown Employees (Tipstaves to Justices) Award

Crown Employees (Trades Assistants) Award 2019

Taronga Conservation Society Australia Salaried Employees Award

#### **Agreements and Determinations:**

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

Architects etc. Agreement No. 1733 of 1971

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

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

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

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

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

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

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

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

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

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

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

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

Conservators, Cultural Institutions Agreement No. 2504 of 1987

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

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

Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987

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

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 1981; 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

Office of the Director of Public Prosecutions NSW Prosecution Officer (Lawyer) Level 5 – Step 1 and Prosecution Officer (Lawyer) Level 4 – Step 3, Determination No 2 of 2023

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

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

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

## **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 Point:		1.7.22	1.7.23
		Per annum 2.53% \$	Per annum 4% \$
	1	27,637	28,742
	2	29,488	30,668
	3	31,045	32,287
	4	32,914	34,231
	5	35,005	36,405
	6	37,352	38,846
	7	39,703	41,291
	8	42,424	44,121
	9	44,987	46,786
	10	47,585	49,488
	11	48,020	49,941
	12	48,451	50,389
	13	48,934	50,891
	14	49,442	51,420
	15	49,909	51,905
	16	50,484	52,503
	17	51,756	53,826
	18	52,265	54,356
	19	52,720	54,829
	20	53,168	55,295
	21	53,673	55,820
	22	54,174	56,341
	23	55,416	57,633

	24	55,961	58,199
	25	56,420	58,677
	26	56,880	59,155
	27	57,337	59,630
	28	57,821	60,134
	29	58,416	60,753
	30	58,915	61,272
	31	59,385	61,760
	32	59,961	62,359
	33	60,447	62,865
	34	61,014	63,455
	35	61,508	63,968
	36	62,134	64,619
	37	62,727	65,236
	38	63,248	65,778
	39	63,902	66,458
	40	64,429	67,006
	41	65,152	67,758
	42	65,664	68,291
	43	66,315	68,968
	44	66,809	69,481
	45	67,458	70,156
	46	67,975	70,694
	47	68,690	71,438
	48	69,261	72,031
	49	69,973	72,772
	50	70,653	73,479
	51	71,202	74,050
	52	71,926	74,803
	53	72,541	75,443
	54	73,175	76,102
	55	73,901	76,857
	56	74,592	77,576
	57	75,250	78,260
	58	75,992	79,032
	59	76,788	79,860
	60	77,500	80,600
	61	78,285	81,416
	62	79,023	82,184
	63	79,952	83,150
	64	80,728	83,957
	65	81,407	84,663
	66	82,369	85,664
	67	83,211	86,539
	68	83,819	87,172
	69	84,782	88,173
	70	85,619	89,044
	71	86,473	89,932
	72	87,209	90,697
	73	88,112	91,636
	74	88,813	92,366
	75	89,707	93,295
	76	90,695	94,323
	77	91,472	95,131
	78	92,536	96,237
	79	93,277	97,008
	80	94,291	98,063
	81	95,136	98,941
	82	96,164	100,011

	83	97,102	100,986
	84	97,956	101,874
	85	98,982	102,941
	86	99,868	103,863
	87	100,942	104,980
	88	101,947	106,025
	89	102,972	107,091
	90	103,993	108,153
	91	104,994	109,194
	92	105,966	110,205
	93	107,079	111,362
	94	108,230	112,559
	95	109,371	113,746
	96	110,516	114,937
	97	111,629	116,094
	98	112,849	117,363
	99	113,932	118,489
	100	115,095	119,699
	101	116,211	120,859
	102	117,323	122,016
	103	118,405	123,141
	104	119,479	124,258
	105	120,693	125,521
	106	121,917	126,794
	107	123,134	128,059
	108	124,357	129,331
	109	125,592	130,616
	110	126,822	131,895
	111	128,061	133,183
	112	129,311	134,483
	113	130,553	135,775
	114	131,799	137,071
	115	133,103	138,427
	116	134,411	139,787
	117	135,745	141,175
	118	137,095	142,579
	119	138,596	144,140
	120	140,109	145,713
	121	141,313	146,966
	122	142,510	148,210
	123	144,097	149,861
	124	145,682	151,509
	125	147,285	153,176
	126	148,885	154,840
	127	150,446	156,464
	128	152,021	158,102
	129	153,729	159,878
	130	155,445	161,663



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

Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Clerks General Scale			
Clerks General Scale step 1	4	32,914	34,231
Clerks General Scale step 2	6	37,352	38,846
Clerks General Scale step 3 - 1st year of service or 18 years	7	39,703	41,291
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	44,987	46,786
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	48,020	49,941
Clerks General Scale step 6 - Minimum for employee 21 years of age	17	51,756	53,826
Clerks General Scale step 7	20	53,168	55,295
Clerks General Scale step 8	23	55,416	57,633
Clerks General Scale step 9	25	56,420	58,677
Clerks General Scale step 10	28	57,821	60,134
Clerks General Scale step 11	32	59,961	62,359
Clerks General Scale step 12	36	62,134	64,619
Clerks General Scale step 13	40	64,429	67,006
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	-	67,184	69,871
Grade 1			
1st year of service	46	67,975	70,694
Thereafter	49	69,973	72,772
Grade 2			
1st year of service	52	71,926	74,803
Thereafter	55	73,901	76,857
Grade 3			
1st year of service	58	75,992	79,032
Thereafter	61	78,285	81,416
Grade 4			
1st year of service	64	80,728	83,957
Thereafter	67	83,211	86,539
Grade 5			
1st year of service	75	89,707	93,295
Thereafter	78	92,536	96,237
Grade 6			
1st year of service	82	96,164	100,011
Thereafter	85	98,982	102,941

Grade 7			
1st year of service	88	101,947	106,025
Thereafter	91	104,994	109,194
Grade 8			
1st year of service	95	109,371	113,746
Thereafter	98	112,849	117,363
Grade 9			
1st year of service	101	116,211	120,859
Thereafter	104	119,479	124,258
Grade 10			
1st year of service	108	124,357	129,331
Thereafter	111	128,061	133,183
Grade 11			
1st year of service	116	134,411	139,787
Thereafter	120	140,109	145,713
Grade 12			
1st year of service	126	148,885	154,840
Thereafter	130	155,445	161,663

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

Classification and Grades	CSP NO.	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Probationary Correctional Officer	45	67,458	70,156
Correctional Officer - 1st year	47	68,690	71,438
2nd year and thereafter	49	69,973	72,772
Correctional Officer, First Class -1st year	55	73,901	76,857
2nd year and thereafter	63	79,952	83,150
Senior Correctional Officer	69	84,782	88,173
Overseer - 1st year	55	73,901	76,857
2nd year and thereafter	63	79,952	83,150
Senior Overseer	69	84,782	88,173
Industries and Maintenance Allowance - Overseer 1st year		10,886	11,321
Overseer 2nd year and thereafter		4,831	5,024
Senior Overseer		9,506	9,886
Incidental Allowance -			
Probationary Correctional Officer (in training)		n/a	n/a
Probationary Correctional Officer (on graduation)		1,109	1,153
Correctional Officer 1st year		1,625	1,690
Correctional Officer 2nd year and thereafter		2,224	2,313
Correctional Officer, First Class 1st year		3,326	3,459
Correctional Officer, First Class 2nd year and thereafter		3,326	3,459
Senior Correctional Officer		5,544	5,766
Overseer 1st year		3,326	3,459
Overseer 2nd year and thereafter		3,326	3,459
Senior Overseer		5,544	5,766

**Crown Employees (Departmental Officers) Award**

Departmental Officer			
Classifications and Grades		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
General Scale	Year 1	39,703	41,291
	Year 2	48,020	49,941
	Year 3	51,756	53,826
	Year 4	53,168	55,295
	Year 5	55,416	57,633
	Year 6	56,420	58,677
	Year 7	57,821	60,134
	Year 8	59,961	62,359
	Year 9	62,134	64,619
	Year 10	64,429	67,006
Grade 1-2 (Level 1)	Year 1	67,975	70,694
	Year 2	69,973	72,772
	Year 3	71,926	74,803
	Year 4	73,901	76,857
Grade 3-4 (Level 2)	Year 1	75,992	79,032
	Year 2	78,285	81,416
	Year 3	80,728	83,957
	Year 4	83,211	86,539
Grade 5-6 (Level 3)	Year 1	89,707	93,295
	Year 2	92,536	96,237
	Year 3	96,164	100,011
	Year 4	98,982	102,941
Grade 7-8 (Level 4)	Year 1	101,947	106,025
	Year 2	104,994	109,194
	Year 3	109,371	113,746
	Year 4	112,849	117,363
Grade 9-10 (Level 5)	Year 1	116,211	120,859
	Year 2	119,479	124,258
	Year 3	124,357	129,331
	Year 4	128,061	133,183
Grade 11 (Level 6)	Year 1	134,411	139,787
	Year 2	140,109	145,713
Grade 12 (Level 7)	Year 1	148,885	154,840
	Year 2	155,445	161,663

**Crown Employees Sound Reporters Award**

Multi-Skilled Reporters and Sound Reporters Dual Remote			
Classification and Grade	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Trainee Multi-Skilled Sound Reporter Year 1	46	67,975	70,694
Multi-Skilled Sound Reporter Year 2	52	71,926	74,803
Multi-Skilled Sound Reporter Year 3	55	73,901	76,857
Multi-Skilled Sound Reporter Year 4	58	75,992	79,032
Multi-Skilled Sound Reporter Year 5	61	78,285	81,416
Sound Reporter Dual Remote	64	80,728	83,957

**Crown Employees (NSW (Department of Communities and Justice Youth Justice) - 38 Hour Week Operational Staff 2019) Reviewed Award**

Classification and Grades	A & C Grade Equivalent	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Unqualified Youth Officer - Level 1	GS Year 10	64,429	67,006
Youth Officer Level 2 Year 1 Year 2 Year 3 Level 3 Year 1	Min 1 Max 1 Min 2 Max 2	67,975 69,973 71,926 73,901	70,694 72,772 74,803 76,857
Shift Supervisor/Assistant Unit Manager - Level 4 Year 1 Year 2 Year 3 Year 4	Min 4 Max 4 Min 5 Max 5	80,728 83,211 89,707 92,536	83,957 86,539 93,295 96,237
Unit Manager - Level 5 Year 1 Year 2 Year 3 Year 4	Min 6 Max 6 Min 7 Max 7	96,164 98,982 101,947 104,994	100,011 102,941 106,025 109,194
Assistant Manager - Level 6 Year 1 Year 2 Year 3 Year 4	Min 8 Max 8 Min 9 Max 9	109,371 112,849 116,211 119,479	113,746 117,363 120,859 124,258
Centre Manager - Level 8 Year 1 Year 2	Min 11 Max 11	134,411 140,109	139,787 145,713
Centre Manager - Level 9 Year 1 Year 2	Min 12 Max 12	148,885 155,445	139,787 145,713
Vocational Instructor (Trade, Maintenance, Grounds) Level 1, Year 1 Level 2, Year 1 Year 2 Year 3 Year 4		64,429 67,975 69,973 71,926 73,901	67,006 70,694 72,772 74,803 76,857
Kitchen Support Officer and Vocational Instructor (Cook) Level 1 Year 1 Year 2 Level 2 Year 1 Year 2 Year 3 Year 4		53,168 67,975 67,975 69,973 71,926 73,901	55,295 70,694 70,694 72,772 74,803 76,857
Vocational Instructor (Cook Supervisor)		76,836	79,909
Logistics Officer Level 4 Year 1 Year 2 Level 5 Year 3		89,707 92,536 96,164	93,295 96,237 100,011

Year 4		98,982	102,941
Court Supervisor - Level 4			
Year 1	Min 4	80,728	83,957
Year 2	Max 4	83,211	86,539
Year 3	Min 5	89,707	93,295
Year 4	Max 5	92,536	96,237
Drug Detection Security and Intelligence Officer Level 2			
Year 1	Min 1	67,975	70,694
Year 2	Max 1	69,973	72,772
Year 3	Min 2	71,926	74,803
Level 3	Max 2	73,901	76,857
Chokage Allowance (per day)		5.45	5.65
Uniform Allowance (per week)		5.65	5.90
Trade Allowance (per annum)		2,063	2146
Allocated Youth Officer Additional Responsibilities Allowance (per hour)		1.46	1.52

### Crown Employees (Office of Sport - Catering Officers) Award

Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Level 1	62,946	65,464
Level 2	64,937	67,534
Level 3	66,894	69,570
Level 4	69,050	71,812
Level 5	71,494	74,354
Catering Officers - Academy Allowance		
Senior Catering Officer	5,503	5,723
Catering Officer	2,656	2,762
Apprentice	2,124	2,209

### Crown Employees (Office of Sport- Centre Managers) Award

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

Allowance	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Annual allowance (Clause 11)	12,480	12,979

### Crown Employees (Office of Sport - Program Officers) Award

Program Officers - Department of the Arts, Sport and Recreation		
Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Program Officers		
Level 1	63,667	66,214
Level 2	66,161	68,807
Level 3	69,896	72,692
Level 4	74,889	77,885
Level 5	77,383	80,478

Level 6	81,140	84,386
Level 7	84,876	88,271
Level 8	88,630	92,175
Level 9	92,363	96,058
Level 10	96,119	99,964
Level 11	99,847	103,841
Level 12	102,346	106,440
<b>Program Officers - Temporary employees</b>	<b>Per day</b>	<b>Per day</b>
Level 1	244.40	254.20
Level 2	253.30	263.45
Level 3	267.25	277.95
Level 4	287.65	299.15
Level 5	296.55	308.40
Level 6	310.55	322.95
Level 7	325.85	338.90
Level 8	339.85	353.45
Level 9	353.85	368.00
Level 10	367.85	382.55
Level 11	383.10	398.40
Level 12	392.00	407.70
<b>Program Officers - Casual Employees</b>	<b>Per day</b>	<b>Per day</b>
Level 1	274.60	285.60
Level 2	285.30	296.70
Level 3	301.45	313.50
Level 4	322.85	335.75
Level 5	333.75	347.10
Level 6	349.85	363.85
Level 7	366.05	380.70
Level 8	382.20	397.50
Level 9	398.30	414.25
Level 10	414.65	431.25
Level 11	430.65	447.90
Level 12	441.30	458.95
<b>Program Officer (Group Leader)</b>	<b>Per day</b>	<b>Per day</b>
Grade 1	213.35	221.90
Grade 2	258.85	269.20
<b>Allowances</b>		
Sport and recreation allowance – Ongoing Employees Program Officers (per annum)	12,480	12,979
Sport and recreation allowance- Temporary Program Officers (per day)	47.90	49.80
Night duty allowance - Casual Program Officers (per night)	102.10	106.20
Night duty allowance - Program Officer (Group Leader) (per night)	49.25	51.20

**Crown Employees (Office of Sport - Services Officers) Award**

Table 1 - Salary Scale for Services Officers Prior to Competency Attainment		
Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Level 1	53,319	55,452
Level 2	56,238	58,488
Level 3	58,657	61,003
Level *4	61,081	63,524
	<b>Per Hour \$</b>	<b>Per Hour \$</b>
Level 1	26.87	27.94
Level 2	28.35	29.48
Level 3	29.59	30.77

Level 4	30.83	32.06
<b>Table 2 - Salary Scale for Services Officers after Competency Attainment</b>		
Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Level 1	54,917	57,114
Level 2	57,928	60,245
Level 3	60,422	62,839
Level 4*	62,914	65,431
	Per hour \$	Per hour \$
Level 1	27.09	28.17
Level 2	29.23	30.40
Level 3	30.47	31.69
Level 4	31.72	32.99

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

<b>Table 3 - Salary Scale for Assistant Services Officers</b>		
Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Level 1	53,319	55,452
Level 2	56,238	58,488
	Per hour \$	Per hour \$
Level 1	26.87	27.94
Level 2	28.35	29.48

### **Crown Employees (Department of Planning, Industry and Environment) Aboriginal Housing Award 2016**

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

### **Crown Employees (Department of Finance, Services and Innovation) Award 2015**

Classifications and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Professional Staff -</b>		
General Scale 1	40,250	41,860
General Scale HSC 19 years	45,604	47,428
General Scale 2 or age 20	48,677	50,624
General Scale 3 or age 21	52,462	54,560
General Scale 4	53,897	56,053
General Scale 5	56,171	58,418
General Scale 6	57,192	59,480
General Scale 7	58,615	60,960
General Scale 8	60,782	63,213
General Scale 9	62,984	65,503
General Scale 10	65,306	67,918
General Scale 11	67,227	69,916
General Scale 12	68,903	71,659
General Scale 13	70,929	73,766
Grade 1		
Year 1	71,616	74,481
Year 2	75,615	78,640

Year 3	81,043	84,285
Year 4	86,789	90,261
Year 5	91,937	95,614
Grade 2		
Year 1	97,483	101,382
Year 2	101,237	105,286
Year 3	104,378	108,553
Year 4	107,421	111,718
Grade 3		
Year 1	113,158	117,684
Year 2	116,672	121,339
Year 3	121,114	125,959
Year 4	124,820	129,813
Grade 4		
Year 1	131,079	136,322
Year 2	134,919	140,316
Year 3	137,611	143,115
Senior Professional Staff -		
Senior 1		
Year 1	143,249	148,979
Year 2	146,070	151,913
Senior 2		
Year 1	149,306	155,278
Year 2	152,511	158,611
Senior 3		
Year 1	155,835	162,068
Year 2	152,511	158,611
Project Staff		
Grade 1		
Year 1	85,019	88,420
Year 2	86,438	89,896
Grade 2		
Year 1	91,986	95,665
Year 2	94,637	98,422
Grade 3		
Year 1	97,551	101,453
Year 2	100,457	104,475
Grade 4		
Year 1	103,368	107,503
Clerical Staff -		
General Scale 1	40,250	41,860
General Scale HSC 19 yrs	45,604	47,428
General Scale 2 or age 20	48,677	50,624
General Scale 3 or age 21	52,462	54,560
General Scale 4	53,897	56,053
General Scale 5	56,171	58,418
General Scale 6	57,192	59,480
General Scale 7	58,615	60,960
General Scale 8	60,782	63,213
General Scale 9	62,984	65,503
General Scale 10	65,306	67,918
* Personal	67,227	69,916
Grade 1 -		
Year 1	68,903	71,659
Year 2	70,929	73,766
Grade 2 -		
Year 1	72,913	75,830
Year 2	74,906	77,902



Grade 3 - Year 1	77,035	80,116
Year 2	79,361	82,535
Grade 4 - Year 1	81,836	85,109
Year 2	84,349	87,723
Grade 5 - Year 1	90,937	94,574
Year 2	93,810	97,562
Grade 6 - Year 1	97,483	101,382
Year 2	100,336	104,349
Grade 7 - Year 1	103,347	107,481
Year 2	106,439	110,697
Grade 8 - Year 1	110,868	115,303
Year 2	114,398	118,974
Grade 9 - Year 1	117,804	122,516
Year 2	121,114	125,959
Grade 10 - Year 1	126,067	131,110
Year 2	129,816	135,009
Grade 11 - Year 1	136,253	141,703
Year 2	142,030	147,711
Grade 12 - Year 1	150,925	156,962
Year 2	157,575	163,878
Technical Staff (A)		
General Scale 1 or 16 years	33,369	34,704
General Scale 2 or 17 years	37,865	39,380
General Scale 3 or 18 years	40,250	41,860
General Scale 4 or 20 years	45,604	47,428
General Scale 5 or 21 years	48,677	50,624
General Scale 6	52,462	54,560
General Scale 7	53,897	56,053
General Scale 8	56,171	58,418
General Scale 9	57,192	59,480
General Scale 10	58,615	60,960
General Scale 11	60,782	63,213
General Scale 12	62,984	65,503
General Scale 13	65,306	67,918
General Scale 14	67,227	69,916
Grade I - Year 1	70,213	73,022
Year 2	72,186	75,073
Year 3	74,175	77,142
Year 4	75,615	78,640
Year 5	77,842	80,956
Grade II - Year 1	81,836	85,109
Year 2	83,496	86,836
Year 3	84,973	88,372
Year 4	86,789	90,261
Grade III - Year 1	92,721	96,430

Senior Technical (A) -		
Senior I -		
Year 1	90,937	94,574
Year 2	92,721	96,430
Year 3	95,576	99,399
Senior II -		
Year 1	98,424	102,361
Year 2	101,237	105,286
Senior III -		
Year 1	105,410	109,626

### Crown Employees (Department of Regional NSW) Food Safety Officers Award

Food Safety Officers			
Classification and Grades	Common Salary Points	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade 1, Year 1	-	68,975	71,734
Year 2	-	70,950	73,788
Year 3	55	73,901	76,857
Grade 2, Year 1	-	78,364	81,499
Year 2	-	85,219	88,628
Year 3	82	96,164	100,011
Grade 3, Year 1	-	103,471	107,610
Year 2	-	107,180	111,467
Year 3	98	112,849	117,363
Grade 4, Year 1	-	117,841	122,555
Year 2	-	121,916	126,793
Year 3	111	128,061	133,183
Grade 5, Year 1	116	134,411	139,787
Year 2	120	140,109	145,713
Grade 6, Year 1	126	148,885	154,840
Year 2	130	155,445	161,663

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

General Assistants in Schools - Department of Education and Training			
Classification and Grades	Common Salary Points	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Full-time Permanent	-		
Junior - On employment		36,906	38,382
After 12 months or at 20 years	-	47,448	49,346
Adult			
Year 1	19	52,721	54,830
Year 2	20	53,168	55,295
Year 3	22	54,174	56,341
Year 4	23	55,416	57,633
Year 5	25	56,420	58,677
		Per hour	Per hour
Part-time Permanent (up to 35.5 hpw)			
Junior			
On employment		20.48	21.30
After 12 months or at 20 years		26.32	27.37
Adult		30.07	31.27

Full-time (38 hpw) Temporary - Unloaded			
Junior - On employment		18.62	19.36
After 12 months or at 20 years		23.94	24.90
Adult		26.58	27.64
Full-time Temporary - Loaded			
Junior - On employment		20.18	20.99
After 12 months or at 20 years		25.89	26.93
Adult		28.83	29.98
Part-time Temporary (up to 35.5 hpw) - Unloaded			
Junior - On employment		20.48	21.30
After 12 months or at 20 years		26.32	27.37
Adult		30.07	31.27
Loaded			
Junior - On employment		22.19	23.08
After 12 months or at 20 years		28.52	29.66
Adult		32.54	33.84

**Crown Employees (Custodial Executive Rank Officer - Department of Communities and Justice - Corrective Services NSW) Award 2009**

Rank	Annualised Salary from the first full pay period on or after 1.7.2022 2.53% \$	Annualised Salary from the first full pay period on or after 1.7.2023 4% \$
General Manager	208,261	216,591
Superintendent	191,093	198,737
Manager Security	175,696	182,724
Deputy Superintendent	163,678	170,225

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

General Staff - Salaries			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Community Liaison Officer, Department of Education	57	75,250	78,260
Aboriginal Community Liaison Officer, Department of Education			
Year 1	58	75,992	79,032
Year 2	61	78,285	81,416
Year 3	64	80,728	83,957
Year 4	67	83,211	86,539
Farm Foreman, Department of Education			
Grade A			
1st year	39	63,902	66,458
2nd year	41	65,152	67,758
3rd year	43	66,315	68,968
Grade B			
1st year	45	67,458	70,156
2nd year	47	68,690	71,438
3rd year	51	71,202	74,050
Maintenance Officer, Department of Education			
1st year	24	55,961	58,199
2nd - 7th year	25	56,420	58,677
8th year	26	56,880	59,155

Matrons and Sub-Matrons, Department of Education			
Matron			
1st year	45	67,458	70,156
Thereafter	46	67,975	70,694
Sub-Matron			
1st year	39	63,902	66,458
Thereafter	40	64,429	67,006
Gallery Services Officer, Art Gallery	18	52,265	54,356
	20	53,168	55,295
Senior Gallery Services Officer	43	66,315	68,968
	45	67,458	70,156
	47	68,690	71,438
	49	69,973	72,772
Installation Officer, Art Gallery	26	56,880	59,155
	29	58,416	60,753
	32	59,961	62,359
Display Technician, Art Gallery			
Grade 1	45	67,458	70,156
	48	69,261	72,031
	51	71,202	74,050
Grade 2	55	73,901	76,857
	59	76,788	79,860
Senior Display Technician	63	79,952	83,150
	65	81,407	84,663
Museum Assistant, Sydney Living Museums			
Grade 1 – Year 1	20	53,168	55,295
Grade 1 – Year 2	21	53,673	55,820
Grade 1 – Year 3	25	56,420	58,677
Grade 1 – Year 4	27	57,337	59,630
Grade 2 – Year 1	30	58,915	61,272
Grade 2 – Year 2	31	59,385	61,760
Grade 2 – Year 3	34	61,014	63,455
Grade 2 – Year 4	35	61,508	63,968
Grade 2 – Year 5	36	62,134	64,619
Museum Guide, Sydney Living Museums			
Year 1	28	57,821	60,134
Year 2	30	58,915	61,272
Year 3	32	59,961	62,359
Year 4	34	61,014	63,455
Year 5	36	62,134	64,619
Year 6	39	63,902	66,458
Chief Guide, Sydney Living Museums	48	69,261	72,031
	51	71,202	74,050
Preparator Australian Museum			
Assistant Preparator (55)	29	58,416	60,753
	34	61,014	63,455
	39	63,902	66,458
	43	66,315	68,968
Cadet Preparator (56)	21	53,673	55,820
	25	56,420	58,677
Chief Preparator	82	96,164	100,011
	84	97,956	101,874
Preparator (57) Grade I	46	67,975	70,694
	49	69,973	72,772
Grade II	52	71,926	74,803
	56	74,592	77,576
	60	77,500	80,600

Senior Preparator	63	79,952	83,150
	65	81,407	84,663

**Crown Employees Sydney Living Museums (Gardens - Horticulture and Trades Employees) Award 2016**

Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Horticultural/Trades Officer		
Level One	49,909	51,905
Level Two Year 1	55,416	57,633
Level Two Year thereafter	56,880	59,155
Level Three Year 1	58,915	61,272
Level Three Year thereafter	61,014	63,455
Level Four Year 1	63,248	65,778
Level Four Year thereafter	65,152	67,758
Level Five Year 1	67,458	70,156
Level Five Year thereafter	69,261	72,031
Level Six Year 1	71,202	74,050
Level Six Year thereafter	73,175	76,102
Level Seven Year 1	75,250	78,260
Level Seven Year thereafter	77,500	80,600
Level Eight Year 1	79,952	83,150
Level Eight Year thereafter	83,211	86,539
Level Nine Year 1	86,473	89,932
Level Nine Year thereafter	89,707	93,295
Level Ten Year 1	92,536	96,237
Level Ten Year thereafter	95,136	98,941
Level Eleven Year 1	102,972	107,091
Level Eleven Year thereafter	109,371	113,746

**Crown Employees (Interpreters and Translators, Multicultural NSW) Award****Table 1 – Rates of Pay Interpreter**

Classification: NAATI credential held. (Face to face, video conferencing and transcription services).	Common Salary Point	1.7.22 Per Annum 2.53% \$	1.7.23 Per Annum 4% \$
Certified Specialist Interpreter (Legal/Health/Conference)	91	104,994	109,194
Certified Interpreter	81	95,136	98,941
Certified Provisional Interpreter	76	90,695	94,323
Recognised Practising Interpreter	56	74,592	77,576

**Table 2 – Rates of Pay Translator**

Classification: NAATI credential held. (Standard and non-standard translations, post editing of machine translation, checking and proof reading).	Common Salary Point	1.7.22 Per Annum 2.53% \$	1.7.23 Per Annum 4% \$
Certified Advanced Translator	91	104,994	109,194
Certified Translator	81	95,136	98,941
Recognised Practising Translator	63	79,952	83,150

**Table 3 – Rates of Pay Casual Interpreter**

Classification: NAATI credential held. (Face to face, video conferencing and transcription services).	1.7.22 Per Annum 2.53% \$	1.7.23 Per Annum 4% \$
<b>Recognised Practicing Interpreter</b>		
Base Hourly Rate (Unloaded)	40.85	42.48
Hourly Rate for Standard Hours Worked (Base Hourly Rate Plus 28% Casual Worker Loading)	52.28	54.37
Hourly Rate - for Non-Standard Hours Worked on Weekdays and Saturdays (150% Base Rate)	61.27	63.72
Hourly Rate - for Non-Standard Hours Worked on Sundays (200% Base Rate)	81.70	84.97
Hourly Rate - for Non-Standard Hours Worked on Public Holidays (250% Base Rate)	102.12	106.20
<b>Certified Provisional Interpreter</b>		
Base Hourly Rate (Unloaded)	49.67	51.66
Hourly Rate for Standard Hours Worked (Base Hourly Rate Plus 28% Casual Loading)	63.57	66.11
Hourly Rate for Non-Standard Hours Worked on Weekdays and Saturdays (150% Base Rate)	74.50	77.48
Hourly Rate for Non-Standard Hours Worked on Sundays (200% Base Rate)	99.33	103.30
Hourly Rate for Non-Standard Hours Worked on Public Holidays (250% Base Rate)	124.16	129.13
<b>Certified Interpreter</b>		
Base Hourly Rate (Unloaded)	52.10	54.18
Hourly Rate for Standard Hours Worked (Base Hourly Rate Plus 28% Casual Worker Loading)	66.68	69.35
Hourly Rate for Non-Standard Hours Worked on Weekdays and Saturdays (150% Base Rate)	78.14	81.27
Hourly Rate for Non-Standard Hours Worked on Sundays (200% Base Rate)	104.19	108.36
Hourly Rate for Non-Standard Hours Worked on Public Holidays (250% Base Rate)	130.23	135.44
<b>Certified Specialist Interpreter (Legal/Health/Conference)</b>		
Base Hourly Rate (Unloaded)	57.49	59.79
Hourly Rate for Standard Hours Worked (Base Hourly Rate Plus 28% Casual Worker Loading)	73.59	76.53
Hourly Rate for Non-Standard Hours Worked on Weekdays and Saturdays (150% Base Rate)	86.24	89.69
Hourly Rate for Non-Standard Hours Worked on Sundays (200% Base Rate)	114.99	119.59
Hourly Rate for Non-Standard Hours Worked on Public Holidays (250% Base Rate)	143.73	149.48

**Table 4 – Rates of Pay Casual Translator**

Classification: NAATI credential held. (Standard and non-standard translations, post editing of machine translation, checking and proof reading).	1.7.22 Per Annum 2.53% \$	1.7.23 Per Annum 4% \$
<b>Recognised Practicing Translator</b>		
Standard Document Translation (for 30 minutes)	28.02	29.14
Non-Standard Document Translation		
Paid 60 minutes for the first 200 words or part thereof	56.04	58.28
Then paid 30 minutes for each subsequent 100 words or part thereof up to 800 words	28.02	29.14
Then paid 30 minutes for each subsequent 100 words or part thereof, less 10% for words between 800 to 2500.	25.21	26.22

Then paid 30 minutes for each subsequent 100 words or part thereof, less 15% for words exceeding 2500.	23.82	24.77
<b>Proof Reading</b>		
Paid 30 minutes for the first 200 words or part thereof, at the Non-Standard Document rate.	28.02	29.14
Then paid 15 minutes for each subsequent 100 words or part thereof, at the Non-Standard Document rate.	14.01	14.57
<b>Post Editing of Machine Translation</b>		
Paid 45 minutes for the first 200 words or part thereof, at the Non-Standard Document rate.	42.04	43.72
Then paid 22.5 minutes for each subsequent 100 words or part thereof, at the Standard Document rate.	21.02	21.86
<b>Checking</b>		
Paid 45 minutes for the first 200 words or part thereof, at the Non-Standard Document rate.	42.04	43.72
Then paid 22.5 minutes for each subsequent 100 words or part thereof, at the Standard Document rate.	21.02	21.86
<b>Certified Translator</b>		
Standard Document Translation (for 30 minutes)	33.34	34.67
<b>Non-Standard Document Translation</b>		
Paid 60 minutes for the first 200 words or part thereof	66.69	69.36
Then paid 30 minutes for each subsequent 100 words or part thereof up to 800 words	33.34	34.67
Then paid 30 minutes for each subsequent 100 words or part thereof, less 10% for words between 800 to 2500.	30.01	31.21
Then paid 30 minutes for each subsequent 100 words or part thereof, less 15% for words exceeding 2500.	28.34	29.47
<b>Proof Reading</b>		
Paid 30 minutes for the first 200 words or part thereof, at the Non-Standard Document rate.	33.34	34.67
Then paid 15 minutes for each subsequent 100 words or part thereof, at the Non-Standard Document rate.	16.67	17.34
<b>Post Editing of Machine Translation</b>		
Paid 45 minutes for the first 200 words or part thereof, at the Non-Standard Document rate.	50.01	52.01
Then paid 22.5 minutes for each subsequent 100 words or part thereof, at the Standard Document rate.	25.01	26.01
<b>Checking</b>		
Paid 45 minutes for the first 200 words or part thereof, at the Non-Standard Document rate.	50.01	52.01
Then paid 22.5 minutes for each subsequent 100 words or part thereof, at the Standard Document rate.	25.01	26.01
<b>Certified Advanced Translator</b>		
Standard Document Translation (for 30 minutes)	36.80	38.27
<b>Non-Standard Document Translation</b>		
Paid 60 minutes for the first 200 words or part thereof	73.60	76.54
Then paid 30 minutes for each subsequent 100 words or part thereof up to 800 words	36.80	38.27
Then paid 30 minutes for each subsequent 100 words or part thereof, less 10% for words between 800 to 2500.	33.12	34.44
Then paid 30 minutes for each subsequent 100 words or part thereof, less 15% for words exceeding 2500.	31.27	32.52
<b>Proof Reading</b>		
Paid 30 minutes for the first 200 words or part thereof, at the Non-Standard Document rate.	36.80	38.27
Then paid 15 minutes for each subsequent 100 words or part thereof, at the Non-Standard Document rate.	18.39	19.13

Post Editing of Machine Translation		
Paid 45 minutes for the first 200 words or part thereof, at the Non-Standard Document rate.	55.18	57.39
Then paid 22.5 minutes for each subsequent 100 words or part thereof, at the Standard Document rate.	27.59	28.69
Checking		
Paid 45 minutes for the first 200 words or part thereof, at the Non-Standard Document rate.	55.18	57.39
Then paid 22.5 minutes for each subsequent 100 words or part thereof, at the Standard Document rate.	27.59	28.69

**Table 5 - Rates of Pay Standard Hours On-Demand Telephone Interpreting**

These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading.

Classification	Rate of Pay from the first full pay period on or after 1.7.22 (2.53%)		Rate of Pay from the first full pay period on or after 1.7.23 (4.00%)	
	First 15 mins	Per minute thereafter	First 15 mins	Per minute thereafter
Certified Interpreter	\$12.82	\$0.62	13.33	0.64
Certified Provisional Interpreter	\$12.00	\$0.56	12.48	0.58
Recognised Practising Interpreter	\$11.28	\$0.51	11.73	0.53

**Table 6 - Rates of Pay Standard Hours Pre-Booked Telephone Interpreting**

These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading.

Classification	Rate of Pay from the first full pay period on or after 1.7.22 (2.53%)		Rate of Pay from the first full pay period on or after 1.7.23 (4.00%)	
	First 30 mins	Per 15 minutes thereafter	First 30 mins	Per 15 minutes thereafter
Certified Interpreter	\$22.04	\$9.23	22.92	9.60
Certified Provisional Interpreter	\$20.45	\$8.46	21.27	8.80
Recognised Practising Interpreter	\$18.97	\$7.69	19.73	8.00

**Table 7 - Rates of Pay Non-Standard Hours On-Demand Telephone Interpreting**

These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading.

Classification	Rate of Pay from the first full pay period on or after 1.7.22 (2.53%)		Rate of Pay from the first full pay period on or after 1.7.23 (4.00%)	
	First 15 mins	Per minute thereafter	First 15 mins	Per minute thereafter
Certified Interpreter	\$19.22	\$0.92	\$19.99	\$0.96
Certified Provisional Interpreter	\$17.99	\$0.85	\$18.71	\$0.88
Recognised Practising Interpreter	\$16.92	\$0.77	\$17.60	\$0.80



**Table 8 - Rates of Pay Non-Standard Hours Pre-Booked Telephone Interpreting**

These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading.

Classification	Rate of Pay from the first full pay period on or after 1.7.22 (2.53%)		Rate of Pay from the first full pay period on or after 1.7.23 (4.00%)	
	First 30 mins	Per 15 minutes thereafter	First 30 mins	Per 15 minutes thereafter
Certified Interpreter	\$33.07	\$13.84	\$34.39	\$14.39
Certified Provisional Interpreter	\$30.69	\$12.90	\$31.92	\$13.42
Recognised Practising Interpreter	\$28.45	\$11.53	\$29.59	\$11.99

**Crown Employees (Jenolan Caves Reserve Trust) Salaries Award 2020**

Jenolan Caves Reserve Trust Officers				
Classification and Grades	1.7.22		1.7.23	
	Per annum 2.53%		Per annum 4%	
	\$		\$	
Administration Officer	63,644		66,190	
Administration Officer (Special)	65,961		68,599	
Business Development Manager	119,480		124,259	
Caretaker Jenolan Cottages	61,235		63,684	
Manager Caving Operations	96,164		100,011	
Director	73,930		180,887	
Guide - Grade 1	61,235		63,684	
Guide - Grade 2	63,644		66,190	
Guide - Grade 3	68,388		71,124	
Maintenance Officer	57,743		60,053	
Karst Resources Officer	91,879		95,554	
Senior Finance Officer	101,941		106,019	
System Administrator/Finance Officer	91,879		95,554	
Team Leader - Electrical	79,609		82,793	
Team Leader - Maintenance	79,609		82,793	
Trades Officer	65,961		68,599	
Trades Officer - Electrical (W/ends)	75,100		78,104	
Visitor Services Officer (Tickers - PT)*	61,235		63,684	
Customer Service Officer Grade 1	45,698		47,526	
Customer Service Officer Grade 2	49,957		51,955	
Customer Service Officer Grade 3	49,640		51,626	
Customer Service Officer Grade 4	80,727		83,956	

\*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, Legal Aid Commission Staff Agency, Office of the Director of Public Prosecutions and Parliamentary Counsel's Office) Reviewed Award**

Legal Officers					
Classification and Grades	Common Salary Point	1.7.22		1.7.23	
		Per annum 2.53%		Per annum 4%	
		\$		\$	
Grade I					
1st year of service	51	71,202		74,050	
2nd year of service	55	73,901		76,857	
3rd year of service	58	75,992		79,032	
4th year of service	61	78,285		81,416	

5th year of service	65	81,407	84,663
Grade II			
1st year of service	73	88,112	91,636
2nd year of service	78	92,536	96,237
3rd year of service	84	97,956	101,874
4th year of service	89	102,972	107,091
5th year of service	93	107,079	111,362
Grade III			
1st year of service	98	112,849	117,363
2nd year of service	101	116,211	120,859
3rd year of service	105	120,693	125,521
Grade IV			
1st year of service	112	129,311	134,483
2nd year of service	114	131,799	137,071
Grade V			
1st year of service	119	138,596	144,140
2nd year of service	121	141,313	146,966
Grade VI			
1st year of service	126	148,885	154,840
2nd year of service	128	152,021	158,102

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

Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Librarians and Archivists			
Grade 1			
Year 1	46	67,975	70,694
Year 2	52	71,926	74,803
Year 3	58	75,992	79,032
Year 4	64	80,728	83,957
Year 5	69	84,782	88,173
Year 6	74	88,813	92,366
Grade 2			
Year 1	78	92,536	96,237
Year 2	82	96,164	100,011
Year 3	87	100,942	104,980
Year 4	91	104,994	109,194
Grade 3			
Year 1	96	110,516	114,937
Year 2	99	113,932	118,489
Year 3	103	118,405	123,141
Year 4	107	123,134	128,059
Grade 4			
Year 1	110	126,822	131,895
Year 2	113	130,553	135,775
Year 3	116	134,411	139,787
Year 4	119	138,596	144,140
Grade 5			
Year 1	122	142,510	148,210
Year 2	125	147,285	153,176
Year 3	128	152,021	158,102
Year 4	-	157,180	163,467
Library Assistant			
Year 1	20	53,168	55,295
Year 2	25	56,420	58,677

Year 3	32	59,961	62,359
Year 4	40	64,429	67,006
Year 5	44	66,809	69,481
Library Technician			
Grade 1			
Year 1	46	67,975	70,694
Year 2	52	71,926	74,803
Year 3	58	75,992	79,032
Year 4	64	80,728	83,957
Grade 2			
Year 1	75	89,707	93,295
Year 2	78	92,536	96,237
Year 3	82	96,164	100,011
Year 4	87	100,942	104,980

**Crown Employees (Lord Howe Island Board Salaries and Conditions 2021) Award**

Classification	Grade	Year	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
LHI Officer	1	1	57,726	60,035
		2	60,299	62,711
		3	61,792	64,264
LHI Officer	2	1	63,435	65,972
		2	64,066	66,629
		3	66,840	69,514
LHI Officer	3	1	67,960	70,678
		2	69,871	72,666
		3	72,185	75,072
LHI Officer	4	1	74,281	77,252
		2	77,808	80,920
		3	80,787	84,018
LHI Officer	5	1	82,506	85,806
		2	84,863	88,258
		3	89,788	93,380
LHI Officer	5A	1	89,789	93,381
		2	92,421	96,118
		3	103,662	107,808
		4	107,855	112,169
		5	111,188	115,636
		6	114,875	119,470
LHI Officer	6	1	92,421	96,118
		2	103,662	107,808
		3	107,855	112,169
LHI Officer	7	1	111,188	115,636
		2	114,875	119,470
		3	122,219	127,108
LHI Officer	8	1	125,764	130,795
		2	131,849	137,123
		3	137,311	142,803
LHI Senior Officer	1	1	151,791	157,863
		2	158,351	164,685

**Crown Employees (NSW Department of Community and Justice - Community Services Division) After Hours Service Award 2019**

After Hour Service		
	1.7.22 Per day 2.53% \$	1.7.23 Per day 4% \$
Monday 5.00 pm to Saturday 9.00 am	112.25	116.75
Saturday 9.00 am to Sunday 9.00 am	168.40	175.15
Sunday 9.00 am to Monday 9.00 am	168.40	175.15
Public Holiday	168.40	175.15
Other Rates and Allowances Disturbance Rate	33.65	35.00

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

Classification	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Graphic Service Operator Class 2			
Commencing Salary	46	67,975	70,694
After completion of stage 1 training	49	69,973	72,772
After completion of stage 2 training	52	71,926	74,803
After completion of stage 3 training	55	73,901	76,857
Graphic Service Operator Class 1			
Commencing Salary	58	75,992	79,032
After completion of stage 1 training	61	78,285	81,416
After completion of stage 2 training	64	80,728	83,957
After completion of stage 3 training	67	83,211	86,539
After completion of stage 4 training	75	89,707	93,295
After completion of stage 5 training	78	92,536	96,237
Graphic Services Operator - Shift Supervisor			
Commencement salary	88	101,947	106,025
Year 2	91	104,994	109,194
Year 3	95	109,371	113,746
Year 4	98	112,849	117,363

**Crown Employees (Department of Industry, Skills and Regional Development) Domestic Services Officers Award**

Domestic Services Officers			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 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	51,756	53,826
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	55,416	57,633

Level 3 Security Officer Grade 2, Assistant House Supervisor Supervisor, Security Officer Grade 3	31	59,385	61,760
Level 4 House Supervisor	44	66,809	69,481
Level 5 Manager Catering and Accommodation	70	85,619	89,044
Apprentice Cook (Per week)			
1st Year	-	549.20	571.20
2nd Year	-	724.80	753.80
3rd Year	-	896.50	932.40
4th Year	-	1,049.30	1,091.30
Other Rates and Allowances			
Qualification Commercial Cookery Trade Course Stage I (per annum)		964	1,003
Qualification Commercial Cookery Trade Course Stage II and III (per annum)		1,935.00	2,012.00
Broken Shift (per day)	-	16.25	16.90

**Crown Employees (NSW Department of Premiers and Cabinet) Exhibition Project Managers and Officers Australian Museum Award**

Exhibition Project Managers and Project Officers Australian Museum			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Exhibition Project Officer			
Skill Level 1	46	67,975	70,694
Skill Level 2	52	71,926	74,803
Skill Level 3	58	75,992	79,032
Skill Level 4	64	80,728	83,957
Skill Level 5	67	83,211	86,539
Skill Level 6	78	92,536	96,237
Skill Level 7	83	97,102	100,986
Skill Level 8	88	101,947	106,025
Exhibition Project Manager			
Year 1	95	109,371	113,746
Year 2	98	112,849	117,363
Year 3	102	117,323	122,016

**Crown Employees (Department of Industry, Skills and Regional Development) Fisheries Employees Award**

Fisheries Staff			
Administrative and Clerical Officers	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
General Scale			
Year 1	9	44,987	46,786
Year 2	17	51,756	53,826
Year 3	25	56,420	58,677
Year 4	32	59,961	62,359
Year 5	40	64,429	67,006
Fisheries Officers - Grade 1			
Year 1	52	71,926	74,803
Grade 2			

Year 1	58	75,992	79,032
Year 2	64	80,728	83,957
Grade 3			
Year 1	64	80,728	83,957
Year 2	67	83,211	86,539
District Fisheries Officer			
Year 1	78	92,536	96,237
Year 2	85	98,982	102,941
Supervising Fisheries Officer			
Year 1	101	116,211	120,859
Year 2	104	119,479	124,258
Clause 4 (i)(a) Fisheries Officers receive a salary loading of 13.7%			
Fisheries Scientific Technicians & Fisheries Maintenance Technician			
Grade 1			
Year 1	-	49,684	51,671
Year 2	-	53,022	55,143
Year 3	-	56,420	58,677
Year 4	-	59,717	62,106
Year 5	-	63,062	65,584
Year 6	-	66,400	69,056
Grade 2			
Year 1	-	69,071	71,834
Year 2	-	72,704	75,612
Year 3	-	76,342	79,396
Grade 3			
Year 1	-	79,975	83,174
Year 2	-	84,094	87,458
Year 3	-	90,691	94,319
Grade 4			
Year 1	-	92,334	96,027
Year 2	-	95,122	98,927
Year 3	-	97,956	101,874
Grade 5			
Year 1	-	101,548	105,610
Year 2	-	105,185	109,392
Year 3	-	109,371	113,746
Fish Hatchery Staff			
Assistant Manager			
Year 1	-	69,071	71,834
Year 2	-	72,704	75,612
Year 3	-	76,344	79,398
Manager			
Year 1	-	79,975	83,174
Year 2	-	84,094	87,458
Year 3	-	90,695	94,323
Clause 4 (i)(c) Fish Hatchery Staff receive a salary loading of 11.05%			
Senior Manager	-		
Year 1	-	161,514	167,975
Year 2	-	177,114	184,199
Other Rates and Allowances			
Brief Description			
Regional Dive Coordinator		2,305	2,397
Regional Dive Officer		1,618	1,683

**Crown Employees (Department of Industry, Skills and Regional Development) Geoscientists Award**

Geoscientists			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Geoscientists			
Grade I			
1st year of service	47	68,690	71,438
2nd year of service	51	71,202	74,050
3rd year of service	57	75,250	78,260
4th year of service	64	80,728	83,957
5th year of service	71	86,473	89,932
6th year of service and thereafter	77	91,472	95,131
Grade II			
1st year of service	82	96,164	100,011
2nd year of service	85	98,982	102,941
3rd year of service	89	102,972	107,091
4th year of service and thereafter	94	108,230	112,559
Senior			
1st year of service	97	111,629	116,094
2nd year of service	99	113,932	118,489
3rd year of service	102	117,323	122,016
4th year of service and thereafter	105	120,693	125,521
Principal			
1st year of service	111	128,061	133,183
2nd year of service and thereafter	114	131,799	137,071
Assistant Director, Geological Survey			
1st year of service	119	138,596	144,140
2nd year of service	124	145,682	151,509
3rd year of service and thereafter	128	152,021	158,102

**Crown Employees (Department of Industry) Local Coordinator Allowance Award**

	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Staff Administered by Local Office Coordinator		
Full Allowance -		
Up to three staff	2,675	2,782
Up to six staff	4,008	4,168
Up to ten staff	5,346	5,560
More than ten staff	8,021	8,342
Partial Allowance -		
Up to three staff	1,336	1,389
Up to six staff	2,003	2,083
Up to ten staff	2,675	2,782
More than ten staff	4,010	4,170

**Crown Employees (Department of Industry, Skills and Regional Development) Mine Safety and Environment Officers Award**

Classification and Grades	Classification and Grade	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Inspector Grade 1 Mine Safety Officer	Level 1	50	70,653	73,479
Inspector (Information and Analysis)	Level 2	57	75,250	78,260
Inspector (Mining)	Level 3	63	79,952	83,150
Inspector (Environment)	Level 4	69	84,782	88,173
	Level 5	75	89,707	93,295
	Level 6	80	94,291	98,063
	Level 7	92	105,966	110,205
	Level 8	102	117,323	122,016
	Level 9	112	129,311	134,483
Inspector Grade 2 – Inspector (Review, Enforcement and Systems)	Level 1		147,224	153,113
Inspector (Environment)	Level 2		152,172	158,259
Inspector (Mining)	Level 3		157,011	163,291
Mine Safety Officer	Level 4		160,961	167,399
	Level 5		166,316	172,969
	Level 6		170,408	177,224
Inspector Grade 3 - Inspector (Management and/or Systems)	Level 1		187,845	195,359
Inspector (Mining)	Level 2		194,803	202,595
Inspector (Environment)	Level 3		202,407	210,503
	Level 4		209,902	218,298
	Level 5		217,402	226,098
Inspector Grade 4- Regional Manager Grade 4	Level 1		220,344	229,158
Deputy Chief Inspector Grade 4	Level 2		228,510	237,650

**Crown Employees (Department of Regional NSW) Operational Staff Award**

Operational Staff				
Classification and Grades		Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Junior Under 17 at 17 years		- -	38,401 46,626	39,937 48,491
Grade 1				
Step 1		-	54,851	57,045
Step 2		26	56,880	59,155
Step 3		29	58,416	60,753
Step 4		33	60,447	62,865
Grade 2				
Step 1		36	62,134	64,619
Step 2		39	63,902	66,458
Step 3		43	66,315	68,968
Step 4		46	67,975	70,694
Grade 3				
Step 1		46	67,975	70,694
Step 2		50	70,653	73,479
Step 3		53	72,541	75,443



Grade 4			
Step 1	56	74,592	77,576
Step 2	60	77,500	80,600
Step 3	63	79,952	83,150
Grade 5			
Step 1	63	79,952	83,150
Step 2	66	82,369	85,664
Step 3	70	85,619	89,044
Grade 6			
Step 1	73	88,112	91,636
Step 2	76	90,695	94,323
Step 3	80	94,291	98,063
Apprentices Full-time (Weekly Rate)			
Year 1	-	549.40	571.40
Year 2	-	724.80	753.80
Year 3	-	923.40	960.30
Year 4	-	1,049.40	1,091.40
Chokage, etc. (per day), allowance per day or part thereof	-	10.30	10.70
Maintenance Operator - Licence and Registration Allowances (Per annum)			
Electricians Licence A Grade	-	2,856	2,970
B Grade	-	1,536	1,597
Registration Allowance	-	2,150	2,236
(a) Plumber's Licence	-	2,824	2,937
(b) Gasfitter's Licence	-	2,824	2,937
(c) Drainer's Licence	-	2,437	2,534
(d) Plumber's/Gasfitter's Licence	-	3,767	3,918
(e) Gasfitter's/Drainer's Licence	-	3,767	3,918
(f) Plumber's/Drainer's Licence	-	3,767	3,918
(g) Plumber's/Gasfitter's/Drainer's Licence	-	5,200	5,408
Leading Hand Allowance	-	2,490	2,590
Broken Shift (per day)	-	15.85	16.50
Occupational First Aid Per week)	-	28.20	29.35
First Aid Allowance (per week)	-	18.90	19.65
Refrigeration Allowance (per annum)	-	755	785

**Crown Employees (NSW Department of Premier and Cabinet) Museum of Applied Arts and Sciences - Casual Guide Lecturers) Award**

Casual Guide Lecturers - Museum of Applied Arts and Sciences			
Classification		1.7.22	1.7.23
		Per hour	Per hour
		2.53%	4%
		\$	\$
Casual Guide Lecturer		50.30	52.31

**Crown Employees (Department of Regional NSW) Professional Officers Award**

Professional Officers			
Classification and Grades	Salary Class	1.7.22	1.7.23
		Per annum	Per annum
		2.53%	4%
		\$	\$
Grade 1			
Year 1	46	66,418	69,075
Year 2	50	69,033	71,794
Year 3	56	72,882	75,797
Year 4	64	78,877	82,032

Year 5	70	83,656	87,002
Year 6	76	88,617	92,162
Grade 2			
Year 1	81	92,955	96,673
Year 2	84	95,711	99,539
Year 3	87	98,628	102,573
Year 4	91	102,587	106,690
Grade 3			
Year 1	95	106,863	111,138
Year 2	98	110,262	114,672
Year 3	100	112,457	116,955
Year 4	103	115,690	120,318
Grade 4			
Year 1	107	120,312	125,124
Year 2	110	123,915	128,872
Year 3	113	127,561	132,663
Grade 5			
Year 1	116	131,330	136,583
Year 2	118	133,952	139,310
Grade 6			
Year 1	121	138,074	143,597
Year 2	124	142,342	148,036
Grade 7			
Year 1	127	146,997	152,877
Year 2	130	151,882	157,957
Grade 8			
Year 1	132	159,301	165,673
Year 2	133	167,327	174,020
Grade 9			
Year 1	134	175,795	182,827
Year 2	135	184,692	192,080
OIC Veterinary Laboratory Allowance		7,837	8,150

#### Crown Employees (Department of Industry) Regulatory Officers Award

Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade 1, Year 1	29	58,416	60,753
Grade 1, Year 2	33	60,447	62,865
Grade 1, Year 3	37	62,727	65,236
Grade 2, Year 1	42	65,664	68,291
Grade 2, Year 2	50	70,653	73,479
Grade 2, Year 3	56	74,592	77,576
Grade 3, Year 1	62	79,023	82,184
Grade 3, Year 2	70	85,619	89,044
Grade 3, Year 3	74	88,813	92,366
Grade 4, Year 1	78	92,536	96,237
Grade 4, Year 2	81	95,136	98,941
Grade 5, Year 1	85	98,982	102,941
Grade 5, Year 2	88	101,947	106,025
Grade 6, Year 1	95	109,371	113,746
Grade 6, Year 2	98	112,849	117,363
Grade 7, Year 1	100	115,095	119,699
Grade 7, Year 2	103	118,405	123,141
Grade 8, Year 1	107	123,134	128,059
Grade 8, Year 2	110	126,822	131,895

Grade 8, Year 3	113	130,553	135,775
Allowances			
One person crossing relief allowance	-	6,264	6,515
One person crossing telephone allowance	-	3,094	3,218

**Crown Employees (NSW Department of Premier and Cabinet) State Library Security Staff Award**

Security Staff - State Library			
Classification		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
1st year of service		71,177	74,024
2nd year of service		73,715	76,664
3rd year of service		75,806	78,838
4th year of service		78,088	81,212

**Crown Employees (Department of Industry) Technical Staff Award**

Technical Staff			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Technical Assistant - Junior			
Under 17	n/a	28,441	29,579
Age 17	n/a	34,127	35,492
Age 18	n/a	39,815	41,408
Age 19	n/a	45,507	47,327
Age 20	n/a	51,193	53,241
Grade 1			
1st Year	26	56,880	59,155
2nd Year	29	58,416	60,753
3rd Year and thereafter	33	60,447	62,865
Grade 2			
1st Year	36	62,134	64,619
2nd Year and thereafter	39	63,902	66,458
Grade 3			
1st Year	43	66,315	68,968
2nd Year and thereafter	46	67,975	70,694
Technical Officer -			
Grade 1			
1st Year	46	67,975	70,694
2nd Year	50	70,653	73,479
3rd Year	53	72,541	75,443
4th Year and thereafter	56	74,592	77,576
Grade 2			
1st Year	64	80,728	83,957
2nd Year	67	83,211	86,539
3rd Year	70	85,619	89,044
4th Year and thereafter	76	90,695	94,323
Grade 3			
1st Year	81	95,136	98,941
2nd Year	84	97,956	101,874
3rd Year	87	100,942	104,980
4th Year and thereafter	91	104,994	109,194

Grade 4			
1st Year	95	109,371	113,746
2nd Year	98	112,849	117,363
3rd Year	100	115,095	119,699
4th Year and thereafter	103	118,405	123,141
Grade 5			
1st Year	107	123,134	128,059
2nd Year	110	126,822	131,895
3rd Year and thereafter	113	130,553	135,775
Technical Co-ordinator Allowance	-	3,054	3,176

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

Administrative Officer and Temporary Employee Classifications		
Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Armourer, Police		
1st year of service	79,952	83,150
2nd year of service	81,407	84,663
3rd year of service	83,211	86,539
4th year of service and thereafter	84,782	88,173
Senior Armourer, Police		
1st year of service	88,813	92,366
2nd year of service	90,695	94,323
3rd year of service and thereafter	93,277	97,008
Administrative and Clerical Clerks General Scale		
Clerks General Scale step 1	32,914	34,231
Clerks General Scale step 2	37,352	38,846
Clerks General Scale step 3	39,703	41,291
- 1st year of service or 18 years		
Clerks General Scale step 4	44,987	46,786
Minimum for:		
- employee with Business Administration Certificate III, Government Certificate III or equivalent at 18 years of age		
- employee with Higher School Certificate Qualification at 19 years of age		
Clerks General Scale step 5	48,020	49,941
Minimum for:		
- employee qualified at Business Administration Certificate III, Government Certificate III or equivalent and is qualified at HSC standard at 17 years of age		
- employee 20 years of age		
Clerks General Scale step 6	51,756	53,826
Minimum for employee 21 years of age		
Clerks General Scale step 7	53,168	55,295
Clerks General Scale step 8	55,416	57,633
Clerks General Scale step 9	56,420	58,677
Clerks General Scale step 10	57,821	60,134
Clerks General Scale step 11	59,961	62,359
Clerks General Scale step 12	62,134	64,619
Clerks General Scale step 13	64,429	67,006
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	67,184	69,871
Grade 1		
1st year of service	67,975	70,694
Thereafter	69,973	72,772

Grade 2		
1st year of service	71,926	74,803
Thereafter	73,901	76,857
Grade 3		
1st year of service	75,992	79,032
Thereafter	78,285	81,416
Grade 4		
1st year of service	80,728	83,957
Thereafter	83,211	86,539
Grade 5		
1st year of service	89,707	93,295
Thereafter	92,536	96,237
Grade 6		
1st year of service	96,164	100,011
Thereafter	98,982	102,941
Grade 7		
1st year of service	101,947	106,025
Thereafter	104,994	109,194
Grade 8		
1st year of service	109,371	113,746
Thereafter	112,849	117,363
Grade 9		
1st year of service	116,211	120,859
Thereafter	119,479	124,258
Grade 10		
1st year of service	124,357	129,331
Thereafter	128,061	133,183
Grade 11		
1st year of service	134,411	139,787
Thereafter	140,109	145,713
Grade 12		
1st year of service	148,885	154,840
Thereafter	155,445	161,663
Clinical Pharmacologist	168,758	175,508
Computer Systems Officer (CSO)		
CSO Level 1 - Non Graduate		
Year 1A	39,703	41,291
Year 1B	48,020	49,941
Year 1C	51,756	53,826
Year 1D	53,168	55,295
Year 1E	55,416	57,633
Year 1F	56,420	58,677
Year 2	59,960	62,358
Year 3	69,973	72,772
Year 4	73,901	76,857
CSO Level 1 - Graduate		
Year 1A (Any degree)	59,961	62,359
Year 1B (Degree - Computer Sciences)	62,134	64,619
Year 2	69,981	72,780
Year 3	73,901	76,857
CSO Level 2		
Year 1	78,285	81,416
Year 2	83,211	86,539
Year 3	92,536	96,237
CSO Level 3		
Year 1	96,164	100,011
Year 2	98,982	102,941
Year 3	101,947	106,025

Year 4	104,994	109,194
Year 5	109,371	113,746
Year 6	112,849	117,363
CSO Level 4		
Year 1	116,211	120,859
Year 2	119,479	124,258
Year 3	124,357	129,331
Year 4	128,061	133,183
CSO Level 5		
Year 1	134,411	139,787
Year 2	140,109	145,713
CSO Level 6		
Year 1	148,885	154,840
Year 2	155,445	161,663
Departmental Professional Officer		
Grade I -		
1st year of service	67,975	70,694
2nd year of service	70,653	73,479
3rd year of service	74,592	77,576
4th year of service	79,952	83,150
5th year of service	85,619	89,044
6th year of service and thereafter	90,695	94,323
Grade II -		
1st year of service	95,136	98,941
2nd year of service	97,956	101,874
3rd year of service	100,942	104,980
4th year of service and thereafter	104,994	109,194
Grade III -		
1st year of service	109,371	113,746
2nd year of service	112,849	117,363
3rd year of service	115,095	119,699
4th year of service and thereafter	119,479	124,258
Grade IV -		
1st year of service	124,357	129,331
2nd year of service and thereafter	126,822	131,895
Grade V -		
1st year of service	131,799	137,071
2nd year of service and thereafter	134,411	139,787
Grade VI -		
1st year of service	138,596	144,140
2nd year of service and thereafter	141,313	146,966
Grade VII -		
1st year of service	145,682	151,509
2nd year of service and thereafter	148,885	154,840
Grade VIII -		
1st year of service	153,729	159,878
2nd year of service and thereafter	155,445	161,663
Director of Music (Police Band)		
1st year	92,536	96,237
2nd year	95,136	98,941
3rd year	97,956	101,874
4th year	100,942	104,980
5th year and thereafter	103,993	108,153
Loading		
1st year	9,253	9,623
2nd year	9,513	9,894
3rd year	9,796	10,188
4th year	10,095	10,499
5th year and thereafter	10,401	10,817

Car Drivers		
Driver/General Assistant	60,447	62,865
Departmental - Driver/Assistant	63,902	66,458
Police Executive Driver/Assistant		
1st year and thereafter	63,864	66,419
All incidence of employment allowance	59,096	61,460
Clothing Allowance \$600 per annum		
Driving Instructor		
1st year	83,819	87,172
2nd year	84,782	88,173
3rd year and thereafter	87,209	90,697
Engineer		
Grade I Diplomat Experience Since Qualifying		
In first year	67,975	70,694
After one year	70,653	73,479
After two years	74,592	77,576
After three years	79,952	83,150
After four years	85,619	89,044
After five years	90,695	94,323
Grade I Graduate Experience Since Qualifying		
In first year	70,653	73,479
After one year	74,592	77,576
After two years	79,952	83,150
After three years	85,619	89,044
After four years	90,695	94,323
Grade II		
1st year of service	96,164	100,011
2nd year of service	99,868	103,863
3rd year of service	102,972	107,091
4th year of service and thereafter	105,966	110,205
Grade III		
1st year of service	111,629	116,094
2nd year of service	115,095	119,699
3rd year of service	119,479	124,258
4th year of service and thereafter	123,134	128,059
Grade IV		
1st year of service	129,311	134,483
2nd year of service	133,103	138,427
3rd year of service and thereafter	135,745	141,175
Grade V		
1st year of service	141,313	146,966
2nd year of service and thereafter	144,097	149,861
Grade VI		
1st year of service	147,285	153,176
2nd year of service and thereafter	150,446	156,464
Groom, Mounted Police		
1st year	50,484	52,503
2nd year and there after	52,265	54,356
Imaging Technician		
1st year	75,992	79,032
2nd year	78,285	81,416
3rd year	80,728	83,957
4th year and thereafter	83,211	86,539
Interpreters and Translators		
Interpreter/Translator		
Year 1	74,592	77,576
Year 2	79,952	83,150
Year 3	85,619	89,044
Year 4	90,695	94,323

Year 5	95,136	98,941
Senior Interpreter/Translator		
Year 1	97,956	101,874
Year 2	100,942	104,980
Year 3	104,994	109,194
Legal Officers		
Grade I		
1st year of service	71,202	74,050
2nd year of service	73,901	76,857
3rd year of service	75,992	79,032
4th year of service	78,285	81,416
5th year of service	81,407	84,663
Grade II		
1st year of service	88,112	91,636
2nd year of service	92,536	96,237
3rd year of service	97,956	101,874
4th year of service	102,972	107,091
5th year of service	107,079	111,362
Grade III		
1st year of service	112,849	117,363
2nd year of service	116,211	120,859
3rd year of service	120,693	125,521
Grade IV		
1st year of service	129,311	134,483
2nd year of service	131,799	137,071
Grade V		
1st year of service	138,596	144,140
2nd year of service	141,313	146,966
Grade VI		
1st year of service	148,885	154,840
2nd year of service	152,021	158,102
Librarians and Archivists		
Grade 1		
Year 1	67,975	70,694
Year 2	71,926	74,803
Year 3	75,992	79,032
Year 4	80,728	83,957
Year 5	84,782	88,173
Year 6	88,813	92,366
Grade 2		
Year 1	92,536	96,237
Year 2	96,164	100,011
Year 3	100,942	104,980
Year 4	104,994	109,194
Grade 3		
Year 1	110,516	114,937
Year 2	113,932	118,489
Year 3	118,405	123,141
Year 4	123,134	128,059
Grade 4		
Year 1	126,822	131,895
Year 2	130,553	135,775
Year 3	134,411	139,787
Year 4	138,596	144,140
Grade 5		
Year 1	142,510	148,210
Year 2	147,285	153,176
Year 3	152,021	158,102



Year 4	157,180	163,467
Library Assistant		
Year 1	53,168	55,295
Year 2	56,420	58,677
Year 3	59,961	62,359
Year 4	64,429	67,006
Year 5	66,809	69,481
Library Technician		
Grade 1		
Year 1	67,975	70,694
Year 2	71,926	74,803
Year 3	75,992	79,032
Year 4	80,728	83,957
Grade 2		
Year 1	89,707	93,295
Year 2	92,536	96,237
Year 3	96,164	100,011
Year 4	100,942	104,980
Maintenance Officer Trades	80,728	83,957
Manager Trades		
1st year	112,849	117,363
2nd year and there after	113,932	118,489
On call Allowance (per hour)	1.06	1.10
Assistant Manager Trades		
1st year	92,536	96,237
2nd year and there after	94,291	98,063
On call Allowance (per hour)	1.06	1.10
Pathology Exhibit Courier	62,134	64,619
Photogrammetrist		
General Scale		
1st year	39,703	41,291
2nd year	48,020	49,941
3rd year	51,756	53,826
4th year	53,168	55,295
5th year	55,416	57,633
6th year	56,420	58,677
7th year	57,821	60,134
8th year	59,961	62,359
9th year	62,134	64,619
10th year	64,429	67,006
11th year	67,975	70,694
12th year	69,973	72,772
13th year	71,926	74,803
14th year	73,901	76,857
Officer with HSC aged 19 and over paid not less than	44,987	46,786
Class 1		
1st year	75,992	79,032
2nd year	78,285	81,416
3rd year	80,728	83,957
4th year	83,211	86,539
Class 2		
1st year	89,707	93,295
2nd year	92,536	96,237
Class 3		
1st year	96,164	100,011
2nd year	98,982	102,941
Class 4		
1st year	101,947	106,025

2nd year	104,994	109,194
Class 5		
1st year	109,371	113,746
2nd year	112,849	117,363
Class 6		
1st year	116,211	120,859
2nd year	119,479	124,258
Class 7		
1st year	124,357	129,331
2nd year	128,061	133,183
Public Relations Officer		
Assistant Publicity Officers		
1st year of service	76,788	79,860
2nd year of service	79,023	82,184
Publicity Officers		
1st year of service	84,782	88,173
2nd year of service	87,209	90,697
3rd year of service and thereafter	88,813	92,366
Public Relations Officer		
Grade II		
1st year of service	100,942	104,980
2nd year of service	102,972	107,091
3rd year of service and thereafter	104,994	109,194
Grade I		
1st year of service	118,405	123,141
2nd year of service	120,693	125,521
3rd year of service and thereafter	123,134	128,059
Allowance in lieu of overtime (per annum)	14,944	15,542
Radio Technician,		
1st year of service	68,690	71,438
2nd year of service	69,261	72,031
3rd year of service and thereafter	70,653	73,479
Radio Technician, Senior		
1st year of service	75,250	78,260
2nd year of service and thereafter	75,992	79,032
Scientific Officer		
Grade I		
1st year of service	67,975	70,694
2nd year of service	70,653	73,479
3rd year of service	74,592	77,576
4th year of service	79,952	83,150
5th year of service	85,619	89,044
6th year of service and thereafter	90,695	94,323
Grade II		
1st year of service	95,136	98,941
2nd year of service	97,956	101,874
3rd year of service	100,942	104,980
4th year of service and thereafter	104,994	109,194
Grade III		
1st year of service	109,371	113,746
2nd year of service	112,849	117,363
3rd year of service and thereafter	115,095	119,699
Grade IV		
1st year of service	120,693	125,521
2nd year of service	124,357	129,331
3rd year of service and thereafter	126,823	131,896
Grade V		
1st year of service	131,799	137,071
2nd year of service and thereafter	135,745	141,175

Grade VI		
1st year of service	140,109	145,713
2nd year of service	144,097	149,861
Senior Officers		
Grade 1		
Year 1	173,930	180,887
Year 2	187,414	194,911
Grade 2		
Year 1	190,586	198,209
Year 2	204,022	212,183
Grade 3		
Year 1	210,850	219,284
Year 2	231,452	240,710
Stenographers and Machine Operators (Present Occupants Only)		
1st year (up to 17 years)	29,488	30,668
2nd year (or 17 years)	35,005	36,405
3rd year (or 18 years)	39,703	41,291
4th year (or 19 years)	44,987	46,786
5th year (or 20 years)	47,585	49,488
6th year (or 21 years)	52,721	54,830
7th year	54,174	56,341
8th year	55,961	58,199
9th year	60,447	62,865
10th year	61,508	63,968
11th year	63,248	65,778
12th year	64,429	67,006
Grade 1		
1st year	67,975	70,694
2nd year	69,973	72,772
Grade 2		
1st year	71,926	74,803
2nd year	73,901	76,857
Grade 3		
1st year	75,992	79,032
2nd year	78,285	81,416
Stores Officers		
Grade 1		
1st year of service	59,385	61,760
2nd year of service and thereafter	60,447	62,865
Grade 2		
1st year of service	61,014	63,455
2nd year of service and thereafter	61,508	63,968
Grade 3		
1st year of service	62,134	64,619
2nd year of service and thereafter	62,727	65,236
Grade 4		
1st year of service	63,902	66,458
2nd year of service	65,152	67,758
3rd year of service and thereafter	65,152	67,758
Technical Officer		
Grade 1		
1st year of service	69,261	72,031
2nd year of service	71,202	74,050
3rd year of service	73,175	76,102
4th year of service	74,592	77,576
5th year of service	76,788	79,860
Grade 2		
1st year of service	80,728	83,957

2nd year of service	82,369	85,664
3rd year of service	83,819	87,172
4th year of service	85,619	89,044
Grade 3		
1st year of service and thereafter	91,472	95,131
Senior Technical Officer		
Grade 1		
1st year of service	89,707	93,295
2nd year of service	91,472	95,131
3rd year of service	94,291	98,063
Grade 2		
1st year of service	97,102	100,986
2nd year of service	99,868	103,863
Grade 3	103,993	108,153
Technical Officer, Maintenance Services	95,136	98,941
Technician		
Class 1		
1st year of service	64,429	67,006
2nd year of service	66,314	68,967
Class 2		
1st year of service	69,973	72,772
2nd year of service	71,926	74,803
Class 3		
1st year of service	75,992	79,032
2nd year of service	77,500	80,600
Class 4		
1st year of service	79,023	82,184
2nd year of service	79,952	83,150
Transport Officer	65,152	67,758
Transport Officer, Mechanical		
Year 1	75,992	79,032
Year 2	76,788	79,860
Year 3	77,500	80,600
Year 4	78,285	81,416
Uniform Fitter and Advisory Officer	62,727	65,236
Allowances		
On call allowances (per hour)	1.06	1.10
Community Language Allowance Scheme (per annum)		
Base level rate	1,519	1,580
Higher level rate	2,285	2,376
Flying Allowance (per hour)	22.88	23.80
First Aid Allowance (per annum)		
Holders of basic qualification	979	1018
Holders of current occupational first aid certificate	1,471	1,530

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

Communications Officer - NSW Police Force	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Communications Officer			
Trainee	35	61,508	63,968
1st year	40	64,429	67,006
2nd year	46	67,975	70,694
3rd year	49	69,973	72,772
4th year	55	73,901	76,857
5th year	58	75,992	79,032

Senior Communications Officer			
1st year	64	80,728	83,957
2nd year	67	83,211	86,539
Shift Co-ordinators			
1st year	75	89,707	93,295
2nd year	78	92,536	96,237
3rd year	82	96,164	100,011
4th year	85	98,982	102,941
Radio and Communications Operators			
4th year	52	71,926	74,803
5th year	55	73,901	76,857

**Crown Employees (NSW Police Force Police Band) Award 2018**

Special Constables (Police Bands) NSW Police Force			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Bandsperson			
1st year of service	41	65,152	67,758
2nd year of service	43	66,315	68,968
3rd year of service	45	67,458	70,156
4th year of service	47	68,690	71,438
5th year of service	52	71,926	74,803
6th year of service and thereafter	54	73,175	76,102
Senior Special Constable	-	75,929	78,966
Allowance - Doubling		1,208	1,256

**Crown Employees (NSW Police Force Special Constables) (Security) Award 2018**

Special Constables (Security) NSW Police Force		
Classification and Grades	1.7.22 Per week 2.53% \$	1.7.23 Per week 4% \$
Special Constable (Security)		
1st year of service	1,089.50	1,133.10
2nd year of service	1,107.90	1,152.20
3rd year of service and thereafter	1,129.40	1,174.60
Special Constable (Security) First Class		
1st year of service and thereafter	1,148.70	1,194.60
Senior Special Constable (Security)		
1st year of service	1,229.40	1,278.60
2nd year of service and Thereafter	1,257.30	1,307.60
Special Constable (Security), Field Supervisor		
1st year of service	1,406.80	1,463.10
2nd year of service and Thereafter	1,437.00	1,494.50
Other rates and allowances		
Full time Special Constables (Security)		
Monday to Friday Shift Allowance	74.30	77.25
Full time Special Constables (Security), Saturday and Sunday Shift Allowance	209.95	218.35

**Crown Employees (Department of Planning, Industry and Environment and the Office of Environment Protection Authority) General Award 2021**

Environment Officers - Department of Planning, Industry and Environment and the Office of Environment Protection Authority		
Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Class 1		
1	40,087	41,690
2	48,428	50,365
3	53,155	55,281
4	56,405	58,661
5	58,900	61,256
6	62,113	64,598
7	68,636	71,381
Class 2		
1	68,636	71,381
2	70,653	73,479
3	72,528	75,429
4	75,237	78,246
Class 3		
1	72,528	75,429
2	75,237	78,246
3	78,999	82,159
4	81,377	84,632
Class 4		
1	78,999	82,159
2	81,377	84,632
3	84,757	88,147
4	88,087	91,610
Class 5		
1	84,757	88,147
2	88,087	91,610
3	91,451	95,109
4	94,265	98,036
Class 6		
1	91,451	95,109
2	94,265	98,036
3	97,933	101,850
4	100,909	104,945
Class 7		
1	97,933	101,850
2	100,909	104,945
3	103,961	108,119
4	108,202	112,530
Class 8		
1	103,961	108,119
2	108,202	112,530
3	111,595	116,059
4	117,290	121,982
Class 9		
1	111,595	116,059
2	117,290	121,982
3	120,661	125,487
4	124,315	129,288

Class 10		
1	120,661	125,487
2	124,315	129,288
3	129,274	134,445
4	133,063	138,386
Class 11		
1	129,274	134,445
2	133,063	138,386
3	137,047	142,529
4	142,469	148,168
Class 12		
1	137,047	142,529
2	142,469	148,168
3	147,248	153,138
4	150,409	156,425
Class 13		
1	147,248	153,138
2	150,409	156,425
3	155,398	161,614
4	157,722	164,031
Class 14		
1	155,398	161,614
2	157,722	164,031
3	165,027	171,628
4	172,338	179,232
Class 15		
1	165,027	171,628
2	172,338	179,232
3	179,645	186,831
4	186,946	194,424
Other Rates and Allowances - Brief Description		
AHIS weekly allowance:		
inconvenience and 6 incoming calls after/before normal working hours	517.35	538.05
For each call above 6 incoming calls in an AHIS roster period; not limited	25.25	26.25
Extra per public holiday falling on a weekday	158.65	165.00
Out of hours disturbance (AHIS Supervising Officers)	51.00	53.05

**Crown Employees (Department of Planning, Industry and Environment - Place Management NSW Casual Staff) Award 2019**

<b>Effective from the beginning of the first full pay period to commence on or after 1 July 2022</b>					
Level	Common Salary Point	Base Hourly Rate Per Hour	20% Loading Per Hour Per Cl.13.6	4/48th Payment Per Hour Per Cl.13.7	Casual Full Rate Per Hour
1	17	\$28.3401	\$5.6680	\$2.8340	\$36.8422
2	28	\$31.6610	\$6.3322	\$3.1661	\$41.1594
3	40	\$35.2793	\$7.0559	\$3.5279	\$45.8632
4	49	\$38.3149	\$7.6630	\$3.8315	\$49.8095
5	61	\$42.8664	\$8.5733	\$4.2866	\$55.7264
6	69	\$46.4241	\$9.2848	\$4.6424	\$60.3514
7	78	\$50.6702	\$10.1340	\$5.0670	\$65.8713
<b>Effective from the beginning of the first full pay period to commence on or after 1 July 2023</b>					
Level	Common Salary Point	Base Hourly Rate Per Hour	20% Loading Per Hour Per Cl.13.6	4/48th Payment Per Hour Per Cl.13.7	Casual Full Rate Per Hour
1	17	\$29.4737	\$5.8947	\$2.9474	\$38.3159
2	28	\$32.9274	\$6.5855	\$3.2927	\$42.8057

3	40	\$36.6905	\$7.3381	\$3.6690	\$47.6977
4	49	\$39.8475	\$7.9695	\$3.9847	\$51.8018
5	61	\$44.5811	\$8.9162	\$4.4581	\$57.9555
6	69	\$48.2811	\$9.6562	\$4.8281	\$62.7655
7	78	\$52.6970	\$10.5394	\$5.2697	\$68.5062

**Crown Employees (Department of Planning, Industry and Environment – National Parks and Wildlife Service) Conditions of Employment Award 2021**

Ranger Classifications		
Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Trainee Rangers		
1st year of service	60,883	63,318
2nd year of service	61,976	64,455
3rd year of service	63,844	66,398
4th year of service	64,989	67,589
5th year of service	65,664	68,291
6th year of service	66,615	69,280
Rangers		
Grade 1		
1st level	66,615	69,280
2nd level	69,235	72,004
3rd level	73,098	76,022
4th level	78,345	81,479
5th level	86,352	89,806
6th level	91,405	95,061
Grade 2		
1st year	93,225	96,954
2nd year	95,993	99,833
3rd year	98,914	102,871
4th year	102,892	107,008
Senior Ranger		
1st year & thereafter	110,583	115,006
Assistant District Manager		
Grade 1	113,878	118,433
Grade 2	121,860	126,734
Grade 3	131,712	136,980
Grade 4	137,297	142,789
District Manager		
Grade 1	117,084	121,767
Grade 2	125,497	130,517
Grade 3	137,297	142,789
Grade 4	145,900	151,736
Grade 5	152,328	158,421
Project/Research Officer Classification		
Grade 1		
1st year	68,989	71,749
2nd year	71,203	74,051
3rd year	77,673	80,780
4th year	83,745	87,095
5th year	89,775	93,366
Grade 2*		
1st year	96,164	100,011
2nd year	98,977	102,936
3rd year	101,947	106,025



Grade 3*		
1st year	107,079	111,362
2nd year	110,516	114,937
3rd year	113,939	118,497
4th year	116,208	120,856
Grade 4*		
1st year	117,320	122,013
2nd year	120,693	125,521
Grade 5		
1st year	126,817	131,890
2nd year	132,196	137,484
Grade 6		
1st year	140,474	146,093
2nd year	141,949	147,627
* Progression criteria applies		
Project Officer (Aboriginal Positions)		
Grade 1		
1st year	68,989	71,749
2nd year	71,203	74,051
3rd year	77,673	80,780
4th year	83,745	87,095
5th year	89,775	93,366
Grade 2*		
1st year	96,164	100,011
2nd year	98,977	102,936
3rd year	101,947	106,025
Grade 3*		
1st year	107,079	111,362
2nd year	110,516	114,937
3rd year	113,939	118,497
4th year	116,208	120,856
Grade 4*		
1st year	117,320	122,013
2nd year	120,693	125,521
Grade 5		
1st year	126,817	131,890
2nd year	132,196	137,484
Grade 6		
1st year	140,474	146,093
2nd year	141,949	147,627
*Progression criteria applies		
Field Officer Classification		
Field Officer Base Grade 1/2		
Employees Engaged on or after 1 July 2007		
Grade 1		
Year 1	52,329	54,422
Year 2	53,651	55,797
Grade 2		
Year 1	54,888	57,084
Year 2	57,448	59,746
Field Officer Grade 1/4		
Employees Engaged on or after 1 July 2007		
Grade 1		
1st year	52,329	54,422
2nd year	53,651	55,797
Grade 2		
1st year	54,888	57,084
2nd year	57,448	59,746

Grade 3 (A)		
1st year	65,552	68,174
2nd year	66,708	69,376
Grade 4 (A)		
1st year	68,575	71,318
2nd year	69,813	72,606
Field Officer Grade B3/B4 Employees engaged on or before 30 June 2007		
Grade 3 (B)		
1st year	65,552	68,174
2nd year	66,708	69,376
Grade 4 (B)		
1st year	68575	71,318
2nd year	69813	72,606
Senior Field Officer and Senior Field Officer (Plant)		
Grade 1		
1st year	71,365	74,220
2nd year	72,577	75,480
Grade 2		
1st year	74,045	77,007
2nd year	75,594	78,618
Field Supervisor Classification and Grades		
Grade 1		
1st year	78,188	81,316
2nd year	79,981	83,180
Grade 2		
1st year	81,772	85,043
2nd year	83,565	86,908
Senior Field Supervisor Classification and Grades		
Grade 1		
1st year	90,661	94,287
2nd year	92,888	96,604
Grade 2		
1st year	95,118	98,923
2nd year	97,344	101,238

**Crown Employees (Department of Customer Service - SafeWork NSW Inspectors 2007) Reviewed Award**

Inspectors - WorkCover Authority			
Classification		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Inspectorial Stream	Managerial Stream		
Progression Level			
Level 1		104,433	108,610
Level 2		107,293	111,585
Level 3		113,400	117,936
Senior Inspector 1		117,833	122,546
Senior Inspector 2		118,940	123,698
Principal Inspector 1	District Coordinator 1	121,362	126,216
Principal Inspector 2		122,499	127,399
	District Coordinator 2	123,762	128,712
Assistant State		128,084	133,207
Inspector 1			

Assistant State		129,289	134,461
Inspector 2			
State Inspector 1	Team Coordinator 1	136,795	142,267
State Inspector 2		138,080	143,603
	Team Coordinator 2	139,500	145,080
	State Coordinator 1	143,236	148,965
	State Coordinator 2	144,588	150,372
	Team Manager 1	161,244	167,694
	Team Manager 2	178,136	185,261

### Crown Employees (Parks and Gardens - Horticulture and Rangers Staff) Award 2016

Classification and Grades		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Horticultural Apprentice Year 1	-	30,356	31,570
Horticultural Apprentice Year 2	-	40,475	42,094
Horticultural Apprentice Year 3	-	50,594	52,618
Horticultural Apprentice Year 4	27	57,337	59,630
Level 1	15	49,909	51,905
Level 2, Year 1 (Minimum)	23	55,416	57,633
Level 2, (Maximum)	26	56,880	59,155
Level 3 Year 1, (Minimum)	30	58,915	61,272
Level 3, (Maximum)	34	61,014	63,455
Level 4, Year 1, (Minimum)	38	63,248	65,778
Level 4, (Maximum)	41	65,152	67,758
Level 5, Year 1, (Minimum)	45	67,458	70,156
Level 5, (Maximum)	48	69,261	72,031
Level 6, Year 1, (Minimum)	51	71,202	74,050
Level 6, (Maximum)	54	73,175	76,102
Level 7, Year 1, (Minimum)	57	75,250	78,260
Level 7, (Maximum)	60	77,500	80,600
Level 8, Year 1, (Minimum)	63	79,952	83,150
Level 8, Maximum	67	83,211	86,539
Level 9, Year 1, (Minimum)	71	86,473	89,932
Level 9, (Maximum)	75	89,707	93,295
Level 10, Year 1, (Minimum)	78	92,536	96,237
Level 10, (Maximum)	81	95,136	98,941
Level 11, Year 1, (Minimum)	89	102,972	107,091
Level 11, (Maximum)	95	109,371	113,746
Level 12, Year 1, (Minimum)	109	125,592	130,616
Level 12, (Maximum)	112	129,311	134,483
Level 13, Year 1, (Minimum)	115	133,103	138,427
Level 13, (Maximum)	118	137,095	142,579
Level 14, Year 1, (Minimum)	121	141,313	146,966
Level 14, (Maximum)	124	145,682	151,509
Level 15, Year 1, (Minimum)	127	150,446	156,464
Level 15, (Maximum)	130	155,445	161,663

### Crown Employees (Parliament House Conditions of Employment) Award 2015

Allowances	1.7.22 2.53% \$	1.7.23 4% \$
Allowance in lieu of overtime		
Sessional Staff Above Clerk Grade 8 (per occasion)	432.55	449.85

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

Physiotherapists, Occupational Therapists, Speech Pathologists and Music Therapists			
Classification and Grade	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Physiotherapists -</b>			
Grade 1			
1st year of service	46	67,975	70,694
2nd year of service	50	70,653	73,479
3rd year of service	56	74,592	77,576
4th year of service	63	79,952	83,150
5th year of service	70	85,619	89,044
6th year of service	76	90,695	94,323
7th year of service	81	95,136	98,941
Grade 2	85	98,982	102,941
Grade 3	92	105,966	110,205
Grade 4	95	109,371	113,746
Grade 5	98	112,849	117,363
Grade 6	100	115,095	119,699
Grade 7	103	118,405	123,141
<b>Occupational Therapists</b>			
Grade 1			
1st year of service	46	67,975	70,694
2nd year of service	50	70,653	73,479
3rd year of service	56	74,592	77,576
4th year of service	63	79,952	83,150
5th year of service	70	85,619	89,044
6th year of service	76	90,695	94,323
7th year of service	81	95,136	98,941
Grade 2	85	98,982	102,941
Grade 3	92	105,966	110,205
Grade 4	95	109,371	113,746
Grade 5	98	112,849	117,363
Grade 6	100	115,095	119,699
<b>Speech Pathologist -</b>			
Grade 1			
1st year of service	46	67,975	70,694
2nd year of service	50	70,653	73,479
3rd year of service	56	74,592	77,576
4th year of service	63	79,952	83,150
5th year of service	70	85,619	89,044
6th year of service	76	90,695	94,323
7th year of service	81	95,136	98,941
Grade 2	85	98,982	102,941
Grade 3	92	105,966	110,205
Grade 4	95	109,371	113,746
Grade 5	98	112,849	117,363
<b>Music Therapists</b>			
1st year of service	31	59,385	61,760
2nd year of service	38	63,248	65,778
3rd year of service	43	66,315	68,968
4th year of service	49	69,973	72,772
5th year of service	54	73,175	76,102
6th year of service	59	76,788	79,860

7th year of service	63	79,952	83,150
Sole Allowance - 3(ii)(a)		2,860	2,974
Part-time Student Unit Supervisor Allowance for each student per supervised shift - refer formula in award at 3(ii)(b)		10.38	10.80

**Crown Employees (Planning Officers) Award 2021**

Classification and Grades		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Student Planner			
Year 1	CSP 23	55,416	57,633
Year 2	CSP 28	57,821	60,134
Year 3	CSP 32	59,961	62,359
Year 4	CSP 40	64,429	67,006
Planning Officer (Professional)			
Level 1(a)			
Year 1	CSP 59	76,788	79,860
Year 2	CSP 69	84,782	88,173
Year 3	CSP 76	90,695	94,323
Year 4	CSP 80	94,291	98,063
Year 5	CSP 84	97,956	101,874
Soft barrier progression (clause 4.7.2)			
Level 1(b)			
Year 1	CSP 90	103,993	108,153
Year 2	CSP 94	108,230	112,559
Year 3	CSP 97	111,629	116,094
Year 4	-	117,183	121,870
Level 2			
Year 1	CSP 108	124,357	129,331
Year 2	-	127,962	133,080
Year 3	CSP115	133,103	138,427
Level 3			
Year 1	CSP 117	135,745	141,175
Year 2	-	141,436	147,093
Year 3	CSP 124	145,682	151,509
Soft barrier progression (clause 4.9.2)			
Year 4	CSP 128	152,021	158,102
Year 5	-	158,082	164,405
Level 4			
Year 1	-	174,285	181,256
Year 2	-	181,587	188,850
Year 3	-	189,036	196,597
Level 5			
Year 1	-	199,069	207,032
Year 2	-	204,022	212,183

**Crown Employees (Psychologists) Award**

Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Psychologist -		
1st year	71,444	74,302
2nd year	75,309	78,321
3rd year	79,169	82,336

4th year	83,996	87,356
5th year	88,826	92,379
6th year	93,654	97,400
7th year	98,481	102,420
8th year	102,344	106,438
9th year and thereafter	106,203	110,451
Senior Psychologist -		
1st year	111,998	116,478
2nd year	116,827	121,500
3rd year and thereafter	121,652	126,518
Specialist Psychologist -		
1st year	102,344	106,438
2nd year	108,132	112,457
3rd year	113,928	118,485
4th year	119,721	124,510
5th year and thereafter	125,510	130,530
Senior Specialist Psychologist -		
1st year	131,306	136,558
2nd year	135,167	140,574
3rd year and thereafter	139,033	144,594
Chief Psychologist -		
1st year	145,756	151,586
Principal Psychologist -		
1st year and thereafter	158,340	164,674
Environmental Allowance (Corrective Services and Juvenile Justice)	3,271	3,402

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

Allowances	1.7.22 2.53% \$	1.7.23 4% \$
On call allowance	1.06	1.10
Community Language Allowance Scheme		
Base level rate	1,519	1,580
Higher level rate	2,285	2,376
Flying Allowance	22.80	23.70
First Aid Allowance		
Holders of basic qualification	979	1,018
Holders of current occupational first aid certificate	1,470	1,529

**Crown Employees (Public Service Training Wage) Reviewed Award 2008**

**Table 1 – Full Time Weekly Wage Rates (Effective from the first full pay period to commence on or after 1 July 2023)**

Skill Levels

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

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

Classification	1.7.22 Per week 2.53% \$	1.7.23 Per week 4% \$
Trainee - Diploma Level	780.30	811.50
Skill Level A Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A:		
Highest Year of Schooling Completed		
Year 10		
School leaver	344.40	358.20
Plus 1 year out of school	379.70	394.90
Plus 2 years	455.20	473.40
Plus 3 years	530.90	552.10
Plus 4 years	615.90	640.50
Plus 5 years or more	704.50	732.70
Year 11		
School leaver	379.40	394.60
Plus 1 year out of school	455.20	473.40
Plus 2 years	530.90	552.10
Plus 3 years	615.90	640.50
Plus 4 years	704.50	732.70
Plus 5 years or more	704.50	732.70
Year 12		
School leaver	455.20	473.40
Plus 1 year out of school	530.90	552.10
Plus 2 years	615.90	640.50
Plus 3 years	704.50	732.70
Plus 4 years	704.50	732.70
Plus 5 years or more	704.50	732.70
Skill Level B Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level B:		
Highest Year of Schooling Completed		
Year 10		
School leaver	344.40	358.20
Plus 1 year out of school	379.40	394.60
Plus 2 years	441.20	458.80
Plus 3 years	507.60	527.90
Plus 4 years	596.20	620.00
Plus 5 years or more	679.70	706.90
Year 11		
School leaver	379.60	394.80
Plus 1 year out of school	441.20	458.80
Plus 2 years	507.60	527.90
Plus 3 years	596.20	620.00
Plus 4 years	679.70	706.90
Plus 5 years or more	679.70	706.90
Year 12		
School leaver	441.20	458.80
Plus 1 year out of school	507.60	527.90
Plus 2 years	596.20	620.00
Plus 3 years	679.70	706.90

Plus 4 years	679.70	706.90
Plus 5 years or more	679.70	706.90
<b>Skill Level C</b>		
Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C:		
<b>Highest Year of Schooling Completed</b>		
Year 10		
School leaver	344.40	358.20
Plus 1 year out of school	379.60	394.80
Plus 2 years	437.10	454.60
Plus 3 years	491.90	511.60
Plus 4 years	518.00	538.70
Plus 5 years or more	613.30	637.80
Year 11		
School leaver	379.60	394.80
Plus 1 year out of school	437.10	454.60
Plus 2 years	491.90	511.60
Plus 3 years	547.80	569.70
Plus 4 years	613.30	637.80
Plus 5 years or more	613.30	637.80
Year 12		
School leaver	437.10	454.60
Plus 1 year out of school	491.90	511.60
Plus 2 years	547.80	569.70
Plus 3 years	613.30	637.80
Plus 4 years	613.30	637.80
Plus 5 years or more	613.30	637.80
<b>School-Based Traineeships Skill Levels A, B and C</b>		
Year of Schooling		
Year 11	344.40	358.20
Year 12	384.10	399.50
The average proportion of time spent in structured training that has been taken into account in setting the rate is 20%.		

**Table 2 – Hourly Wage Rates**

These rates should be read in conjunction with clause 10 of the Crown Employees (Public Service Training Wage) Reviewed Award

Trainees who have left school:

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

Classification	1.7.22 Per hour 2.53% \$	1.7.23 Per hour 4% \$
Trainee Diploma Level part-time	27.81	28.92
<b>Skill Level A</b>		
Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A:		
<b>Highest Year of Schooling Completed</b>		
Year 10		
School leaver	12.39	12.89
Plus 1 year out of school	13.53	14.07
Plus 2 years	16.37	17.02
Plus 3 years	18.89	19.65



Plus 4 years	22.03	22.91
Plus 5 years or more	25.18	26.19
Year 11		
School leaver	13.53	14.07
Plus 1 year out of school	16.37	17.02
Plus 2 years	18.89	19.65
Plus 3 years	22.03	22.91
Plus 4 years	25.18	26.19
Plus 5 years or more	25.18	26.19
Year 12		
School leaver	16.37	17.02
Plus 1 year out of school	18.89	19.65
Plus 2 years	22.03	22.91
Plus 3 years	25.18	26.19
Plus 4 years	25.18	26.19
Plus 5 years or more	25.18	26.19
<b>Skill Level B</b>		
Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level B:		
<b>Highest Year of Schooling Completed</b>		
Year 10		
School leaver	12.39	12.89
Plus 1 year out of school	13.53	14.07
Plus 2 years	15.74	16.37
Plus 3 years	18.15	18.88
Plus 4 years	21.41	22.27
Plus 5 years or more	24.24	25.21
Year 11		
School leaver	13.53	14.07
Plus 1 year out of school	15.74	16.37
Plus 2 years	18.15	18.88
Plus 3 years	21.41	22.27
Plus 4 years	24.24	25.21
Plus 5 years or more	24.24	25.21
Year 12		
School leaver	15.74	16.37
Plus 1 year out of school	18.15	18.88
Plus 2 years	21.41	22.27
Plus 3 years	24.24	25.21
Plus 4 years	24.24	25.21
Plus 5 years or more	24.24	25.21
<b>Skill Level C</b>		
Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C:		
<b>Highest Year of Schooling Completed</b>		
Year 10		
School leaver	12.39	12.89
Plus 1 year out of school	13.53	14.07
Plus 2 years	15.63	16.26
Plus 3 years	17.62	18.32
Plus 4 years	19.52	20.30
Plus 5 years or more	21.93	22.81
Year 11		
School leaver	13.53	14.07
Plus 1 year out of school	15.63	16.26
Plus 2 years	17.62	18.32
Plus 3 years	19.52	20.30
Plus 4 years	21.93	22.81
Plus 5 years or more	21.93	22.81

Year 12			
School leaver		15.63	16.26
Plus 1 year out of school		17.62	18.32
Plus 2 years		19.52	20.30
Plus 3 years		21.93	22.81
Plus 4 years		21.93	22.81
Plus 5 years or more		21.93	22.81
School Based Trainees Wage Levels A, B and C			
Year 11		12.39	12.89
Year 12		13.53	14.07

### Crown Employees (Research Scientists) Award 2007

Research Scientists			
Classification and Grades		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Research Scientist -			
1st year of service	86	99,868	103,863
2nd year of service	91	104,994	109,194
3rd year of service	96	110,516	114,937
4th year of service	100	115,095	119,699
Efficiency Barrier -			
5th year of service	105	120,693	125,521
6th year of service	109	125,592	130,616
7th year of service	113	130,553	135,775
Senior Research Scientist -			
1st year of service	115	133,103	138,427
2nd year of service	118	137,095	142,579
3rd year of service	121	141,313	146,966
Efficiency Barrier -			
4th year of service	124	145,682	151,509
5th year of service	127	150,446	156,464
Principal Research Scientist -			
1st year of service	130	155,445	161,663
2nd year of service	-	159,001	165,361
3rd year of service	-	163,038	169,560
Senior Principal Research Scientist -			
1st year of service	-	174,792	181,784
2nd year of service	-	187,507	195,007
Efficiency Barrier -			
3rd year of service	-	203,484	211,623

### Crown Employees (Rural Fire Service) Award

RFS Officers - These rates are inclusive of Annual Leave Loading

Classification and Grades		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
RFS Officer Level 1			
Year 1		40,241	41,851
Year 2		48,668	50,615
Year 3		52,453	54,551
Year 4		53,889	56,045
Year 5		56,166	58,413

Year 6		57,182	59,469
Year 7		58,601	60,945
Year 8		60,773	63,204
Year 9		62,970	65,489
Year 10		65,294	67,906
RFS Officer Level 2			
Year 1		68,892	71,648
Year 2		70,918	73,755
RFS Officer Level 3			
Year 1		72,895	75,811
Year 2		74,893	77,889
RFS Officer Level 4			
Year 1		77,020	80,101
Year 2		79,340	82,514
RFS Officer Level 5			
Year 1		81,819	85,092
Year 2		84,332	87,705
RFS Officer Level 6			
Year 1		90,915	94,552
Year 2		93,785	97,536
RFS Officer Level 7			
Year 1		97,460	101,358
Year 2		100,316	104,329
RFS Officer Level 8			
Year 1		103,325	107,458
Year 2		106,414	110,671
RFS Officer Level 9			
Year 1		110,845	115,279
Year 2		114,367	118,942
RFS Officer Level 10			
Year 1		117,780	122,491
Year 2		121,093	125,937
RFS Officer Level 11			
Year 1		126,035	131,076
Year 2		129,789	134,981
RFS Officer Level 12			
Year 1		136,220	141,669
Year 2		142,004	147,684
RFS Officer Level 13			
Year 1		150,894	156,930
Year 2		157,539	163,841

RFS Officers (OCC) - These rates are NOT inclusive of Annual Leave Loading

Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
RFS Officer Level A (OCC Operator)		
Year 1	44,987	46,786
Year 2	48,020	49,941
Year 3	51,756	53,826
Year 4	53,168	55,295
Year 5	55,416	57,633
Year 6	56,420	58,677
Year 7	57,821	60,134
Year 8	59,960	62,358
Year 9	62,134	64,619

Year 10	64,429	67,006
RFS Officer Level B (OCC Operational Communications Officer)		
Year 1	67,975	70,694
Year 2	69,973	72,772
Year 3	71,926	74,803
Year 4	73,901	76,857
RFS Officer Level C (OCC Senior Operational Communications Officer)		
Year 1	75,992	79,032
Year 2	78,284	81,415
Year 3	80,728	83,957
Year 4	83,211	86,539
RFS Officer Level D (OpO3 State Operational Communications Officer)		
Year 1	101,947	106,025
Year 2	104,994	109,194
Year 3	109,371	113,746
Year 4	112,849	117,363

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

Classification	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Commissioned Correctional Officers:		
Senior Assistant Superintendent		
- 7 day or any 5/7 days	135,751	141,181
Assistant Superintendent		
- 7 day or any 5/7 days	127,069	132,152
Senior Assistant Superintendent - 5 day	128,326	133,459
Assistant Superintendent - 5 day	119,641	124,427
Commissioned Industries Officers:		
Regional Business Manager - 5 day		
Year 1	144,164	149,931
Year 2	147,869	153,784
Year 3	154,216	160,385
Year 4	159,915	166,312
Operations Manager	153,414	159,551
Manager of Industries Level 1 - 5 day	141,560	147,222
Manager of Industries Level 2 - Any 5 of 7 days	142,155	147,841
Manager Centre Services and Employment Manager of Industries Level 2 - 5 day	135,751	141,181
Manager Business Unit - any 5/7 days	128,326	133,459
Manager Business Unit - 5 day	125,384	130,399

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

Classification and Grades		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Chief Inspector			
Year 2	85	98,982	102,941
Year 1	82	96,164	100,011
Inspector			
Year 2	78	92,536	96,237
Year 1	75	89,707	93,295
Sergeant			

Year 4	67	83,211	86,539
Year 3	64	80,728	83,957
Year 2	61	78,285	81,416
Year 1	58	75,992	79,032
Sheriff's Officer			
Year 4	55	73,901	76,857
Year 3	52	71,926	74,803
Year 2	49	69,973	72,772
Year 1	46	67,975	70,694
Probationary Sheriff's Officer	36	62,134	64,619

### Crown Employees (State Emergency Service) Zone Staff Award 2021

Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Full Time Region Controllers – Clerk Grade 9/10		
1st year of service	116,211	120,859
2nd year of service	119,479	124,258
3rd year of service	124,357	129,331
Thereafter	128,061	133,183
Deputy Region Controller - Clerk Grade 7/8		
1st year of service	101,947	106,025
2nd year of service	104,994	109,194
3rd year of service	109,371	113,746
Thereafter	112,849	117,363
Business Manager - Clerk Grade 5/6		
1st year of service	89,707	93,295
2nd year of service	92,536	96,237
3rd year of service	96,164	100,011
Thereafter	98,982	102,941
Community Engagement Officer - Clerk Grade 5/6		
1st year of service	89,707	93,295
2nd year of service	92,536	96,237
3rd year of service	96,164	100,011
Thereafter	98,982	102,941
Volunteer Support Officer - Clerk Grade 3/4		
1st year of service	75,992	79,032
2nd year of service	78,285	81,416
3rd year of service	80,728	83,957
Thereafter	83,211	86,539
Region Learning and Development Officer - Clerk Grade 5/6		
1st year of service	89,707	93,295
2nd year of service	92,536	96,237
3rd year of service	96,164	100,011
Thereafter	98,982	102,941

### Crown Employees (State Emergency Service) State Operations Centre – Continuous Shift Workers Award 2017

Classifications and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Duty Operations Officers Clerk Grade 7/8			
1st year of service	88	101,947	106,025
2nd year of service	91	104,994	109,194
3rd year of service	95	109,371	113,746
Thereafter	98	112,849	117,363
State Operations Centre Team Leader, Clerk Grade 3/4			
1st year of service	58	75,992	79,032
2nd year of service	61	78,285	81,416
3rd year of service	64	80,728	83,957
Thereafter	67	83,211	86,539
State Operations Centre Communications Officers, Clerk Grade 1/2			
1st year of service	46	67,975	70,694
2nd year of service	49	69,973	72,772
3rd year of service	52	71,926	74,803
Thereafter	55	73,901	76,857

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

Classification and Grades		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
1st year of service	40	64,429	67,006
2nd year of service	42	65,664	68,291
3rd year of service	44	66,809	69,481
Tipstaff to the Chief Justice	46	67,975	70,694

**Crown Employees (Trades Assistants) Award**

Classification and Grades		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Blacksmith's striker		1010.70	1051.10
Cold saw operator		1018.60	1059.30
Driller (stationary machines)		1010.70	1051.10
Dresser and grinder (portable machines)		1028.50	1069.60
Dresser, shot blast or sand blast-			
(a) who operates from outside a properly enclosed cabin		1018.60	1059.30
(b) other		1062.40	1104.90
Dogman and/or crane chaser		1028.50	1069.60
Forger's assistant		1010.70	1051.10
Fork Lift Driver (TAFE)		1089.40	1133.00
Assistant Furnaceperson		1018.60	1059.30
General assistant assisting tradespersons or employed in a metal and/or electrical workshop (TAFE)		1010.70	1051.10
General assistant, other (TAFE)		1002.00	1042.10
General assistant/tool storeperson assisting tradespersons or employed in a metal and or electrical workshop (less than 20 hpw toolstore duties) (TAFE)		1028.50	1069.60

General assistant/tool storeperson, other (less than 20hpw toolstore duties (TAFE))	1061.90	1104.40
Hammer driver	1018.60	1059.30
Heat treater operative	1028.50	1069.60
Machinist second class (Metal Trades)	1072.80	1115.70
Operator of straight line oxy-acetylene Cutting machine	1028.50	1069.60
Pipe fitter	1072.80	1115.70
Rigger and/or splicer (other than construction work)	1107.90	1152.20
Rigger and/or splicer (construction work)	1128.50	1173.60
Spray painter (ironwork) and/or brush hand	1028.50	1069.60
Tool and/or material storeman	1062.40	1104.90
Trades assistant (Metal Trades)	1010.70	1051.10
Trades assistant (Electrical Trades)	1038.10	1079.60
Trades assistant	1018.60	1059.30
Cupola furnaceperson (foundries)	1072.80	1115.70
Allowances:	Per Hour	Per Hour
Cold Places per hour	0.87	0.90
Confined Spaces per hour	1.09	1.13
Dirty Work per hour	0.87	0.90
Height Money per hour:		
- At a height of 7.5 m	0.87	0.90
- For every additional 3m	0.28	0.29
Hot Places per hour:		
- 46C-54C	0.87	0.90
- Above 54C	1.09	1.13
Insulation Material per hour:		
- Pumice or other recognised insulator	0.87	0.90
- Silicate	1.09	1.13
Smoke Boxes etc per hour:		
- Working on repairs to smoke boxes, furnaces etc	0.55	0.57
- Working on repairs inside oil-fired boilers	2.17	2.26
Wet Places per hour	0.87	0.90
Working on a boat or punt per day	3.38	3.52
Working knee deep in mud or water per day	6.91	7.19
Acid, furnaces, stills, etc per hour	4.45	4.63
Towers per hour	0.87	0.90
Depth money per hour	0.87	0.90
Swing Scaffolds:		
- First four hours (fixed rate)	6.46	6.72
- Each hour thereafter	1.31	1.36
- Solid plasterers per hour	0.28	0.29
Septic Tanks per day	10.40	10.80
Distant Places per day:		
- Area re paragraph 4.17.1	1.70	1.75
- Area re paragraph 4.17.2	2.75	2.85
- Area re paragraph 4.17.3	2.75	2.85
Epoxy Materials per hour	1.09	1.13
- Applying to air-conditioned buildings per hour	0.76	0.79
- Employees in close proximity per hour	0.87	0.90
Foundry per hour	0.63	0.66
Asbestos Eradication per hour	2.92	3.04
First Aid per day	3.80	3.95

### Taronga Conservation Society Australia Salaried Employees Award

Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Clerks - General Scale			
1st year (up to 18 years)	7	39,703	41,291
2nd year (or 20 years)	11	48,020	49,941
3rd year	17	51,756	53,826
4th year	20	53,168	55,295
5th year	23	55,416	57,633
6th year	25	56,420	58,677
7th year	28	57,821	60,134
8th year	32	59,961	62,359
9th year	36	62,134	64,619
10th year	40	64,429	67,006
At 19 years + (HSC)	9	44,987	46,786
Grade 1 -			
1st year	46	67,975	70,694
2nd year	49	69,973	72,772
Grade 2 -			
1st year	52	71,926	74,803
2nd year	55	73,901	76,857
Grade 3 -			
1st year	58	75,992	79,032
2nd year	61	78,285	81,416
Grade 4 -			
1st year	64	80,728	83,957
2nd year	67	83,211	86,539
Grade 5 -			
1st year	75	89,707	93,295
2nd year	78	92,536	96,237
Grade 6 -			
1st year	82	96,164	100,011
2nd year	85	98,982	102,941
Grade 7 -			
1st year	88	101,947	106,025
2nd year	91	104,994	109,194
Grade 8 -			
1st year	95	109,371	113,746
2nd year	98	112,849	117,363
Grade 9 -			
1st year	101	116,211	120,859
2nd year	104	119,479	124,258
Grade 10 -			
1st year	108	124,357	129,331
2nd year	111	128,061	133,183
Grade 11 -			
1st year	116	134,411	139,787
2nd year	120	140,109	145,713
Grade 12 -			
1st year	126	148,885	154,840
2nd year	130	155,445	161,663
Clerical Assistants -			
1st year (or under 17 years)	1	27,637	28,742
2nd year (or 17 years)	3	31,045	32,287
3rd year (or 18 years)	6	37,352	38,846
4th year (or 19 years)	8	42,424	44,121



5th year (or 20 years)	9	44,987	46,786
6th year (or 21 years)	15	49,909	51,905
7th year	17	51,756	53,826
8th year	20	53,168	55,295
9th year	22	54,174	56,341
Class 1 -			
1st year	25	56,420	58,677
2nd year	28	57,821	60,134
Class 2 -			
1st year	32	59,961	62,359
2nd year	35	61,508	63,968
Class 3 -			
1st year	37	62,727	65,236
2nd year	40	64,429	67,006
Class 4 -			
1st year	42	65,664	68,291
2nd year	44	66,809	69,481
Horticulturalist Labourer - (Applies to employees engaged prior 1 July 2010)			
Grade 1	25	56,420	58,677
Grade 2	30	58,915	61,272
Grade 3	35	61,508	63,968
Horticulturalist Level 1 - (Applies to employees engaged prior 1 July 2010)			
Grade 1	42	65,664	68,291
Grade 2	45	67,458	70,156
Horticulturalist Level 2 (Applies to employees engaged prior 1 July 2010)			
Grade 1	48	69,261	72,031
Grade 2	50	70,653	73,479
Horticultural Technician (Applies to employees engaged prior 1 July 2010)			
Grade 1	55	73,901	76,857
Grade 2	57	75,250	78,260
Senior Horticultural Technician (Applies to employees engaged prior 1 July 2010)			
Grade 1	63	79,952	83,150
Grade 2	67	83,211	86,539
Horticultural Apprentice (Applies to employees engaged post 1 July 2010)			
1st Year		27,448	28,546
2nd Year		32,444	33,742
3rd Year		37,432	38,929
4th Year		44,920	46,717
Gardener (Applies to employees engaged post 1 July 2010)			
Grade 1	15	49,909	51,905
Grade 2	18	52,265	54,356
Grade 3	21	53,673	55,820
Horticulturalist (Applies to employees engaged post 1 July 2010)			
Grade 1		63,521	66,062
Grade 2		65,426	68,043
Grade 3		67,390	70,086
Grade 4		70,652	73,478
Horticultural Supervisor (Applies to employees engaged post 1 July 2010)			
Grade 1		75,016	78,017

Grade 2		77,268	80,359
Grade 3		79,586	82,769
Keeper Grade 4 (Specialist) Level 2 (only available to employees employed permanently as a Keeper on 8 December 2005)	75	89,707	93,295
Trainee Keeper -			
Level 1	-	47,643	49,549
Level 2	-	50,817	52,850
Level 3	-	53,994	56,154
Level 4	-	57,170	59,457
Keeper -			
Level 1	-	63,522	66,063
Level 2	-	66,698	69,366
Level 3	-	69,872	72,667
Level 4	-	73,052	75,974
Senior Keeper -			
Level 1	-	76,226	79,275
Level 2	-	82,578	85,881
Keeping Unit Supervisor -			
Year 1	-	92,108	95,792
Year 2	-	94,014	97,775
Year 3	-	95,916	99,753
Keeper before Jan 06			
Grade 1			
Level 01		59,384	61,759
Level 02		59,960	62,358
Level 03		60,950	63,388
Level 04		62,133	64,618
Grade 2			
Level 01		79,421	82,598
Level 02		87,517	91,018
Gate Receptionists	38	63,248	65,778
Junior Designer			
Grade 1		54,143	56,309
Grade 2		56,308	58,560
Grade 3		58,559	60,901
Grade 4		60,899	63,335
Designer			
Grade 1		62,727	65,236
Grade 2		65,545	68,167
Grade 3		68,497	71,237
Grade 4		71,582	74,445
Grade 5		74,801	77,793
Senior Designer			
Grade 1		78,547	81,689
Grade 2		82,471	85,770
Grade 3		86,593	90,057
Casual first aid allowance (per shift)		18.75	19.50
Laundry Allowance for staff other than Gate Receptionists (per week)		7.80	8.10
Laundry Allowance for Gate Receptionists (per week)		14.20	14.75

### Agreements and Determinations

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

Adventure Facilitator	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Year 1	101,947	106,025
Year 2	104,994	109,194
Year 3	109,371	113,746
Year 4	112,849	117,363

**Architects etc. Agreement No. 1733 of 1971**

Architects			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Grade I</b>			
1st year of service	46	67,975	70,694
2nd year of service	50	70,653	73,479
3rd year of service	56	74,592	77,576
4th year of service	63	79,952	83,150
5th year of service	70	85,619	89,044
6th year of service and thereafter	76	90,695	94,323
<b>Grade II</b>			
1st year of service	82	96,164	100,011
2nd year of service	86	99,868	103,863
3rd year of service	89	102,972	107,091
4th year of service and thereafter	92	105,966	110,205
<b>Grade III</b>			
1st year of service	97	111,629	116,094
2nd year of service	100	115,095	119,699
3rd year of service	104	119,479	124,258
4th year of service and thereafter	107	123,134	128,059
<b>Grade IV</b>			
1st year of service	112	129,311	134,483
2nd year of service	115	133,103	138,427
3rd year of service and thereafter	117	135,745	141,175
<b>Grade V</b>			
1st year of service	121	141,313	146,966
2nd year of service and thereafter	123	144,097	149,861
<b>Grade VI</b>			
1st year of service	125	147,285	153,176
2nd year of service	127	150,446	156,464

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Artists Australian Museum and Museum of Applied Arts and Sciences			
Grade I			
1st year of service	28	57,821	60,134
2nd year of service	31	59,385	61,760
3rd year of service	34	61,014	63,455
4th year of service	37	62,727	65,236
5th year of service	39	63,902	66,458
6th year of service	43	66,315	68,968
7th year of service and thereafter	46	67,975	70,694
Grade II			
1st year of service	49	69,973	72,772
2nd year of service	51	71,202	74,050
3rd year of service and thereafter	53	72,541	75,443
Grade III			
1st year of service	58	75,992	79,032
2nd year of service and thereafter	61	78,285	81,416
Keeper Of Exhibits (Non Graduate) Museum of Applied Arts & Sciences			
1st year of service	44	66,809	69,481
2nd year of Service	47	68,690	71,438
3rd year of service	51	71,202	74,050
4th year of service	53	72,541	75,443
5th year of service	58	75,992	79,032
6th year of service and thereafter	58	75,992	79,032
Designers (Exhibitions and Publications)			
1st year of service	37	62,727	65,236
2nd year of service	39	63,902	66,458
3rd year of service	42	65,664	68,291
4th year of service	46	67,975	70,694
5th year of service	49	69,973	72,772
6th year of service	51	71,202	74,050
7th year of service	53	72,541	75,443
8th year of service	56	74,592	77,576
9th year of service	60	77,500	80,600
10th year of service	64	80,728	83,957
11th year of service	67	83,211	86,539
12th year of service	71	86,473	89,932
Senior Designer (Exhibitions and Publications) National Parks and Wildlife Service			
On Appointment	77	91,472	95,131
Exhibitions Officer, Australian Museum			
Grade I			
1st year of service	56	74,592	77,576
2nd year of service	60	77,500	80,600
3rd year of service	64	80,728	83,957
4th year of service	67	83,211	86,539
5th year of service and thereafter	71	86,473	89,932
Grade II			
1st year of service	75	89,707	93,295
2nd year of service	77	91,472	95,131
Chief, Exhibitions Department			

Museum of Applied Arts and Sciences 1st year of service	92	105,966	110,205
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**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 2017.

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Level 1 At 18 years of age	7	39,703	41,291
Level 1 At 19 years of age with HSC	9	44,987	46,786
Level 2 Or minimum at 20 years	11	48,020	49,941
Level 3 Or minimum at 21 years	17	51,756	53,826
Level 4	20	53,168	55,295
Level 5	23	55,416	57,633
Level 6	25	56,420	58,677
Level 7	28	57,821	60,134
Level 8	32	59,961	62,359
Level 9	36	62,134	64,619
Level 10	40	64,429	67,006

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

Cartographers, Engineering Survey Drafting Officers,			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
General Scale			
1st year	7	39,703	41,291
2nd year	11	48,020	49,941
3rd year	17	51,756	53,826
4th year	20	53,168	55,295
5th year	23	55,416	57,633
6th year	25	56,420	58,677
7th year	28	57,821	60,134
8th year	32	59,961	62,359
9th year	36	62,134	64,619
10th year	40	64,429	67,006
11th year	46	67,975	70,694
12th year	49	69,973	72,772
13th year	52	71,926	74,803
14th year	55	73,901	76,857
Officer with HSC aged 19 and over paid not less than	9	44,987	46,786
Class 1			
1st year	58	75,992	79,032
2nd year	61	78,285	81,416

3rd year	64	80,728	83,957
4th year	67	83,211	86,539
Class 2			
1st year	75	89,707	93,295
2nd year	78	92,536	96,237
Class 3			
1st year	82	96,164	100,011
2nd year	85	98,982	102,941
Class 4			
1st year	88	101,947	106,025
2nd year	91	104,994	109,194
Class 5			
1st year	95	109,371	113,746
2nd year	98	112,849	117,363
Class 6			
1st year	101	116,211	120,859
2nd year	104	119,479	124,258
Class 7			
1st year	108	124,357	129,331
2nd year	111	128,061	133,183

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

Department of Corrective Services			
Classification and Grades		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Sessional Specialist HIV/Health Promotion (The rates are inclusive of a 15% casual loading for Monday to Friday work, plus 1/12th in lieu of recreation leaves)		87.18	90.67
Environmental Allowance for working within a correctional centre		2.02	2.10

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

Community Offender Support Program Centres DCS			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Throughcare and Placement Officer:			
1st year	88	101,947	106,025
2nd year	91	104,994	109,194
3rd year	95	109,371	113,746
Thereafter	98	112,849	117,363
Accommodation Support Worker:			
1st year	75	89,707	93,295
2nd year	78	92,536	96,237
3rd year	82	96,164	100,011
Thereafter	85	98,982	102,941
Assistant Support Worker:			
1st year	46	67,975	70,694
2nd year	49	69,973	72,772
3rd year	52	71,926	74,803
Thereafter	55	73,901	76,857

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

Computer Operators, All Departments			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Trainee Computer Operator			
At 18 and under	7	39,703	41,291
At 19	9	44,987	46,786
At 20	11	48,020	49,941
At 21	17	51,756	53,826
Computer Operator - Grade 1			
1st year of service	20	53,168	55,295
2nd year of service	23	55,416	57,633
3rd year of service	25	56,420	58,677
4th year of service and thereafter	28	57,821	60,134
Computer Operator - Grade 2			
1st year of service	32	59,961	62,359
2nd year of service	36	62,134	64,619
3rd year of service and thereafter	40	64,429	67,006
Senior Computer Operator - Grade 1			
1st year of service	46	67,975	70,694
2nd year of service	49	69,973	72,772
3rd year of service	52	71,926	74,803
4th year of service	55	73,901	76,857
Senior Computer Operator - Grade 2			
1st year of service	58	75,992	79,032
2nd year of service	61	78,285	81,416
3rd year of service	64	80,728	83,957
4th year of Service	67	83,211	86,539

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

Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Operations Manager - Clerk 11/12		
1st year of service	134,411	139,787
2nd year of service	140,109	145,713
3rd year of service	148,885	154,840
Thereafter	155,445	161,663
Assistant Operations Manager - Clerk 9/10		
1st year of service	116,211	120,859
2nd year of service	119,479	124,258
3rd year of service	124,357	129,331
Thereafter	128,061	133,183
Senior Case Worker - Clerk 5/6		
1st year of service	89,707	93,295
2nd year of service	92,536	96,237
3rd year of service	96,164	100,011
Thereafter	98,982	102,941

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

Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Assistant Manager</b>		
1st year of service	107,442	111,740
2nd year of service	110,465	114,884
3rd year of service	114,974	119,573
Thereafter	118,400	123,136
<b>Co-ordinator Program Support &amp; Security</b>		
1st year of service	94,254	98,024
2nd year of service	97,075	100,958
3rd year of service	101,118	105,163
Thereafter	104,332	108,505
<b>Senior Program Support Officer</b>		
1st year of service	82,939	86,257
2nd year of service	85,555	88,977
3rd year of service	88,907	92,463
Thereafter	91,515	95,176
<b>Program Support Officer</b>		
1st year of service	70,259	73,069
2nd year of service	72,377	75,272
3rd year of service	74,636	77,621
Thereafter	76,931	80,008

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

Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Co-ordinator Program Support &amp; Security</b>		
1st year of service	101,947	106,025
2nd year of service	104,994	109,194
3rd year of service	109,371	113,746
Thereafter	112,849	117,363
<b>Senior Program Support Officer</b>		
1st year of service	89,707	93,295
2nd year of service	92,536	96,237
3rd year of service	96,164	100,011
Thereafter	98,982	102,941
<b>Program Support Officer</b>		
1st year of service	75,992	79,032
2nd year of service	78,285	81,416
3rd year of service	80,728	83,957
Thereafter	83,211	86,539
Mobile Work Camps Allowance (per day)	161.65	168.10

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



Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Senior Program Support Officer		
1st year of service	89,707	93,295
2nd year of service	92,536	96,237
3rd year of service	96,164	100,011
Thereafter	98,982	102,941
Program Support Officer		
1st year of service	75,992	79,032
2nd year of service	78,285	81,416
3rd year of service	80,728	83,957
Thereafter	83,211	86,539

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

Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Team Leader (Administrative and Clerical Officer Grade 7/8)		
1st year of service	101,947	106,025
Thereafter	104,994	109,194
Grade 8		
1st year of service	109,371	113,746
Thereafter	112,849	117,363
Allowance	28,493	29,633
Bail Coordinator (Administrative and Clerical Officer Grade 5/6)		
Grade 5		
1st year of service	89,707	93,295
Thereafter	92,536	96,237
Grade 6		
1st year of service	96,164	100,011
Thereafter	98,982	102,941
Allowance	25,779	26,810

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

Conservators, Cultural Institutions			
Classifications and Grade	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Assistant Conservator - Class 1			
1st year of service	40	64,429	67,006
2nd year of service	42	65,664	68,291
3rd year of service	44	66,809	69,481
4th year of service	47	68,690	71,438
5th year of service	49	69,973	72,772
6th year of service	52	71,926	74,803
Class 2			
1st year of service	55	73,901	76,857
2nd year of service	56	74,592	77,576
3rd year of service	58	75,992	79,032
Conservator - Grade 1			
1st year of service	62	79,023	82,184

2nd year of service	64	80,728	83,957
3rd year of service	66	82,369	85,664
4th year of service	68	83,819	87,172
5th year of service	70	85,619	89,044
<b>Grade 2</b>			
1st year of service	74	88,813	92,366
2nd year of service	79	93,277	97,008
3rd year of service	83	97,102	100,986
4th year of service	87	100,942	104,980
5th year of service	91	104,994	109,194
<b>Grade 3</b>			
1st year of service	94	108,230	112,559
2nd year of service	97	111,629	116,094
3rd year of service	99	113,932	118,489
<b>Head Conservator</b>			
1st year of service	105	120,693	125,521
2nd year of service	108	124,357	129,331
3rd year of service	110	126,822	131,895

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Co-ordinator	61	78,285	81,416
Director	104	119,479	124,258

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Co-ordinator, Visual Arts	102	117,323	122,016
Environmental Allowance	-	3,271	3,402
All Incidents Allowance	-	11,250	11,700

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

Curatorial Staff			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Assistant Curator/Assistant Registrar - Grade I</b>			
1st year of service	40	64,429	67,006
2nd year of service	46	67,975	70,694
3rd year of service	51	71,202	74,050
4th year of service	57	75,250	78,260
5th year of service and thereafter	62	79,023	82,184
<b>Assistant Curator/Assistant Registrar - Grade II</b>			
1st year of service	64	80,728	83,957

2nd year of service	67	83,211	86,539
3rd year of service	70	85,619	89,044
4th year of service	73	88,112	91,636
5th year of service and thereafter	75	89,707	93,295
Curator/Registrar - Grade I			
1st year of service	77	91,472	95,131
2nd year of service	82	96,164	100,011
3rd year of service	86	99,868	103,863
4th year of service	91	104,994	109,194
5th year of service and thereafter	95	109,371	113,746
Curator/Registrar - Grade II			
1st year of service	99	113,932	118,489
2nd year of service	102	117,323	122,016
3rd year of service	105	120,693	125,521
4th year of service	108	124,357	129,331
5th year of service	110	126,822	131,895
Senior Curator Senior Registrar	114	131,799	137,071

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

Departmental Professional Officers - All Departments			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade I -			
1st year of service	46	67,975	70,694
2nd year of service	50	70,653	73,479
3rd year of service	56	74,592	77,576
4th year of service	63	79,952	83,150
5th year of service	70	85,619	89,044
6th year of service and thereafter	76	90,695	94,323
Grade II -			
1st year of service	81	95,136	98,941
2nd year of service	84	97,956	101,874
3rd year of service	87	100,942	104,980
4th year of service and thereafter	91	104,994	109,194
Grade III -			
1st year of service	95	109,371	113,746
2nd year of service	98	112,849	117,363
3rd year of service	100	115,095	119,699
4th year of service and thereafter	104	119,479	124,258
Grade IV -			
1st year of service	108	124,357	129,331
2nd year of service and thereafter	110	126,822	131,895
Grade V -			
1st year of service	114	131,799	137,071
2nd year of service and thereafter	116	134,411	139,787
Grade VI -			
1st year of service	119	138,596	144,140
2nd year of service and thereafter	121	141,313	146,966
Grade VII -			
1st year of service	124	145,682	151,509
2nd year of service and thereafter	126	148,885	154,840
Grade VIII -			
1st year of service	129	153,729	159,878

2nd year of service and thereafter	130	155,445	161,663
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**Department of Transport Officers Employment Conditions Agreement No.2548 of 1998**

Transport Officers		
Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade I -		
One	51,682	53,749
Two	53,487	55,626
Three	55,357	57,571
Four	57,295	59,587
Five	59,301	61,673
Grade 2		
One	59,301	61,673
Two	61,383	63,838
Three	63,525	66,066
Four	65,756	68,386
Five	68,053	70,775
Grade 3		
One	68,053	70,775
Two	70,433	73,250
Three	72,895	75,811
Four	75,449	78,467
Five	78,096	81,220
Grade 4		
One	78,096	81,220
Two	80,823	84,056
Three	83,652	86,998
Four	86,584	90,047
Five	89,725	93,314
Grade 5		
One	89,725	93,314
Two	92,747	96,457
Three	96,187	100,034
Four	99,356	103,330
Five	102,835	106,948
Grade 6		
One	102,835	106,948
Two	106,435	110,692
Three	110,156	114,562
Four	114,009	118,569
Five	118,003	122,723
Grade 7		
One	118,003	122,723
Two	122,134	127,019
Three	126,407	131,463
Four	130,829	136,062
Five	135,410	140,826
Grade 8		
One	135,410	140,826
Two	140,151	145,757
Three	148,915	154,872
Four	155,473	161,692
Five	160,914	167,351
Grade 9		

One	160,914	167,351
Two	169,558	176,340
Three	178,320	185,453
Four	184,878	192,273
Five	190,321	197,934

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Education Officer -			
1st year of service	43	66,315	68,968
2nd year of service	48	69,261	72,031
3rd year of service	54	73,175	76,102
4th year of service	60	77,500	80,600
5th year of service	66	82,369	85,664
6th year of service	71	86,473	89,932
7th year of service	75	89,707	93,295
8th year of service	79	93,277	97,008
9th year of service and thereafter	84	97,956	101,874
Senior Education Officer -			
1st year of service	98	112,849	117,363
2nd year of service and thereafter	101	116,211	120,859
Allowance after 12 months on the 9th year of service: \$ per annum	-	3,071	3,194
After a further 12 months: \$ per annum	-	3,071	3,194

**Engineers Agreement No. 1734 of 1971**

Engineers			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade I Diplomate Experience Since Qualifying			
In first year	46	67,975	70,694
After one year	50	70,653	73,479
After two years	56	74,592	77,576
After three years	63	79,952	83,150
After four years	70	85,619	89,044
After five years	76	90,695	94,323
Grade I Graduate Experience Since Qualifying			
In first year	50	70,653	73,479
After one year	56	74,592	77,576
After two years	63	79,952	83,150
After three years	70	85,619	89,044
After four years	76	90,695	94,323
Grade II			
1st year of service	82	96,164	100,011
2nd year of service	86	99,868	103,863
3rd year of service	89	102,972	107,091
4th year of service and thereafter	92	105,966	110,205
Grade III			

1st year of service	97	111,629	116,094
2nd year of service	100	115,095	119,699
3rd year of service	104	119,479	124,258
4th year of service and thereafter	107	123,134	128,059
<b>Grade IV</b>			
1st year of service	112	129,311	134,483
2nd year of service	115	133,103	138,427
3rd year of service and thereafter	117	135,745	141,175
<b>Grade V</b>			
1st year of service	121	141,313	146,966
2nd year of service and thereafter	123	144,097	149,861
<b>Grade VI</b>			
1st year of service	125	147,285	153,176
2nd year of service and thereafter	127	150,446	156,464

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

Escorts and Travelling Attendants		
Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Travelling Attendant</b>		
1st Year	52,538	54,640
2nd Year	52,538	54,640
3rd Year	53,042	55,164
4th Year	54,786	56,977
<b>Travelling Attendant (Hourly Rate)</b>		
1st Year	26.51	27.57
2nd Year	26.51	27.57
3rd Year	26.76	27.83
4th Year	27.62	28.72
<b>Escorts</b>		
1st Year	62,611	65,115
2nd Year	62,611	65,115
3rd Year	63,179	65,706
4th Year	65,313	67,926
<b>Rate A Applicable Mon-Fri and all overtime/travelling time weekdays and public holidays</b> = Hrly rate of Travelling Attendant + 10% +4/48ths		
1st Year	31.60	32.86
2nd Year	31.60	32.86
3rd Year	31.88	33.16
4th Year	32.92	34.24
<b>Rate B Applicable first 8 hours on Saturday</b> = Hrly rate of Travelling Attendant + 50% +4/48ths		
1st Year	43.07	44.79
2nd Year	43.07	44.79
3rd Year	43.46	45.20
4th Year	44.91	46.71
<b>Rate C Applicable first 8 hours on Sunday</b> = Hrly rate of Travelling Attendant + 75% +4/48ths		
1st Year	50.23	52.24
2nd Year	50.23	52.24
3rd Year	50.71	52.74
4th Year	52.38	54.48
<b>Rate D Applicable first 8 hours on a Public Holiday</b> = Hrly Rate of Travelling Attendant + 150%+4/48ths		

1st Year	71.77	74.64
2nd Year	71.77	74.64
3rd Year	72.43	75.33
4th Year	74.85	77.84

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

Gardening, Parks and Horticultural and Landscape Staff			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Gardener Tradesman	37	62,727	65,236
Gardener Experienced	30	58,915	61,272
Garden Labourer	20	53,168	55,295
Garden Labourer, 1st class	23	55,416	57,633
Chief Propagator (Royal Botanical Gardens)	43	66,315	68,968
Groundsman	33	60,447	62,865
Horticultural and Landscape Officers:			
Horticultural Assistants -			
1st year of service	33	60,447	62,865
2nd year of service	36	62,134	64,619
3rd year of service	38	63,248	65,778
4th year of service	40	64,429	67,006
5th year of service	42	65,664	68,291
6th year of service	44	66,809	69,481
7th year of service	46	67,975	70,694
Promotion beyond 3rd year rate dependent upon possession of the Certificate of Horticulture			
Ranger	30	58,915	61,272
Senior Ranger (plus appropriate Leading Hand Allowance)	30	58,915	61,272
Foreman	61	78,285	81,416
Foreman Special Grade	65	81,407	84,663
Superintendent, Centennial Park Supervisor	77	91,472	95,131
Royal Botanic Gardens and Mount Tomah			
1st year of service	68	83,819	87,172
2nd year of service	71	86,473	89,932
3rd year of service	73	88,112	91,636
Development Officer (Horticulture)			
	81	95,136	98,941
	82	96,164	100,011
	84	97,956	101,874
Living Collections Registrar			
Mount Tomah	46	67,975	70,694
	50	70,653	73,479
	53	72,541	75,443
	56	74,592	77,576

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

Car Drivers/Assistants
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Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Car Drivers - Driver/General Assistant	33	60,447	62,865
Departmental - Driver/Assistant	39	63,902	66,458
Departmental - Driver/Assistant (in Charge), Public Works Department	43	66,315	68,968
Ministerial Driver/Assistant			
* Salary Class 52 with allowance to Salary Class 122	39	63,902	66,458
	80	94,291	98,063

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Artificer, Australian Museum and Art Gallery of NSW			
1st year of service	43	66,315	68,968
2nd year of service and thereafter	45	67,458	70,156
Clerk of Works - Various Departments			
1st year of service	68	83,819	87,172
2nd year of service	70	85,619	89,044
3rd year of service	73	88,112	91,636
4th year of service	75	89,707	93,295
5th year of service and thereafter	77	91,472	95,131
(Provided that in respect of officers appointed after 10th December 1980, progression beyond the third year of service shall be dependent upon possession of the Building Foreman and Clerk of Works Certificate of the TAFE NSW*or a qualification deemed by the Industrial Authority to be appropriate and equivalent).			
(*Agencies are advised to check with TAFE institutes with regard to course qualifications)			
Deputy Senior Electrical Inspector, All Departments			
1st year of service	78	92,536	96,237
2nd year of service	80	94,291	98,063
Electrical Foreman, Various			
Grade 2	64	80,728	83,957
Grade 3	68	83,819	87,172
Grade 5	77	91,472	95,131
Electrical Inspectors, Various			
1st year of service	75	89,707	93,295
2nd year of service	77	91,472	95,131
Estimator, Various Departments			
1st year of service	68	83,819	87,172
2nd year of service	70	85,619	89,044
Fitter Operators, Various			
On appointment	51	71,202	74,050
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			
(i) NSW Electrician's Licence		58.41	60.75



(ii) Department of Industrial Relations First Class Refrigeration Certificate		18.48	19.22
(iii) Department of Industrial Relations Electrically Fired Boiler Attendant's Certificate		9.83	10.22
(iv) Department of Industrial Relations Open All Class Boiler Attendant's Certificate		18.49	19.23
(v) Refrigeration Mechanic's Certificate Course of the Sydney Technical College		18.49	19.23
Food and Beverage Controller			
(S.C. 53) 1st year		63,902	66,458
(S.C. 57) 2nd year		65,664	68,291
Food School Assistant			
(S.C. 23) 1st year		52,265	54,356
(S.C. 24) 4th year		52,720	54,829
(S.C. 26) 7th year		53,168	55,295
Foreman Electrical			
Grade 2 (T83)	64	80,728	83,957
Grade 3 (T96)	68	83,819	87,172
Grade 5 (T126)	77	91,472	95,131
Other than Electrical -			
Grade 1 (T59)	57	75,250	78,260
Grade 2 (T72)	61	78,285	81,416
Grade 3 (T85)	65	81,407	84,663
Grade 4 (T111)	73	88,112	91,636
Grade 5 (T125)	77	91,472	95,131
Assistant Mechanical Foreman (T72) -	61	78,285	81,416
Property and Maintenance Officer, Youth and Community Services			
1st year of service	77	91,472	95,131
2nd year of service and thereafter	80	94,291	98,063
Property Inspector, Public Trust Office			
1st year of service	64	80,728	83,957
2nd year of service	67	83,211	86,539
3rd year of service	69	84,782	88,173
4th year of service and thereafter	73	88,112	91,636
Radio Technician, Police			
1st year of service	47	68,690	71,438
2nd year of service	48	69,261	72,031
3rd year of service and thereafter	50	70,653	73,479
Scientific Instrument Maker, Various Departments			
1st year of service and thereafter	51	71,202	74,050
Senior Apprenticeship Supervisor, Department of Industrial Relations			
On appointment	78	92,536	96,237
Senior Electrical Inspector, Various Departments			
1st year of service	83	97,102	100,986
2nd year of service	85	98,982	102,941
Senior Estimator, Various Departments			
	71	86,473	89,932
Senior Mechanical Inspector			
1st year of service	83	97,102	100,986
2nd year of service and thereafter	85	98,982	102,941
Senior Radio Technician, Police and Forestry Commission			
1st year of service	57	75,250	78,260
2nd year of service and thereafter	58	75,992	79,032
Senior Works Supervisors, Various Departments			
1st year of service	83	97,102	100,986
2nd year of service and thereafter	85	98,982	102,941
Textile Maintenance Officer			

1st year	44	66,809	69,481
2nd year	46	67,975	70,694
3rd year	47	68,690	71,438
4th year	49	69,973	72,772
Works Supervisors, Various Departments			
1st year of service	78	92,536	96,237
2nd year of service and thereafter	80	94,291	98,063

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

Department of Education			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Gardener Glenfield Park SSP	27	57,337	59,630

**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	1.7.22 Per annum 2.53% \$	1.7.23 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	66,315	68,968
2nd year of service	48	69,261	72,031
3rd year of service	54	73,175	76,102
4th year of service	60	77,500	80,600
5th year of service	66	82,369	85,664
6th year of service	71	86,473	89,932
7th year of service	75	89,707	93,295
8th year of service	79	93,277	97,008
9th year of service and thereafter	84	97,956	101,874
Clinical Psychologist - Department of Health; Family and Community Services; Department of Attorney General			
1st year of service	79	93,277	97,008
2nd year of service	86	99,868	103,863
3rd year of service	91	104,994	109,194
4th year of service	96	110,516	114,937
5th year of service and thereafter	101	116,211	120,859

A Clinical Psychologist appointed to one of the following positions shall be paid as follows:			
Program Co-ordinator			
1st year of service	101	116,211	120,859
2nd year of service and thereafter	105	120,693	125,521
Senior Program Co-ordinator			
1st year of service	105	120,693	125,521
2nd year of service and thereafter	108	124,357	129,331
Program Director			
1st year of service	108	124,357	129,331
2nd year of service and thereafter	110	126,822	131,895
Project Director Department of Health NSW			
1st year of service	91	104,994	109,194
2nd year of service and thereafter	96	110,516	114,937
Rehabilitation Counsellor Workers Compensation Commission			
1st year of service	66	82,369	85,664
2nd year of service	71	86,473	89,932
3rd year of service and thereafter	75	89,707	93,295
Senior Rehabilitation Counsellor Workers Compensation Commission			
1st year of service	79	93,277	97,008
2nd year of service and thereafter	84	97,956	101,874
(B) Classified Positions (Group a) – On Appointment	101	116,211	120,859
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			
Group (b) On Appointment	105	120,693	125,521
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			
Group (c) – On Appointment	105	120,693	125,521
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			
Group (d)			
Chief Guidance Officer Department of Industrial Relations			
On Appointment	110	126,822	131,895
Chief Psychologist Corrective Services			
On Appointment	114	131,799	137,071
Assistant Director Division of Vocational Guidance Services, Department of Industrial Relations			
On Appointment	115	133,103	138,427
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	140,109	145,713
Deputy Director, Division of Vocational Guidance Services Department of Industrial Relations On Appointment	125	147,285	153,176

Note: For Psychologist classifications refer to the Crown Employees (Psychologists) Award 2017 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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Interpretive Assistants			
Year 1	43	66,315	68,968
Year 2	47	68,690	71,438

#### **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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Laboratory Attendant (Junior)			
At 16 and under	4	32,914	34,231
At 17	6	37,352	38,846
At 18	8	42,424	44,121
At 19	11	48,020	49,941
At 20	18	52,265	54,356
Laboratory Attendant General Scale (Adult)			
1st year of service	24	55,961	58,199
2nd year of service	26	56,880	59,155
3rd year of service and thereafter	28	57,821	60,134
Laboratory Attendant Grade 1 (Adult)			
1st year of service	28	57,821	60,134
2nd year of service	31	59,385	61,760
3rd year of service and thereafter	33	60,447	62,865
Technical Officer (Scientific) Grade 1			
1st year of service	36	62,134	64,619
2nd year of service	38	63,248	65,778
3rd year of service	41	65,152	67,758
4th year of service	43	66,315	68,968
5th year of service	46	67,975	70,694
6th year of service and thereafter	50	70,653	73,479
7th year of service	53	72,541	75,443
8th year of service and thereafter	56	74,592	77,576
Technical Officer (Scientific) Grade II			
1st year of service	63	79,952	83,150

2nd year of service	66	82,369	85,664
3rd year of service	70	85,619	89,044
4th year of service	76	90,695	94,323
<b>Senior Technical Officer (Scientific) Grade 1</b>			
1st year of service	81	95,136	98,941
2nd year of service	83	97,102	100,986
3rd year of service and thereafter	84	97,956	101,874
<b>Senior Technical Officer (Scientific) Grade II</b>			
1st year of service	84	97,956	101,874
2nd year of service	87	100,942	104,980
3rd year of service	89	102,972	107,091
4th year of service	92	105,966	110,205
5th year of service and thereafter	95	109,371	113,746
<b>Trainee Technical Officer (Scientific)</b>			
1st year	5	35,005	36,405
2nd year	7	39,703	41,291
3rd year	9	44,987	46,786
4th year	13	48,934	50,891

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

Legal Officers, Various Departments			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Legal Officers</b>			
<b>Grade I</b>			
1st year of service	51	71,202	74,050
2nd year of service	55	73,901	76,857
3rd year of service	58	75,992	79,032
4th year of service	61	78,285	81,416
5th year of service	65	81,407	84,663
<b>Grade II</b>			
1st year of service	73	88,112	91,636
2nd year of service	78	92,536	96,237
3rd year of service	84	97,956	101,874
4th year of service	89	102,972	107,091
5th year of service	93	107,079	111,362
<b>Grade III</b>			
1st year of service	98	112,849	117,363
2nd year of service	101	116,211	120,859
3rd year of service	105	120,693	125,521
<b>Grade IV</b>			
1st year of service	112	129,311	134,483
2nd year of service	114	131,799	137,071
<b>Grade V</b>			
1st year of service	119	138,596	144,140
2nd year of service	121	141,313	146,966
<b>Grade VI</b>			
1st year of service	126	148,885	154,840
2nd year of service	128	152,021	158,102

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

Maintenance Officer State Library of NSW
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Classification	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Maintenance Officer		
1st year of service	67,812	70,524
2nd year of service	71,423	74,280

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

Media Monitors			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Media Monitor, Level 1			
1st year of service	61	78,285	81,416
2nd year of service	65	81,407	84,663
3rd year of service	69	84,782	88,173
4th year of service	74	88,813	92,366
Senior Media Monitor, Level 2			
1st year of service	78	92,536	96,237
2nd year of service	82	96,164	100,011
3rd year of service	86	99,868	103,863
4th year of service	89	102,972	107,091

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

Ministerial Drivers			
	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Ministerial Driver	39	63,902	66,458
Out of Hours Work Allowance (calculated at 34 hours at ordinary time of base salary)	-	57,154	59,461

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Cadets/Trainees			
1st year of service	8	42,424	44,121
2nd year of service	11	48,020	49,941
3rd year of service	17	51,756	53,826
4th year of service	25	56,420	58,677
5th year of service	32	59,961	62,359
6th year of service	37	62,727	65,236
General Scale			
1st year of service	37	62,727	65,236
2nd year of service	44	66,809	69,481
3rd year of service	51	71,202	74,050
4th year of service	58	75,992	79,032

5th year of service	64	80,728	83,957
6th year of service	71	86,473	89,932
Grade 1			
1st year of service	72	87,209	90,697
2nd year of service	75	89,707	93,295
3rd year of service	78	92,536	96,237
Thereafter	81	95,136	98,941
Grade 2			
1st year of service	85	98,982	102,941
Thereafter	87	100,942	104,980
Grade 3			
1st year of service	90	103,993	108,153
Thereafter	95	109,371	113,746
Grade 4			
1st year of service	99	113,932	118,489
Thereafter	102	117,323	122,016
Grade 5			
1st year of service	108	124,357	129,331
Thereafter	111	128,061	133,183
Grade 6			
1st year of service	116	134,411	139,787
Thereafter	121	141,313	146,966

Office of the Director of Public Prosecutions NSW Prosecution Officer (Lawyer) Level 5 – Step 1 and Prosecution Officer (Lawyer) Level 4 – Step 3, Determination No 2 of 2023

	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
ODPP Classification	Salary	Salary
Prosecution Officer (Lawyer) - Level 5 – Salary Step 1	185,473	192,892
Prosecution Officer (Lawyer) - Level 4 – Salary Step 3	155,445	161,663

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

Administrative and Clerical Officers, Parliament House			
Classification and Grades	Common Salary Points	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Clerks General Scale			
1st year of service or 18	7	39,703	41,291
2nd year of service min. at 20	11	48,020	49,941
3rd year of service min. at 21	17	51,756	53,826
4th year of service	20	53,168	55,295
5th year of service	23	55,416	57,633
6th year of service	25	56,420	58,677
7th year of service	28	57,821	60,134
8th year of service	32	59,961	62,359
9th year of service	36	62,134	64,619
10th year of service	40	64,429	67,006
Officer with HSC at 19 paid not less than	9	44,987	46,786
Grade 1 -			
1st year of service	46	67,975	70,694
Thereafter	49	69,973	72,772
Grade 2 -			
1st year of service	52	71,926	74,803

Thereafter	55	73,901	76,857
Grade 3 -			
1st year of service	58	75,992	79,032
Thereafter	61	78,285	81,416
Grade 4 -			
1st year of service	64	80,728	83,957
Thereafter	67	83,211	86,539
Grade 5 -			
1st year of service	75	89,707	93,295
Thereafter	78	92,536	96,237
Grade 6 -			
1st year of service	82	96,164	100,011
Thereafter	85	98,982	102,941
Grade 7 -			
1st year of service	88	101,947	106,025
Thereafter	91	104,994	109,194
Grade 8 -			
1st year of service	95	109,371	113,746
Thereafter	98	112,849	117,363
Grade 9 -			
1st year of service	101	116,211	120,859
Thereafter	104	119,479	124,258
Grade 10 -			
1st year of service	108	124,357	129,331
Thereafter	111	128,061	133,183
Grade 11 -			
1st year of service	116	134,411	139,787
Thereafter	120	140,109	145,713
Grade 12 -			
1st year of service	126	148,885	154,840
Thereafter	130	155,445	161,663

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

Other Clerical Officers, Parliament House			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade 1 -			
Group A -			
1st year of service or under 17	1	27,637	28,742
2nd year of service or 17	4	32,914	34,231
3rd year of service or 18	6	37,352	38,846
Group B -			
1st year of service or under 17	2	29,488	30,668
2nd year of service or 17	4	32,914	34,231
3rd year of service	6	37,352	38,846
Grade 1 -			
4th year of service 19	9	44,987	46,786
5th year of service 20	11	48,020	49,941
6th year of service	17	51,756	53,826
7th year of service	20	53,168	55,295
8th year of service	23	55,416	57,633
9th year of service	25	56,420	58,677
10th year of service	28	57,821	60,134
Grade 1/2 -			
Group C -			



1st year of service or under 17	3	31,045	32,287
2nd year of service or 17	6	37,352	38,846
3rd year of service or 18	9	44,987	46,786
Group D only -			
Officer with HSC at 19 paid not less than	9	44,987	46,786
4th year of service or 19	11	48,020	49,941
5th year of service or 20	17	51,756	53,826
6th year of service	20	53,168	55,295
7th year of service	23	55,416	57,633
8th year of service	25	56,420	58,677
9th year of service	28	57,821	60,134
10th year of service	32	59,961	62,359
11th year of service	36	62,134	64,619
12th year of service	40	64,429	67,006
Grade 3 -			
1st year of service	46	67,975	70,694
2nd year of service	49	69,973	72,772
Grade 3/4 -			
1st year of service	46	67,975	70,694
2nd year of service	49	69,973	72,772
3rd year of service	52	71,926	74,803
4th year of service	55	73,901	76,857
Grade 4 -			
1st year of service	52	71,926	74,803
2nd year of service	55	73,901	76,857
Grade 5 -			
1st year of service	58	75,992	79,032
2nd year of service	61	78,285	81,416
Grade 6 -			
1st year of service	64	80,728	83,957
2nd year of service	67	83,211	86,539
Grade 7 -			
1st year of service	75	89,707	93,295
2nd year of service	78	92,536	96,237
Grade 8 -			
1st year of service	82	96,164	100,011
2nd year of service	85	98,982	102,941

### Parliamentary Attendant Staff, Determinations of the Presiding Officers

Parliamentary Attendant Staff			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Parliamentary Officer - Attendant			
Grade 1			
1st year of service	32	59,961	62,359
2nd year of service	36	62,134	64,619
Thereafter	40	64,429	67,006
Grade 2			
1st year of service	41	65,152	67,758
Thereafter	43	66,315	68,968
Grade 3			
1st year of service (Level 1)	46	67,975	70,694
Thereafter (Level 2)	49	69,973	72,772

Grade 4	55	73,901	76,857
Grade 5	61	78,285	81,416

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
**Parliamentary Officers Chef - Grade 4 (Head Chef)			
1st year	82	96,164	100,011
2nd year and thereafter	85	98,982	102,941
**Parliamentary Officer Chef - Grade 3 (Chef)	47	68,690	71,438
**Parliamentary Officer Chef - Grade 2 - (Assistant Chef)	37	62,727	65,236
Parliamentary Steward			
1st year	48	69,261	72,031
2nd year and thereafter	50	70,653	73,479
Dining Room Supervisor	40	64,429	67,006
Assistant Dining Room Supervisor	32	59,961	62,359
**Catering Supervisor (Cafeteria Supervisor)	34	61,014	63,455
**Catering Supervisor (Room Service Supervisor)	32	59,961	62,359
Senior Dining Room Attendant/Cleaner	29	58,416	60,753
Dining Room Attendant/Cleaner	27	57,337	59,630
Senior Bartender	30	58,915	61,272
Bartender	-	55,936	58,173
Kitchen Attendant	27	57,337	59,630
Kitchen Assistant	-	54,097	56,261
Stock Clerk -			
1st year	38	63,248	65,778
2nd year	40	64,429	67,006
3rd year and thereafter	43	66,315	68,968
Pantry Supervisor	34	61,014	63,455
Assistant Pantry Supervisor	30	58,915	61,272
**Cleaning Supervisor (Foreman Cleaner)	30	58,915	61,272
**Assistant Cleaning Supervisor (Assistant Foreman Cleaner)		55,936	58,173
General Useful		54,097	56,261
Stores Officer			
1st year		63,902	66,458
2nd year and thereafter	-	65,152	67,758
Housekeeper	-	52,609	54,713
*Senior Laundry Assistant	-	52,134	54,219
Laundry Assistant	-	51,617	53,682
Cleaner	-	51,617	53,682
**Horticulturalist Grade 2 (Gardener – experienced)	32	59,961	62,359
*Attendant/Gatekeeper	-	54,097	56,261
*Parliament House Security Officer	41	65,152	67,758
*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
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Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Parole Officer			
Min 3	58	75,992	79,032
Max 3	61	78,285	81,416
Min 4	64	80,728	83,957
Max 4	67	83,211	86,539
Min 5	75	89,707	93,295
Max 5	78	92,536	96,237
Min 6	82	96,164	100,011
Max 6	85	98,982	102,941
Unit Leader			
Min 7	88	101,947	106,025
Max 7	91	104,994	109,194
Min 8	95	109,371	113,746
Max 8	98	112,849	117,363
District Manager 4			
Min 7	88	101,947	106,025
Max 7	91	104,994	109,194
Min 8	95	109,371	113,746
District Manager 3			
Min 8	95	109,371	113,746
Max 8	98	112,849	117,363
Min 9	101	116,211	120,859
Max 9	104	119,479	124,258
District Manager 2			
Min 9	101	116,211	120,859
Max 9	104	119,479	124,258
Min 10	108	124,357	129,331
Max 10	111	128,061	133,183
District Manager 1			
Min 10	108	124,357	129,331
Max 10	111	128,061	133,183
Min 11	116	134,411	139,787
Max 11	120	140,109	145,713

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

Petty Sessions Officers - Local Courts Administration			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade1/2			
1st year of service	7	39,703	41,291
2nd year of service	11	48,020	49,941
3rd year of service	17	51,756	53,826
4th year of service	20	53,168	55,295
5th year of service	23	55,416	57,633
6th year of service	25	56,420	58,677
7th year of service	28	57,821	60,134
8th year of service	32	59,961	62,359
9th year of service	36	62,134	64,619
10th year of service	40	64,429	67,006
Officer with HSC at 19 paid not less than	9	44,987	46,786
General Scale			

Grade 3			
1st year of service Max 1	49	69,973	72,772
2nd year of service Min 2	52	71,926	74,803
Thereafter Max 2	55	73,901	76,857
Grade 4			
1st year of service Max 3	61	78,285	81,416
2nd year of service Min 4	64	80,728	83,957
Thereafter Max 4	67	83,211	86,539
Grade 5			
1st year of service Max 5	78	92,536	96,237
2nd year of service Min 6	82	96,164	100,011
Thereafter Max 6	85	98,982	102,941
Grade 6			
1st year of service Min 8	95	109,371	113,746
Thereafter Max 9	104	119,479	124,258
Grade 7			
1st year of service Min 11	116	134,411	139,787
Thereafter Min 12	126	148,885	154,840

**Pharmacists Agreement 2441 of 1982**

Pharmacists			
Classification and Grade	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$	
Pharmacist - Grade 1			
1st year	65,049	67,651	
2nd year	67,480	70,179	
3rd year	71,611	74,475	
4th year	76,545	79,607	
5th year	81,854	85,128	
6th year	87,052	90,534	
7th year	91,271	94,922	
8th year	94,210	97,978	
Pharmacist - Grade 2 After 2 yrs on maximum	97,022	100,903	
Part-time Pharmacist (per hour)	51.85	53.92	
Pharmaceutical Advisor, Pharmaceutical Services Branch			
1st year	105,402	109,618	
2nd year	108,937	113,294	
3rd year	111,982	116,461	
4th year	115,031	119,632	
Principal Pharmaceutical Advisor, Pharmaceutical Services Branch			
1st year	125,951	130,989	
2nd year	129,128	134,293	
Deputy Chief Pharmacist, Pharmaceutical Services Branch			
1st year	133,406	138,742	
2nd year	136,727	142,196	
Chief Pharmacist, Pharmaceutical Services Branch			
1st year	147,251	153,141	
2nd year	150,708	156,736	
Chief Pharmacist Group 1 & 3, Grade 5 Corrections Health Service			
1st year	125,945	130,983	
2nd year	129,129	134,294	

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

Psychologists, Community Offender Services - Department of Corrective Services			
Classification and Grades	Common Salary Points	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Senior Psychologist Year 1	-	129,106	134,270
Senior Psychologist Year 2	-	134,537	139,918
Senior Psychologist Year 3 and thereafter	-	139,966	145,565
Senior Specialist Psychologist Year 1	-	150,829	156,862
Senior Specialist Psychologist Year 2	-	155,164	161,371
Senior Specialist Psychologist Year 3 and thereafter	-	159,538	165,920
Community Based Incidental Allowance	-	3,271	3,402

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

Publicity Officers and Public Relations Officers			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Assistant Publicity Officers			
1st year of service	59	76,788	79,860
2nd year of service	62	79,023	82,184
Publicity Officers			
1st year of service	69	84,782	88,173
2nd year of service	72	87,209	90,697
3rd year of service and thereafter	74	88,813	92,366
Senior Publicity Officers, Dept of Education & Training			
1st year of service and thereafter	100	115,095	119,699
Public Relations Officer			
Grade II			
1st year of service	87	100,942	104,980
2nd year of service	89	102,972	107,091
3rd year of service and thereafter	91	104,994	109,194
Grade I			
1st year of service	103	118,405	123,141
2nd year of service	105	120,693	125,521
3rd year of service and thereafter	107	123,134	128,059
Allowance in lieu of overtime (per annum)	-	13,285	13,816

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

Scientific Officers, Various Departments			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade I			
1st year of service	46	67,975	70,694
2nd year of service	50	70,653	73,479
3rd year of service	56	74,592	77,576
4th year of service	63	79,952	83,150
5th year of service	70	85,619	89,044
6th year of service and thereafter	76	90,695	94,323
Grade II			

1st year of service	81	95,136	98,941
2nd year of service	84	97,956	101,874
3rd year of service	87	100,942	104,980
4th year of service and thereafter	91	104,994	109,194
<b>Grade III</b>			
1st year of service	95	109,371	113,746
2nd year of service	98	112,849	117,363
3rd year of service and thereafter	100	115,095	119,699
<b>Grade IV</b>			
1st year of service	105	120,693	125,521
2nd year of service	108	124,357	129,331
3rd year of service and thereafter	110	126,822	131,895
<b>Grade V</b>			
1st year of service	114	131,799	137,071
2nd year of service and thereafter	117	135,745	141,175
<b>Grade VI</b>			
1st year of service	120	140,109	145,713
2nd year of service	123	144,097	149,861

#### 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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Security Officer	25	56,420	58,677
Senior Security Officer	30	58,915	61,272
Chief Security Controller - Sydney			
1st year	75	89,707	93,295
2nd year	78	92,536	96,237
Chief Security Officer - Sydney			
(S.C. 85) 1st year	60	77,500	80,600
(S.C. 92) 2nd year	64	80,728	83,957
Newcastle - (S.C. 80)	57	75,250	78,260

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

Social Workers, Various Departments			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Social Worker, Community Services Consultant			
1st year of service	44	66,809	69,481
2nd year of service	49	69,973	72,772
3rd year of service	55	73,901	76,857
4th year of service	61	78,285	81,416
5th year of service	67	83,211	86,539
6th year of service	71	86,473	89,932
7th year of service	75	89,707	93,295
8th year of service	79	93,277	97,008
9th year of service and thereafter	84	97,956	101,874
Senior Allotment Officer	89	102,972	107,091
Community Services Officer	96	110,516	114,937
Social Worker Grade I	89	102,972	107,091
Senior Social Worker	96	110,516	114,937

Regional Social Work Adviser			
South Eastern, Orana and Far West and South Western Health Regions	89	102,972	107,091
Central Western, North Coast, Illawarra and New England Health Regions	96	110,516	114,937
Southern Metropolitan, Northern Metropolitan, Western Metropolitan and Hunter Health Regions	107	123,134	128,059

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Stores Officers</b>			
<b>Grade 1</b>			
1st year of service	31	59,385	61,760
2nd year of service and thereafter	33	60,447	62,865
<b>Grade 2</b>			
1st year of service	34	61,014	63,455
2nd year of service and thereafter	35	61,508	63,968
<b>Grade 3</b>			
1st year of service	36	62,134	64,619
2nd year of service and thereafter	37	62,727	65,236
<b>Grade 4</b>			
1st year of service	39	63,902	66,458
2nd year of service	41	65,152	67,758
3rd year of service and thereafter	41	65,152	67,758
<b>Stores and Despatch Officer Art Gallery of N.S.W.</b>			
1st year of service	39	63,902	66,458
2nd year of service	40	64,429	67,006
3rd year of service and thereafter	41	65,152	67,758
<b>Drug Checker and Counter Hand Commercial Services Group</b>			
1st year of service	37	62,727	65,236
2nd year of service and thereafter	38	63,248	65,778
<b>Area Supervisors Commercial Services Group</b>			
1st year of service	46	67,975	70,694
2nd year of service and thereafter	48	69,261	72,031
<b>Second O.I.C. (Other Areas) Commercial Services Group</b>			
1st year of service	37	62,727	65,236
2nd year of service and thereafter	38	63,248	65,778
<b>Area Supervisors (Shea's Creek Stores) Despatch Section, Government Supply Department</b>			
1st year of service	52	71,926	74,803
2nd year of service and thereafter	55	73,901	76,857
<b>Packing Section and Sheds 68-72 Commercial Services Group</b>			
1st year of service	49	69,973	72,772
2nd year of service and thereafter	51	71,202	74,050
<b>Section O.I.C. (Areas) Commercial Services Group</b>			
1st year of service	41	65,152	67,758
2nd year of service and thereafter	43	66,315	68,968
<b>Packing Section and Sheds 68-72 Commercial Services Group</b>			
1st year of service	39	63,902	66,458
2nd year of service and thereafter	40	64,429	67,006
<b>Assistant Inspector of Packing and Quality Control, Commercial Services Group</b>			
	56	74,592	77,576

Inspector of Packing and Quality Control, Commercial Services Group	59	76,788	79,860
Controller of Order Processing, Commercial Services Group	59	76,788	79,860
Stores Controller, CMA	46	67,975	70,694
Assistant Stores Controller, CMA	40	64,429	67,006
Chief Stores Officer, Government Motor Garage			
1st year of service	46	67,975	70,694
2nd year of service	48	69,261	72,031
3rd year of service and thereafter	49	69,973	72,772

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade I			
1st year of service	50	70,653	73,479
2nd year of service	56	74,592	77,576
3rd year of service	63	79,952	83,150
4th year of service	70	85,619	89,044
5th year of service and thereafter	76	90,695	94,323
Grade II			
1st year of service	82	96,164	100,011
2nd year of service	86	99,868	103,863
3rd year of service	89	102,972	107,091
4th year of service and thereafter	92	105,966	110,205
Grade III			
1st year of service	97	111,629	116,094
2nd year of service	100	115,095	119,699
3rd year of service	104	119,479	124,258
4th year of service and thereafter	107	123,134	128,059
Grade IV			
1st year of service	112	129,311	134,483
2nd year of service	115	133,103	138,427
3rd year of service and thereafter	117	135,745	141,175
Grade V			
1st year of service	121	141,313	146,966
2nd year of service and thereafter	123	144,097	149,861

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

Technical Officers (Engineering)			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade 1			
1st year of service	48	69,261	72,031
2nd year of service	51	71,202	74,050
3rd year of service	54	73,175	76,102
4th year of service	56	74,592	77,576
5th year of service	59	76,788	79,860
Grade 2			
1st year of service	64	80,728	83,957



2nd year of service	66	82,369	85,664
3rd year of service	68	83,819	87,172
4th year of service	70	85,619	89,044
Grade 3			
1st year of service and thereafter	77	91,472	95,131
Senior Technical Officer			
Grade 1			
1st year of service	75	89,707	93,295
2nd year of service	77	91,472	95,131
3rd year of service	80	94,291	98,063
Grade 2			
1st year of service	83	97,102	100,986
2nd year of service	86	99,868	103,863
Grade 3	90	103,993	108,153

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

Technical Surveyors, All Departments			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Assistant Technical Surveyors			
1st year of service	2	29,488	30,668
2nd year of service	5	35,005	36,405
3rd year of service	7	39,703	41,291
4th year of service	11	48,020	49,941
5th year of service	17	51,756	53,826
6th year of service	20	53,168	55,295
7th year of service	23	55,416	57,633
8th year of service	25	56,420	58,677
9th year of service	28	57,821	60,134
10th year of service	32	59,961	62,359
11th year of service	36	62,134	64,619
12th year of service	40	64,429	67,006
13th year of service	46	67,975	70,694
14th year of service	49	69,973	72,772
15th year of service	52	71,926	74,803
16th year of service	55	73,901	76,857
Officer with HSC at 19 paid not less than	9	44,987	46,786
Technical Surveyor			
Grade 1			
1st year of service	58	75,992	79,032
2nd year of service	61	78,285	81,416
3rd year of service	64	80,728	83,957
4th year of service	67	83,211	86,539
Grade 2			
1st year of service	73	88,112	91,636
2nd year of service	76	90,695	94,323
3rd year of service	80	94,291	98,063
4th year of service	83	97,102	100,986
Grade 3			
1st year of service	88	101,947	106,025
2nd year of service	91	104,994	109,194

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade 1			
Year 1	59	76,788	79,860
Thereafter	60	77,500	80,600
Grade 2			
Year 1	62	79,023	82,184
Thereafter	63	79,952	83,150
On call allowance (per week)	-	290.20	301.80

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Timekeeper and/or Storekeeper			
Grade I			
1st year of service	34	61,014	63,455
2nd year of service	37	62,727	65,236
Grade II			
1st year of service	39	63,902	66,458
2nd year of service	42	65,664	68,291
Assistant to Supervisory Timekeeper			
On Appointment	43	66,315	68,968
Special Grade			
1st year of service	45	67,458	70,156
2nd year of service	46	67,975	70,694

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

Tracers, Various Departments			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
General Scale			
1st year of service or under 17	2	29,488	30,668
2nd year of service or 17	4	32,914	34,231
3rd year of service or 18	6	37,352	38,846
4th year of service or 19	8	42,424	44,121
5th year of service or 20	10	47,585	49,488
6th year of service or 21	17	51,756	53,826
7th year of service	19	52,720	54,829
8th year of service	23	55,416	57,633
9th year of service	25	56,420	58,677
Grade 1			
1st year of service	26	56,880	59,155
2nd year of service	28	57,821	60,134
Grade 2			
1st year of service	31	59,385	61,760
2nd year of service	33	60,447	62,865

Grade 3			
1st year of service	35	61,508	63,968
2nd year of service	37	62,727	65,236
Grade 4			
1st year of service	39	63,902	66,458
2nd year of service	40	64,429	67,006

N. CONSTANT, *Chief Commissioner*

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(385)

**SERIAL C9661****CROWN EMPLOYEES (PUBLIC SECTOR - SALARIES 2022) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Industrial Relations Secretary.

(Case No. 210201 of 2023)

Before Chief Commissioner Constant

20 July 2023

**VARIATION**

1. Delete subclause (iii) of clause 3, Salaries, of the award published 8 September 2022 (392 I.G. 848) and insert in lieu thereof the following:
  - (iii) The salaries prescribed in Part B reflect:
    - a 4% increase to salaries payable with effect from the first full pay period to commence on or after 1 July 2023;
2. Delete paragraph (b) of subclause (ii) of clause 9, Area, Incidence and Duration and insert in lieu thereof the following:
  - (b) persons employed by Transport for NSW.
3. Delete Schedule A and insert in lieu thereof the following:

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

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

**Awards:**

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

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

Crown Employees (Departmental Officers) Award

Crown Employees Sound Reporters Award

Crown Employees (NSW (Department of Communities and Justice Youth Justice) - 38 Hour Week Operational Staff 2019) Reviewed Award

Crown Employees (Office of Sport - Catering Officers) Award

Crown Employees (Office of Sport - Centre Managers) Award

Crown Employees (Office of Sport - Program Officers) Award

Crown Employees (Office of Sport - Services Officers) Award

Crown Employees (Department of Planning, Industry and Environment) Aboriginal Housing Award 2016

Crown Employees (Department of Finance, Services and Innovation) Award 2015

Crown Employees (Department of Regional NSW) Food Safety Officers Award

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

Crown Employees (Custodial Executive Rank Officer - Department of Communities and Justice - Corrective Services NSW) Award 2009

Crown Employees (General Staff - Salaries) Award 2007

Crown Employees Sydney Living Museums (Gardens - Horticulture and Trades Employees) Award 2016

Crown Employees (Interpreters and Translators, Multicultural NSW) Award

Crown Employees (Jenolan Caves Reserve Trust) Salaries Award 2020

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

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

Crown Employees (Lord Howe Island Board Salaries and Conditions 2021) Award

Crown Employees (NSW Department of Community and Justice - Community Services Division) After Hours Service Award 2019

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

Crown Employees (Department of Industry, Skills and Regional Development) Domestic Services Officers Award

Crown Employees (NSW Department of Premiers and Cabinet) Exhibition Project Managers and Officers Australian Museum Award

Crown Employees (Department of Industry, Skills and Regional Development) Fisheries Employees Award

Crown Employees (Department of Industry, Skills and Regional Development) Geoscientists Award

Crown Employees (Department of Industry) Local Coordinator Allowance Award

Crown Employees (Department of Industry, Skills and Regional Development) Mine Safety and Environment Officers Award

Crown Employees (Department of Regional NSW) Operational Staff Award

Crown Employees (NSW Department of Premier and Cabinet) Museum of Applied Arts and Sciences - Casual Guide Lecturers Award

Crown Employees (Department of Regional NSW) Professional Officers Award

Crown Employees (Department of Industry) Regulatory Officers Award

Crown Employees (NSW Department of Premiers and Cabinet) State Library Security Staff Award

Crown Employees (Department of Industry) Technical Staff Award

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

Crown Employees (NSW Police Force Communications Officers) Award

Crown Employees (NSW Police Force Police Band) Award 2018

Crown Employees (NSW Police Force Special Constables) (Security) Award 2018

Crown Employees (Department of Planning, Industry and the Office of Environment Protection Authority) General Award 2021

Crown Employees (Department of Planning, Industry and Environment – Place Management NSW Casual Staff) Award 2019

Crown Employees (Department of Planning, Industry and Environment – National Parks and Wildlife Service) Conditions of Employment Award 2015

Crown Employees (Department of Customer Service - SafeWork NSW Inspectors 2007) Reviewed Award

Crown Employees (Parks and Gardens - Horticulture and Rangers Staff) Award 2016

Crown Employees (Parliament House Conditions of Employment) Award 2015

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

Crown Employees (Planning Officers) Award 2021

Crown Employees (Psychologists) Award

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

Crown Employees (Public Service Training Wage) Reviewed Award 2008

Crown Employees (Research Scientists) Award 2007

Crown Employees (Rural Fire Service) Award

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

Crown Employees (Sheriff's Officers) Award

Crown Employees (State Emergency Service) Zone Staff Award 2021

Crown Employees (State Emergency Service) State Operations Centre – Continuous Shift Workers Award 2021

Crown Employees (Tipstaves to Justices) Award

Crown Employees (Trades Assistants) Award 2019

Taronga Conservation Society Australia Salaried Employees Award

#### **Agreements and Determinations:**

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

Architects etc. Agreement No. 1733 of 1971

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

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

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

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

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

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

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

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

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

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

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

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

Conservators, Cultural Institutions Agreement No. 2504 of 1987

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

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

Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987

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

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 1981; 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

Office of the Director of Public Prosecutions NSW Prosecution Officer (Lawyer) Level 5 – Step 1 and Prosecution Officer (Lawyer) Level 4 – Step 3, Determination No 2 of 2023

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

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

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

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

		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Common Salary Point:	1	27,637	28,742
	2	29,488	30,668
	3	31,045	32,287
	4	32,914	34,231
	5	35,005	36,405
	6	37,352	38,846
	7	39,703	41,291
	8	42,424	44,121
	9	44,987	46,786
	10	47,585	49,488
	11	48,020	49,941
	12	48,451	50,389
	13	48,934	50,891
	14	49,442	51,420
	15	49,909	51,905
	16	50,484	52,503
	17	51,756	53,826
	18	52,265	54,356
	19	52,720	54,829
	20	53,168	55,295
	21	53,673	55,820
	22	54,174	56,341
	23	55,416	57,633
	24	55,961	58,199
	25	56,420	58,677
	26	56,880	59,155
	27	57,337	59,630
	28	57,821	60,134
	29	58,416	60,753
	30	58,915	61,272
	31	59,385	61,760
	32	59,961	62,359
	33	60,447	62,865
	34	61,014	63,455
	35	61,508	63,968

	36	62,134	64,619
	37	62,727	65,236
	38	63,248	65,778
	39	63,902	66,458
	40	64,429	67,006
	41	65,152	67,758
	42	65,664	68,291
	43	66,315	68,968
	44	66,809	69,481
	45	67,458	70,156
	46	67,975	70,694
	47	68,690	71,438
	48	69,261	72,031
	49	69,973	72,772
	50	70,653	73,479
	51	71,202	74,050
	52	71,926	74,803
	53	72,541	75,443
	54	73,175	76,102
	55	73,901	76,857
	56	74,592	77,576
	57	75,250	78,260
	58	75,992	79,032
	59	76,788	79,860
	60	77,500	80,600
	61	78,285	81,416
	62	79,023	82,184
	63	79,952	83,150
	64	80,728	83,957
	65	81,407	84,663
	66	82,369	85,664
	67	83,211	86,539
	68	83,819	87,172
	69	84,782	88,173
	70	85,619	89,044
	71	86,473	89,932
	72	87,209	90,697
	73	88,112	91,636
	74	88,813	92,366
	75	89,707	93,295
	76	90,695	94,323
	77	91,472	95,131
	78	92,536	96,237
	79	93,277	97,008
	80	94,291	98,063
	81	95,136	98,941
	82	96,164	100,011
	83	97,102	100,986
	84	97,956	101,874
	85	98,982	102,941
	86	99,868	103,863
	87	100,942	104,980
	88	101,947	106,025
	89	102,972	107,091
	90	103,993	108,153
	91	104,994	109,194
	92	105,966	110,205
	93	107,079	111,362
	94	108,230	112,559

	95	109,371	113,746
	96	110,516	114,937
	97	111,629	116,094
	98	112,849	117,363
	99	113,932	118,489
	100	115,095	119,699
	101	116,211	120,859
	102	117,323	122,016
	103	118,405	123,141
	104	119,479	124,258
	105	120,693	125,521
	106	121,917	126,794
	107	123,134	128,059
	108	124,357	129,331
	109	125,592	130,616
	110	126,822	131,895
	111	128,061	133,183
	112	129,311	134,483
	113	130,553	135,775
	114	131,799	137,071
	115	133,103	138,427
	116	134,411	139,787
	117	135,745	141,175
	118	137,095	142,579
	119	138,596	144,140
	120	140,109	145,713
	121	141,313	146,966
	122	142,510	148,210
	123	144,097	149,861
	124	145,682	151,509
	125	147,285	153,176
	126	148,885	154,840
	127	150,446	156,464
	128	152,021	158,102
	129	153,729	159,878
	130	155,445	161,663

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

**PART B**

**MONETARY RATES**

**AWARDS**

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

Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Clerks General Scale			
Clerks General Scale step 1	4	32,914	34,231
Clerks General Scale step 2	6	37,352	38,846
Clerks General Scale step 3 - 1st year of service or 18 years	7	39,703	41,291

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	44,987	46,786
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	48,020	49,941
Clerks General Scale step 6 - Minimum for employee 21 years of age	17	51,756	53,826
Clerks General Scale step 7	20	53,168	55,295
Clerks General Scale step 8	23	55,416	57,633
Clerks General Scale step 9	25	56,420	58,677
Clerks General Scale step 10	28	57,821	60,134
Clerks General Scale step 11	32	59,961	62,359
Clerks General Scale step 12	36	62,134	64,619
Clerks General Scale step 13	40	64,429	67,006
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	-	67,184	69,871
Grade 1 1st year of service Thereafter	46 49	67,975 69,973	70,694 72,772
Grade 2 1st year of service Thereafter	52 55	71,926 73,901	74,803 76,857
Grade 3 1st year of service Thereafter	58 61	75,992 78,285	79,032 81,416
Grade 4 1st year of service Thereafter	64 67	80,728 83,211	83,957 86,539
Grade 5 1st year of service Thereafter	75 78	89,707 92,536	93,295 96,237
Grade 6 1st year of service Thereafter	82 85	96,164 98,982	100,011 102,941
Grade 7 1st year of service Thereafter	88 91	101,947 104,994	106,025 109,194
Grade 8 1st year of service Thereafter	95 98	109,371 112,849	113,746 117,363
Grade 9 1st year of service Thereafter	101 104	116,211 119,479	120,859 124,258
Grade 10 1st year of service Thereafter	108 111	124,357 128,061	129,331 133,183
Grade 11 1st year of service Thereafter	116 120	134,411 140,109	139,787 145,713
Grade 12 1st year of service	126	148,885	154,840

Thereafter	130	155,445	161,663
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**Crown Employees (Correctional Officers, Department of Communities and Justice - Corrective Services NSW) Award**

Classification and Grades	CSP NO.	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Probationary Correctional Officer	45	67,458	70,156
Correctional Officer - 1st year	47	68,690	71,438
2nd year and thereafter	49	69,973	72,772
Correctional Officer, First Class -1st year	55	73,901	76,857
2nd year and thereafter	63	79,952	83,150
Senior Correctional Officer	69	84,782	88,173
Overseer - 1st year	55	73,901	76,857
2nd year and thereafter	63	79,952	83,150
Senior Overseer	69	84,782	88,173
Industries and Maintenance Allowance - Overseer 1st year		10,886	11,321
Overseer 2nd year and thereafter		4,831	5,024
Senior Overseer		9,506	9,886
Incidental Allowance -			
Probationary Correctional Officer (in training)		n/a	n/a
Probationary Correctional Officer (on graduation)		1,109	1,153
Correctional Officer 1st year		1,625	1,690
Correctional Officer 2nd year and thereafter		2,224	2,313
Correctional Officer, First Class 1st year		3,326	3,459
Correctional Officer, First Class 2nd year and thereafter		3,326	3,459
Senior Correctional Officer		5,544	5,766
Overseer 1st year		3,326	3,459
Overseer 2nd year and thereafter		3,326	3,459
Senior Overseer		5,544	5,766

**Crown Employees (Departmental Officers) Award**

Departmental Officer			
Classifications and Grades		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
General Scale	Year 1	39,703	41,291
	Year 2	48,020	49,941
	Year 3	51,756	53,826
	Year 4	53,168	55,295
	Year 5	55,416	57,633
	Year 6	56,420	58,677
	Year 7	57,821	60,134
	Year 8	59,961	62,359
	Year 9	62,134	64,619
	Year 10	64,429	67,006
Grade 1-2 (Level 1)	Year 1	67,975	70,694
	Year 2	69,973	72,772
	Year 3	71,926	74,803
	Year 4	73,901	76,857

Grade 3-4 (Level 2)	Year 1	75,992	79,032
	Year 2	78,285	81,416
	Year 3	80,728	83,957
	Year 4	83,211	86,539
Grade 5-6 (Level 3)	Year 1	89,707	93,295
	Year 2	92,536	96,237
	Year 3	96,164	100,011
	Year 4	98,982	102,941
Grade 7-8 (Level 4)	Year 1	101,947	106,025
	Year 2	104,994	109,194
	Year 3	109,371	113,746
	Year 4	112,849	117,363
Grade 9-10 (Level 5)	Year 1	116,211	120,859
	Year 2	119,479	124,258
	Year 3	124,357	129,331
	Year 4	128,061	133,183
Grade 11 (Level 6)	Year 1	134,411	139,787
	Year 2	140,109	145,713
Grade 12 (Level 7)	Year 1	148,885	154,840
	Year 2	155,445	161,663

### Crown Employees Sound Reporters Award

Multi-Skilled Reporters and Sound Reporters Dual Remote			
Classification and Grade	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Trainee Multi-Skilled Sound Reporter Year 1	46	67,975	70,694
Multi-Skilled Sound Reporter Year 2	52	71,926	74,803
Multi-Skilled Sound Reporter Year 3	55	73,901	76,857
Multi-Skilled Sound Reporter Year 4	58	75,992	79,032
Multi-Skilled Sound Reporter Year 5	61	78,285	81,416
Sound Reporter Dual Remote	64	80,728	83,957

### Crown Employees (NSW (Department of Communities and Justice Youth Justice) - 38 Hour Week Operational Staff 2019) Reviewed Award

Classification and Grades	A & C Grade Equivalent	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Unqualified Youth Officer - Level 1	GS Year 10	64,429	67,006
Youth Officer Level 2			
Year 1	Min 1	67,975	70,694
Year 2	Max 1	69,973	72,772
Year 3	Min 2	71,926	74,803
Level 3			
Year 1	Max 2	73,901	76,857
Shift Supervisor/Assistant Unit Manager - Level 4			
Year 1	Min 4	80,728	83,957
Year 2	Max 4	83,211	86,539
Year 3	Min 5	89,707	93,295
Year 4	Max 5	92,536	96,237
Unit Manager - Level 5			
Year 1	Min 6	96,164	100,011
Year 2	Max 6	98,982	102,941

Year 3	Min 7	101,947	106,025
Year 4	Max 7	104,994	109,194
Assistant Manager - Level 6			
Year 1	Min 8	109,371	113,746
Year 2	Max 8	112,849	117,363
Year 3	Min 9	116,211	120,859
Year 4	Max 9	119,479	124,258
Centre Manager - Level 8			
Year 1	Min 11	134,411	139,787
Year 2	Max 11	140,109	145,713
Centre Manager - Level 9			
Year 1	Min 12	148,885	139,787
Year 2	Max 12	155,445	145,713
Vocational Instructor (Trade, Maintenance, Grounds)			
Level 1, Year 1		64,429	67,006
Level 2, Year 1		67,975	70,694
Year 2		69,973	72,772
Year 3		71,926	74,803
Year 4		73,901	76,857
Kitchen Support Officer and Vocational Instructor (Cook)			
Level 1			
Year 1		53,168	55,295
Year 2		67,975	70,694
Level 2			
Year 1		67,975	70,694
Year 2		69,973	72,772
Year 3		71,926	74,803
Year 4		73,901	76,857
Vocational Instructor (Cook Supervisor)			
		76,836	79,909
Logistics Officer			
Level 4			
Year 1		89,707	93,295
Year 2		92,536	96,237
Level 5			
Year 3		96,164	100,011
Year 4		98,982	102,941
Court Supervisor - Level 4			
Year 1	Min 4	80,728	83,957
Year 2	Max 4	83,211	86,539
Year 3	Min 5	89,707	93,295
Year 4	Max 5	92,536	96,237
Drug Detection Security and Intelligence Officer			
Level 2			
Year 1	Min 1	67,975	70,694
Year 2	Max 1	69,973	72,772
Year 3	Min 2	71,926	74,803
Level 3	Max 2	73,901	76,857
Chokage Allowance (per day)		5.45	5.65
Uniform Allowance (per week)		5.65	5.90
Trade Allowance (per annum)		2,063	2146
Allocated Youth Officer Additional Responsibilities Allowance (per hour)		1.46	1.52

**Crown Employees (Office of Sport - Catering Officers) Award**

Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Level 1	62,946	65,464
Level 2	64,937	67,534
Level 3	66,894	69,570
Level 4	69,050	71,812
Level 5	71,494	74,354
Catering Officers - Academy Allowance		
Senior Catering Officer	5,503	5,723
Catering Officer	2,656	2,762
Apprentice	2,124	2,209

**Crown Employees (Office of Sport- Centre Managers) Award**

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

Allowance	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Annual allowance (Clause 11)	12,480	12,979

**Crown Employees (Office of Sport - Program Officers) Award**

Program Officers - Department of the Arts, Sport and Recreation		
Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Program Officers		
Level 1	63,667	66,214
Level 2	66,161	68,807
Level 3	69,896	72,692
Level 4	74,889	77,885
Level 5	77,383	80,478
Level 6	81,140	84,386
Level 7	84,876	88,271
Level 8	88,630	92,175
Level 9	92,363	96,058
Level 10	96,119	99,964
Level 11	99,847	103,841
Level 12	102,346	106,440
Program Officers - Temporary employees		
	Per day	Per day
Level 1	244.40	254.20
Level 2	253.30	263.45
Level 3	267.25	277.95
Level 4	287.65	299.15
Level 5	296.55	308.40
Level 6	310.55	322.95
Level 7	325.85	338.90
Level 8	339.85	353.45
Level 9	353.85	368.00
Level 10	367.85	382.55



Level 11	383.10	398.40
Level 12	392.00	407.70
Program Officers - Casual Employees	Per day	Per day
Level 1	274.60	285.60
Level 2	285.30	296.70
Level 3	301.45	313.50
Level 4	322.85	335.75
Level 5	333.75	347.10
Level 6	349.85	363.85
Level 7	366.05	380.70
Level 8	382.20	397.50
Level 9	398.30	414.25
Level 10	414.65	431.25
Level 11	430.65	447.90
Level 12	441.30	458.95
Program Officer (Group Leader)	Per day	Per day
Grade 1	213.35	221.90
Grade 2	258.85	269.20
Allowances		
Sport and recreation allowance – Ongoing Employees Program Officers (per annum)	12,480	12,979
Sport and recreation allowance- Temporary Program Officers (per day)	47.90	49.80
Night duty allowance - Casual Program Officers (per night)	102.10	106.20
Night duty allowance - Program Officer (Group Leader) (per night)	49.25	51.20

**Crown Employees (Office of Sport - Services Officers) Award**

<b>Table 1 - Salary Scale for Services Officers Prior to Competency Attainment</b>		
Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Level 1	53,319	55,452
Level 2	56,238	58,488
Level 3	58,657	61,003
Level *4	61,081	63,524
	Per Hour \$	Per Hour \$
Level 1	26.87	27.94
Level 2	28.35	29.48
Level 3	29.59	30.77
Level 4	30.83	32.06
<b>Table 2 - Salary Scale for Services Officers after Competency Attainment</b>		
Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Level 1	54,917	57,114
Level 2	57,928	60,245
Level 3	60,422	62,839
Level 4*	62,914	65,431
	Per hour \$	Per hour \$
Level 1	27.09	28.17
Level 2	29.23	30.40
Level 3	30.47	31.69
Level 4	31.72	32.99

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

Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Level 1	53,319	55,452
Level 2	56,238	58,488
	Per hour \$	Per hour \$
Level 1	26.87	27.94
Level 2	28.35	29.48

**Crown Employees (Department of Planning, Industry and Environment) Aboriginal Housing Award 2016**

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

**Crown Employees (Department of Finance, Services and Innovation) Award 2015**

Classifications and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Professional Staff -</b>		
General Scale 1	40,250	41,860
General Scale HSC 19 years	45,604	47,428
General Scale 2 or age 20	48,677	50,624
General Scale 3 or age 21	52,462	54,560
General Scale 4	53,897	56,053
General Scale 5	56,171	58,418
General Scale 6	57,192	59,480
General Scale 7	58,615	60,960
General Scale 8	60,782	63,213
General Scale 9	62,984	65,503
General Scale 10	65,306	67,918
General Scale 11	67,227	69,916
General Scale 12	68,903	71,659
General Scale 13	70,929	73,766
Grade 1		
Year 1	71,616	74,481
Year 2	75,615	78,640
Year 3	81,043	84,285
Year 4	86,789	90,261
Year 5	91,937	95,614
Grade 2		
Year 1	97,483	101,382
Year 2	101,237	105,286
Year 3	104,378	108,553
Year 4	107,421	111,718
Grade 3		
Year 1	113,158	117,684
Year 2	116,672	121,339
Year 3	121,114	125,959
Year 4	124,820	129,813
Grade 4		
Year 1	131,079	136,322
Year 2	134,919	140,316
Year 3	137,611	143,115

Senior Professional Staff -		
Senior 1		
Year 1	143,249	148,979
Year 2	146,070	151,913
Senior 2		
Year 1	149,306	155,278
Year 2	152,511	158,611
Senior 3		
Year 1	155,835	162,068
Year 2	152,511	158,611
Project Staff		
Grade 1		
Year 1	85,019	88,420
Year 2	86,438	89,896
Grade 2		
Year 1	91,986	95,665
Year 2	94,637	98,422
Grade 3		
Year 1	97,551	101,453
Year 2	100,457	104,475
Grade 4		
Year 1	103,368	107,503
Clerical Staff -		
General Scale 1	40,250	41,860
General Scale HSC 19 yrs	45,604	47,428
General Scale 2 or age 20	48,677	50,624
General Scale 3 or age 21	52,462	54,560
General Scale 4	53,897	56,053
General Scale 5	56,171	58,418
General Scale 6	57,192	59,480
General Scale 7	58,615	60,960
General Scale 8	60,782	63,213
General Scale 9	62,984	65,503
General Scale 10	65,306	67,918
* Personal	67,227	69,916
Grade 1 -		
Year 1	68,903	71,659
Year 2	70,929	73,766
Grade 2 -		
Year 1	72,913	75,830
Year 2	74,906	77,902
Grade 3 -		
Year 1	77,035	80,116
Year 2	79,361	82,535
Grade 4 -		
Year 1	81,836	85,109
Year 2	84,349	87,723
Grade 5 -		
Year 1	90,937	94,574
Year 2	93,810	97,562
Grade 6 -		
Year 1	97,483	101,382
Year 2	100,336	104,349
Grade 7 -		
Year 1	103,347	107,481
Year 2	106,439	110,697
Grade 8 -		
Year 1	110,868	115,303

Year 2	114,398	118,974
Grade 9 -		
Year 1	117,804	122,516
Year 2	121,114	125,959
Grade 10 -		
Year 1	126,067	131,110
Year 2	129,816	135,009
Grade 11 -		
Year 1	136,253	141,703
Year 2	142,030	147,711
Grade 12 -		
Year 1	150,925	156,962
Year 2	157,575	163,878
Technical Staff (A)		
General Scale 1 or 16 years	33,369	34,704
General Scale 2 or 17 years	37,865	39,380
General Scale 3 or 18 years	40,250	41,860
General Scale 4 or 20 years	45,604	47,428
General Scale 5 or 21 years	48,677	50,624
General Scale 6	52,462	54,560
General Scale 7	53,897	56,053
General Scale 8	56,171	58,418
General Scale 9	57,192	59,480
General Scale 10	58,615	60,960
General Scale 11	60,782	63,213
General Scale 12	62,984	65,503
General Scale 13	65,306	67,918
General Scale 14	67,227	69,916
Grade I -		
Year 1	70,213	73,022
Year 2	72,186	75,073
Year 3	74,175	77,142
Year 4	75,615	78,640
Year 5	77,842	80,956
Grade II -		
Year 1	81,836	85,109
Year 2	83,496	86,836
Year 3	84,973	88,372
Year 4	86,789	90,261
Grade III -		
Year 1	92,721	96,430
Senior Technical (A) -		
Senior I -		
Year 1	90,937	94,574
Year 2	92,721	96,430
Year 3	95,576	99,399
Senior II -		
Year 1	98,424	102,361
Year 2	101,237	105,286
Senior III -		
Year 1	105,410	109,626

**Crown Employees (Department of Regional NSW) Food Safety Officers Award**

Food Safety Officers			
Classification and Grades	Common Salary Points	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade 1, Year 1	-	68,975	71,734
Year 2	-	70,950	73,788
Year 3	55	73,901	76,857
Grade 2, Year 1	-	78,364	81,499
Year 2	-	85,219	88,628
Year 3	82	96,164	100,011
Grade 3, Year 1	-	103,471	107,610
Year 2	-	107,180	111,467
Year 3	98	112,849	117,363
Grade 4, Year 1	-	117,841	122,555
Year 2	-	121,916	126,793
Year 3	111	128,061	133,183
Grade 5, Year 1	116	134,411	139,787
Year 2	120	140,109	145,713
Grade 6, Year 1	126	148,885	154,840
Year 2	130	155,445	161,663

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

General Assistants in Schools - Department of Education and Training			
Classification and Grades	Common Salary Points	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Full-time Permanent	-		
Junior - On employment		36,906	38,382
After 12 months or at 20 years		47,448	49,346
Adult			
Year 1	19	52,721	54,830
Year 2	20	53,168	55,295
Year 3	22	54,174	56,341
Year 4	23	55,416	57,633
Year 5	25	56,420	58,677
		Per hour	Per hour
Part-time Permanent (up to 35.5 hpw)			
Junior			
On employment		20.48	21.30
After 12 months or at 20 years		26.32	27.37
Adult		30.07	31.27
Full-time (38 hpw) Temporary - Unloaded			
Junior - On employment		18.62	19.36
After 12 months or at 20 years		23.94	24.90
Adult		26.58	27.64
Full-time Temporary - Loaded			
Junior - On employment		20.18	20.99
After 12 months or at 20 years		25.89	26.93
Adult		28.83	29.98
Part-time Temporary (up to 35.5 hpw) - Unloaded			
Junior - On employment		20.48	21.30
After 12 months or at 20 years		26.32	27.37
Adult		30.07	31.27

Loaded			
Junior - On employment		22.19	23.08
After 12 months or at 20 years		28.52	29.66
Adult		32.54	33.84

**Crown Employees (Custodial Executive Rank Officer - Department of Communities and Justice - Corrective Services NSW) Award 2009**

Rank	Annualised Salary from the first full pay period on or after 1.7.2022 2.53% \$	Annualised Salary from the first full pay period on or after 1.7.2023 4% \$
General Manager	208,261	216,591
Superintendent	191,093	198,737
Manager Security	175,696	182,724
Deputy Superintendent	163,678	170,225

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

General Staff - Salaries			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Community Liaison Officer, Department of Education	57	75,250	78,260
Aboriginal Community Liaison Officer, Department of Education			
Year 1	58	75,992	79,032
Year 2	61	78,285	81,416
Year 3	64	80,728	83,957
Year 4	67	83,211	86,539
Farm Foreman, Department of Education			
Grade A			
1st year	39	63,902	66,458
2nd year	41	65,152	67,758
3rd year	43	66,315	68,968
Grade B			
1st year	45	67,458	70,156
2nd year	47	68,690	71,438
3rd year	51	71,202	74,050
Maintenance Officer, Department of Education			
1st year	24	55,961	58,199
2nd - 7th year	25	56,420	58,677
8th year	26	56,880	59,155
Matrons and Sub-Matrons, Department of Education			
Matron			
1st year	45	67,458	70,156
Thereafter	46	67,975	70,694
Sub-Matron			
1st year	39	63,902	66,458
Thereafter	40	64,429	67,006
Gallery Services Officer, Art Gallery			
	18	52,265	54,356
	20	53,168	55,295
Senior Gallery Services Officer			
	43	66,315	68,968
	45	67,458	70,156
	47	68,690	71,438

	49	69,973	72,772	
Installation Officer, Art Gallery	26	56,880	59,155	
	29	58,416	60,753	
	32	59,961	62,359	
Display Technician, Art Gallery Grade 1	45	67,458	70,156	
	48	69,261	72,031	
	51	71,202	74,050	
	Grade 2	55	73,901	76,857
		59	76,788	79,860
Senior Display Technician	63	79,952	83,150	
	65	81,407	84,663	
Museum Assistant, Sydney Living Museums Grade 1 – Year 1	20	53,168	55,295	
	Grade 1 – Year 2	21	53,673	55,820
	Grade 1 – Year 3	25	56,420	58,677
	Grade 1 – Year 4	27	57,337	59,630
Grade 2 – Year 1	30	58,915	61,272	
	Grade 2 – Year 2	31	59,385	61,760
Grade 2 – Year 3	34	61,014	63,455	
	Grade 2 – Year 4	35	61,508	63,968
Grade 2 – Year 5	36	62,134	64,619	
Museum Guide, Sydney Living Museums Year 1	28	57,821	60,134	
	Year 2	30	58,915	61,272
	Year 3	32	59,961	62,359
	Year 4	34	61,014	63,455
	Year 5	36	62,134	64,619
	Year 6	39	63,902	66,458
	Chief Guide, Sydney Living Museums	48	69,261	72,031
51		71,202	74,050	
Preparator Australian Museum Assistant Preparator (55)	29	58,416	60,753	
	34	61,014	63,455	
	39	63,902	66,458	
	43	66,315	68,968	
Cadet Preparator (56)	21	53,673	55,820	
	25	56,420	58,677	
Chief Preparator	82	96,164	100,011	
	84	97,956	101,874	
Preparator (57) Grade I	46	67,975	70,694	
	49	69,973	72,772	
Grade II	52	71,926	74,803	
	56	74,592	77,576	
	60	77,500	80,600	
Senior Preparator	63	79,952	83,150	
	65	81,407	84,663	

**Crown Employees Sydney Living Museums (Gardens - Horticulture and Trades Employees) Award 2016**

Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Horticultural/Trades Officer		
Level One	49,909	51,905
Level Two Year 1	55,416	57,633
Level Two Year thereafter	56,880	59,155

Level Three Year 1	58,915	61,272
Level Three Year thereafter	61,014	63,455
Level Four Year 1	63,248	65,778
Level Four Year thereafter	65,152	67,758
Level Five Year 1	67,458	70,156
Level Five Year thereafter	69,261	72,031
Level Six Year 1	71,202	74,050
Level Six Year thereafter	73,175	76,102
Level Seven Year 1	75,250	78,260
Level Seven Year thereafter	77,500	80,600
Level Eight Year 1	79,952	83,150
Level Eight Year thereafter	83,211	86,539
Level Nine Year 1	86,473	89,932
Level Nine Year thereafter	89,707	93,295
Level Ten Year 1	92,536	96,237
Level Ten Year thereafter	95,136	98,941
Level Eleven Year 1	102,972	107,091
Level Eleven Year thereafter	109,371	113,746

### Crown Employees (Interpreters and Translators, Multicultural NSW) Award

**Table 1 – Rates of Pay Interpreter**

Classification: NAATI credential held. (Face to face, video conferencing and transcription services).	Common Salary Point	1.7.22 Per Annum 2.53% \$	1.7.23 Per Annum 4% \$
Certified Specialist Interpreter (Legal/Health/Conference)	91	104,994	109,194
Certified Interpreter	81	95,136	98,941
Certified Provisional Interpreter	76	90,695	94,323
Recognised Practising Interpreter	56	74,592	77,576

**Table 2 – Rates of Pay Translator**

Classification: NAATI credential held. (Standard and non-standard translations, post editing of machine translation, checking and proof reading).	Common Salary Point	1.7.22 Per Annum 2.53% \$	1.7.23 Per Annum 4% \$
Certified Advanced Translator	91	104,994	109,194
Certified Translator	81	95,136	98,941
Recognised Practising Translator	63	79,952	83,150

**Table 3 – Rates of Pay Casual Interpreter**

Classification: NAATI credential held. (Face to face, video conferencing and transcription services).	1.7.22 Per Annum 2.53% \$	1.7.23 Per Annum 4% \$
Recognised Practising Interpreter		
Base Hourly Rate (Unloaded)	40.85	42.48
Hourly Rate for Standard Hours Worked (Base Hourly Rate Plus 28% Casual Worker Loading)	52.28	54.37
Hourly Rate - for Non-Standard Hours Worked on Weekdays and Saturdays (150% Base Rate)	61.27	63.72
Hourly Rate - for Non-Standard Hours Worked on Sundays (200% Base Rate)	81.70	84.97
Hourly Rate - for Non-Standard Hours Worked on Public Holidays (250% Base Rate)	102.12	106.20



Certified Provisional Interpreter		
Base Hourly Rate (Unloaded)	49.67	51.66
Hourly Rate for Standard Hours Worked (Base Hourly Rate Plus 28% Casual Loading)	63.57	66.11
Hourly Rate for Non-Standard Hours Worked on Weekdays and Saturdays (150% Base Rate)	74.50	77.48
Hourly Rate for Non-Standard Hours Worked on Sundays (200% Base Rate)	99.33	103.30
Hourly Rate for Non-Standard Hours Worked on Public Holidays (250% Base Rate)	124.16	129.13
Certified Interpreter		
Base Hourly Rate (Unloaded)	52.10	54.18
Hourly Rate for Standard Hours Worked (Base Hourly Rate Plus 28% Casual Worker Loading)	66.68	69.35
Hourly Rate for Non-Standard Hours Worked on Weekdays and Saturdays (150% Base Rate)	78.14	81.27
Hourly Rate for Non-Standard Hours Worked on Sundays (200% Base Rate)	104.19	108.36
Hourly Rate for Non-Standard Hours Worked on Public Holidays (250% Base Rate)	130.23	135.44
Certified Specialist Interpreter (Legal/Health/Conference)		
Base Hourly Rate (Unloaded)	57.49	59.79
Hourly Rate for Standard Hours Worked (Base Hourly Rate Plus 28% Casual Worker Loading)	73.59	76.53
Hourly Rate for Non-Standard Hours Worked on Weekdays and Saturdays (150% Base Rate)	86.24	89.69
Hourly Rate for Non-Standard Hours Worked on Sundays (200% Base Rate)	114.99	119.59
Hourly Rate for Non-Standard Hours Worked on Public Holidays (250% Base Rate)	143.73	149.48

**Table 4 – Rates of Pay Casual Translator**

Classification: NAATI credential held. (Standard and non-standard translations, post editing of machine translation, checking and proof reading).	1.7.22 Per Annum 2.53% \$	1.7.23 Per Annum 4% \$
Recognised Practicing Translator		
Standard Document Translation (for 30 minutes)	28.02	29.14
Non-Standard Document Translation		
Paid 60 minutes for the first 200 words or part thereof	56.04	58.28
Then paid 30 minutes for each subsequent 100 words or part thereof up to 800 words	28.02	29.14
Then paid 30 minutes for each subsequent 100 words or part thereof, less 10% for words between 800 to 2500.	25.21	26.22
Then paid 30 minutes for each subsequent 100 words or part thereof, less 15% for words exceeding 2500.	23.82	24.77
Proof Reading		
Paid 30 minutes for the first 200 words or part thereof, at the Non-Standard Document rate.	28.02	29.14
Then paid 15 minutes for each subsequent 100 words or part thereof, at the Non-Standard Document rate.	14.01	14.57
Post Editing of Machine Translation		
Paid 45 minutes for the first 200 words or part thereof, at the Non-Standard Document rate.	42.04	43.72
Then paid 22.5 minutes for each subsequent 100 words or part thereof, at the Standard Document rate.	21.02	21.86
Checking		
Paid 45 minutes for the first 200 words or part thereof, at the Non-Standard Document rate.	42.04	43.72

Then paid 22.5 minutes for each subsequent 100 words or part thereof, at the Standard Document rate.	21.02	21.86
<b>Certified Translator</b>		
Standard Document Translation (for 30 minutes)	33.34	34.67
Non-Standard Document Translation		
Paid 60 minutes for the first 200 words or part thereof	66.69	69.36
Then paid 30 minutes for each subsequent 100 words or part thereof up to 800 words	33.34	34.67
Then paid 30 minutes for each subsequent 100 words or part thereof, less 10% for words between 800 to 2500.	30.01	31.21
Then paid 30 minutes for each subsequent 100 words or part thereof, less 15% for words exceeding 2500.	28.34	29.47
<b>Proof Reading</b>		
Paid 30 minutes for the first 200 words or part thereof, at the Non-Standard Document rate.	33.34	34.67
Then paid 15 minutes for each subsequent 100 words or part thereof, at the Non-Standard Document rate.	16.67	17.34
<b>Post Editing of Machine Translation</b>		
Paid 45 minutes for the first 200 words or part thereof, at the Non-Standard Document rate.	50.01	52.01
Then paid 22.5 minutes for each subsequent 100 words or part thereof, at the Standard Document rate.	25.01	26.01
<b>Checking</b>		
Paid 45 minutes for the first 200 words or part thereof, at the Non-Standard Document rate.	50.01	52.01
Then paid 22.5 minutes for each subsequent 100 words or part thereof, at the Standard Document rate.	25.01	26.01
<b>Certified Advanced Translator</b>		
Standard Document Translation (for 30 minutes)	36.80	38.27
Non-Standard Document Translation		
Paid 60 minutes for the first 200 words or part thereof	73.60	76.54
Then paid 30 minutes for each subsequent 100 words or part thereof up to 800 words	36.80	38.27
Then paid 30 minutes for each subsequent 100 words or part thereof, less 10% for words between 800 to 2500.	33.12	34.44
Then paid 30 minutes for each subsequent 100 words or part thereof, less 15% for words exceeding 2500.	31.27	32.52
<b>Proof Reading</b>		
Paid 30 minutes for the first 200 words or part thereof, at the Non-Standard Document rate.	36.80	38.27
Then paid 15 minutes for each subsequent 100 words or part thereof, at the Non-Standard Document rate.	18.39	19.13
<b>Post Editing of Machine Translation</b>		
Paid 45 minutes for the first 200 words or part thereof, at the Non-Standard Document rate.	55.18	57.39
Then paid 22.5 minutes for each subsequent 100 words or part thereof, at the Standard Document rate.	27.59	28.69
<b>Checking</b>		
Paid 45 minutes for the first 200 words or part thereof, at the Non-Standard Document rate.	55.18	57.39
Then paid 22.5 minutes for each subsequent 100 words or part thereof, at the Standard Document rate.	27.59	28.69

**Table 5 - Rates of Pay Standard Hours On-Demand Telephone Interpreting**

These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading.

Classification	Rate of Pay from the first full pay period on or after 1.7.22 (2.53%)		Rate of Pay from the first full pay period on or after 1.7.23 (4.00%)	
	First 15 mins	Per minute thereafter	First 15 mins	Per minute thereafter
Certified Interpreter	\$12.82	\$0.62	13.33	0.64
Certified Provisional Interpreter	\$12.00	\$0.56	12.48	0.58
Recognised Practising Interpreter	\$11.28	\$0.51	11.73	0.53

**Table 6 - Rates of Pay Standard Hours Pre-Booked Telephone Interpreting**

These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading.

Classification	Rate of Pay from the first full pay period on or after 1.7.22 (2.53%)		Rate of Pay from the first full pay period on or after 1.7.23 (4.00%)	
	First 30 mins	Per 15 minutes thereafter	First 30 mins	Per 15 minutes thereafter
Certified Interpreter	\$22.04	\$9.23	22.92	9.60
Certified Provisional Interpreter	\$20.45	\$8.46	21.27	8.80
Recognised Practising Interpreter	\$18.97	\$7.69	19.73	8.00

**Table 7 - Rates of Pay Non-Standard Hours On-Demand Telephone Interpreting**

These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading.

Classification	Rate of Pay from the first full pay period on or after 1.7.22 (2.53%)		Rate of Pay from the first full pay period on or after 1.7.23 (4.00%)	
	First 15 mins	Per minute thereafter	First 15 mins	Per minute thereafter
Certified Interpreter	\$19.22	\$0.92	\$19.99	\$0.96
Certified Provisional Interpreter	\$17.99	\$0.85	\$18.71	\$0.88
Recognised Practising Interpreter	\$16.92	\$0.77	\$17.60	\$0.80

**Table 8 - Rates of Pay Non-Standard Hours Pre-Booked Telephone Interpreting**

These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading.

Classification	Rate of Pay from the first full pay period on or after 1.7.22 (2.53%)		Rate of Pay from the first full pay period on or after 1.7.23 (4.00%)	
	First 30 mins	Per 15 minutes thereafter	First 30 mins	Per 15 minutes thereafter
Certified Interpreter	\$33.07	\$13.84	\$34.39	\$14.39
Certified Provisional Interpreter	\$30.69	\$12.90	\$31.92	\$13.42
Recognised Practising Interpreter	\$28.45	\$11.53	\$29.59	\$11.99

**Crown Employees (Jenolan Caves Reserve Trust) Salaries Award 2020**

Jenolan Caves Reserve Trust Officers		
Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Administration Officer	63,644	66,190
Administration Officer (Special)	65,961	68,599
Business Development Manager	119,480	124,259
Caretaker Jenolan Cottages	61,235	63,684
Manager Caving Operations	96,164	100,011
Director	73,930	180,887
Guide - Grade 1	61,235	63,684
Guide - Grade 2	63,644	66,190
Guide - Grade 3	68,388	71,124
Maintenance Officer	57,743	60,053
Karst Resources Officer	91,879	95,554
Senior Finance Officer	101,941	106,019
System Administrator/Finance Officer	91,879	95,554
Team Leader - Electrical	79,609	82,793
Team Leader - Maintenance	79,609	82,793
Trades Officer	65,961	68,599
Trades Officer - Electrical (W/ends)	75,100	78,104
Visitor Services Officer (Tickers - PT)*	61,235	63,684
Customer Service Officer Grade 1	45,698	47,526
Customer Service Officer Grade 2	49,957	51,955
Customer Service Officer Grade 3	49,640	51,626
Customer Service Officer Grade 4	80,727	83,956
*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, Legal Aid Commission Staff Agency, Office of the Director of Public Prosecutions and Parliamentary Counsel's Office) Reviewed Award**

Legal Officers			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade I			
1st year of service	51	71,202	74,050
2nd year of service	55	73,901	76,857
3rd year of service	58	75,992	79,032
4th year of service	61	78,285	81,416
5th year of service	65	81,407	84,663
Grade II			
1st year of service	73	88,112	91,636
2nd year of service	78	92,536	96,237
3rd year of service	84	97,956	101,874
4th year of service	89	102,972	107,091
5th year of service	93	107,079	111,362
Grade III			
1st year of service	98	112,849	117,363
2nd year of service	101	116,211	120,859
3rd year of service	105	120,693	125,521
Grade IV			
1st year of service	112	129,311	134,483
2nd year of service	114	131,799	137,071

Grade V			
1st year of service	119	138,596	144,140
2nd year of service	121	141,313	146,966
Grade VI			
1st year of service	126	148,885	154,840
2nd year of service	128	152,021	158,102

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

Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Librarians and Archivists</b>			
<b>Grade 1</b>			
Year 1	46	67,975	70,694
Year 2	52	71,926	74,803
Year 3	58	75,992	79,032
Year 4	64	80,728	83,957
Year 5	69	84,782	88,173
Year 6	74	88,813	92,366
<b>Grade 2</b>			
Year 1	78	92,536	96,237
Year 2	82	96,164	100,011
Year 3	87	100,942	104,980
Year 4	91	104,994	109,194
<b>Grade 3</b>			
Year 1	96	110,516	114,937
Year 2	99	113,932	118,489
Year 3	103	118,405	123,141
Year 4	107	123,134	128,059
<b>Grade 4</b>			
Year 1	110	126,822	131,895
Year 2	113	130,553	135,775
Year 3	116	134,411	139,787
Year 4	119	138,596	144,140
<b>Grade 5</b>			
Year 1	122	142,510	148,210
Year 2	125	147,285	153,176
Year 3	128	152,021	158,102
Year 4	-	157,180	163,467
<b>Library Assistant</b>			
Year 1	20	53,168	55,295
Year 2	25	56,420	58,677
Year 3	32	59,961	62,359
Year 4	40	64,429	67,006
Year 5	44	66,809	69,481
<b>Library Technician</b>			
<b>Grade 1</b>			
Year 1	46	67,975	70,694
Year 2	52	71,926	74,803
Year 3	58	75,992	79,032
Year 4	64	80,728	83,957
<b>Grade 2</b>			
Year 1	75	89,707	93,295
Year 2	78	92,536	96,237
Year 3	82	96,164	100,011
Year 4	87	100,942	104,980

**Crown Employees (Lord Howe Island Board Salaries and Conditions 2021) Award**

Classification	Grade	Year	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
LHI Officer	1	1	57,726	60,035
		2	60,299	62,711
		3	61,792	64,264
LHI Officer	2	1	63,435	65,972
		2	64,066	66,629
		3	66,840	69,514
LHI Officer	3	1	67,960	70,678
		2	69,871	72,666
		3	72,185	75,072
LHI Officer	4	1	74,281	77,252
		2	77,808	80,920
		3	80,787	84,018
LHI Officer	5	1	82,506	85,806
		2	84,863	88,258
		3	89,788	93,380
LHI Officer	5A	1	89,789	93,381
		2	92,421	96,118
		3	103,662	107,808
		4	107,855	112,169
		5	111,188	115,636
		6	114,875	119,470
LHI Officer	6	1	92,421	96,118
		2	103,662	107,808
		3	107,855	112,169
LHI Officer	7	1	111,188	115,636
		2	114,875	119,470
		3	122,219	127,108
LHI Officer	8	1	125,764	130,795
		2	131,849	137,123
		3	137,311	142,803
LHI Senior Officer	1	1	151,791	157,863
		2	158,351	164,685

**Crown Employees (NSW Department of Community and Justice - Community Services Division) After Hours Service Award 2019**

After Hour Service	1.7.22 Per day 2.53% \$	1.7.23 Per day 4% \$
Monday 5.00 pm to Saturday 9.00 am	112.25	116.75
Saturday 9.00 am to Sunday 9.00 am	168.40	175.15
Sunday 9.00 am to Monday 9.00 am	168.40	175.15
Public Holiday	168.40	175.15
Other Rates and Allowances Disturbance Rate	33.65	35.00

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

Classification	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Graphic Service Operator Class 2			
Commencing Salary	46	67,975	70,694
After completion of stage 1 training	49	69,973	72,772
After completion of stage 2 training	52	71,926	74,803
After completion of stage 3 training	55	73,901	76,857
Graphic Service Operator Class 1			
Commencing Salary	58	75,992	79,032
After completion of stage 1 training	61	78,285	81,416
After completion of stage 2 training	64	80,728	83,957
After completion of stage 3 training	67	83,211	86,539
After completion of stage 4 training	75	89,707	93,295
After completion of stage 5 training	78	92,536	96,237
Graphic Services Operator - Shift Supervisor			
Commencement salary	88	101,947	106,025
Year 2	91	104,994	109,194
Year 3	95	109,371	113,746
Year 4	98	112,849	117,363

**Crown Employees (Department of Industry, Skills and Regional Development) Domestic Services Officers Award**

Domestic Services Officers			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 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	51,756	53,826
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	55,416	57,633
Level 3 Security Officer Grade 2, Assistant House Supervisor Supervisor, Security Officer Grade 3	31	59,385	61,760
Level 4 House Supervisor	44	66,809	69,481
Level 5 Manager Catering and Accommodation	70	85,619	89,044
Apprentice Cook (Per week)			
1st Year	-	549.20	571.20
2nd Year	-	724.80	753.80
3rd Year	-	896.50	932.40
4th Year	-	1,049.30	1,091.30
Other Rates and Allowances			
Qualification Commercial Cookery Trade Course Stage I (per annum)		964	1,003

Qualification			
Commercial Cookery Trade Course Stage II and III (per annum)		1,935.00	2,012.00
Broken Shift (per day)	-	16.25	16.90

**Crown Employees (NSW Department of Premiers and Cabinet) Exhibition Project Managers and Officers Australian Museum Award**

Exhibition Project Managers and Project Officers Australian Museum			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Exhibition Project Officer			
Skill Level 1	46	67,975	70,694
Skill Level 2	52	71,926	74,803
Skill Level 3	58	75,992	79,032
Skill Level 4	64	80,728	83,957
Skill Level 5	67	83,211	86,539
Skill Level 6	78	92,536	96,237
Skill Level 7	83	97,102	100,986
Skill Level 8	88	101,947	106,025
Exhibition Project Manager			
Year 1	95	109,371	113,746
Year 2	98	112,849	117,363
Year 3	102	117,323	122,016

**Crown Employees (Department of Industry, Skills and Regional Development) Fisheries Employees Award**

Fisheries Staff			
Administrative and Clerical Officers	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
General Scale			
Year 1	9	44,987	46,786
Year 2	17	51,756	53,826
Year 3	25	56,420	58,677
Year 4	32	59,961	62,359
Year 5	40	64,429	67,006
Fisheries Officers - Grade 1			
Year 1	52	71,926	74,803
Grade 2			
Year 1	58	75,992	79,032
Year 2	64	80,728	83,957
Grade 3			
Year 1	64	80,728	83,957
Year 2	67	83,211	86,539
District Fisheries Officer			
Year 1	78	92,536	96,237
Year 2	85	98,982	102,941
Supervising Fisheries Officer			
Year 1	101	116,211	120,859
Year 2	104	119,479	124,258
Clause 4 (i)(a) Fisheries Officers receive a salary loading of 13.7%			
Fisheries Scientific Technicians & Fisheries Maintenance Technician			
Grade 1			



Year 1	-	49,684	51,671
Year 2	-	53,022	55,143
Year 3	-	56,420	58,677
Year 4	-	59,717	62,106
Year 5	-	63,062	65,584
Year 6	-	66,400	69,056
Grade 2			
Year 1	-	69,071	71,834
Year 2	-	72,704	75,612
Year 3	-	76,342	79,396
Grade 3			
Year 1	-	79,975	83,174
Year 2	-	84,094	87,458
Year 3	-	90,691	94,319
Grade 4			
Year 1	-	92,334	96,027
Year 2	-	95,122	98,927
Year 3	-	97,956	101,874
Grade 5			
Year 1	-	101,548	105,610
Year 2	-	105,185	109,392
Year 3	-	109,371	113,746
Fish Hatchery Staff			
Assistant Manager			
Year 1	-	69,071	71,834
Year 2	-	72,704	75,612
Year 3	-	76,344	79,398
Manager			
Year 1	-	79,975	83,174
Year 2	-	84,094	87,458
Year 3	-	90,695	94,323
Clause 4 (i)(c) Fish Hatchery Staff receive a salary loading of 11.05%			
Senior Manager	-		
Year 1	-	161,514	167,975
Year 2	-	177,114	184,199
Other Rates and Allowances			
Brief Description			
Regional Dive Coordinator		2,305	2,397
Regional Dive Officer		1,618	1,683

**Crown Employees (Department of Industry, Skills and Regional Development) Geoscientists Award**

Geoscientists			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Geoscientists			
Grade I			
1st year of service	47	68,690	71,438
2nd year of service	51	71,202	74,050
3rd year of service	57	75,250	78,260
4th year of service	64	80,728	83,957
5th year of service	71	86,473	89,932
6th year of service and thereafter	77	91,472	95,131
Grade II			
1st year of service	82	96,164	100,011
2nd year of service	85	98,982	102,941

3rd year of service	89	102,972	107,091
4th year of service and thereafter	94	108,230	112,559
<b>Senior</b>			
1st year of service	97	111,629	116,094
2nd year of service	99	113,932	118,489
3rd year of service	102	117,323	122,016
4th year of service and thereafter	105	120,693	125,521
<b>Principal</b>			
1st year of service	111	128,061	133,183
2nd year of service and thereafter	114	131,799	137,071
<b>Assistant Director, Geological Survey</b>			
1st year of service	119	138,596	144,140
2nd year of service	124	145,682	151,509
3rd year of service and thereafter	128	152,021	158,102

#### Crown Employees (Department of Industry) Local Coordinator Allowance Award

	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Staff Administered by Local Office Coordinator</b>		
<b>Full Allowance -</b>		
Up to three staff	2,675	2,782
Up to six staff	4,008	4,168
Up to ten staff	5,346	5,560
More than ten staff	8,021	8,342
<b>Partial Allowance -</b>		
Up to three staff	1,336	1,389
Up to six staff	2,003	2,083
Up to ten staff	2,675	2,782
More than ten staff	4,010	4,170

#### Crown Employees (Department of Industry, Skills and Regional Development) Mine Safety and Environment Officers Award

Classification and Grades	Classification and Grade	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Inspector Grade 1				
Mine Safety Officer	Level 1	50	70,653	73,479
Inspector (Information and Analysis)	Level 2	57	75,250	78,260
Inspector (Mining)	Level 3	63	79,952	83,150
Inspector (Environment)	Level 4	69	84,782	88,173
	Level 5	75	89,707	93,295
	Level 6	80	94,291	98,063
	Level 7	92	105,966	110,205
	Level 8	102	117,323	122,016
	Level 9	112	129,311	134,483
Inspector Grade 2 –	Level 1		147,224	153,113
Inspector (Review, Enforcement and Systems)	Level 2		152,172	158,259
Inspector (Environment)	Level 3		157,011	163,291
Inspector (Mining)	Level 4		160,961	167,399
Mine Safety Officer	Level 5		166,316	172,969
	Level 6		170,408	177,224
Inspector Grade 3 -				
Inspector (Management and/or Systems)	Level 1		187,845	195,359

Inspector (Mining)	Level 2		194,803	202,595
Inspector (Environment)	Level 3		202,407	210,503
	Level 4		209,902	218,298
	Level 5		217,402	226,098
Inspector Grade 4-				
Regional Manager Grade 4	Level 1		220,344	229,158
Deputy Chief Inspector Grade 4	Level 2		228,510	237,650

### Crown Employees (Department of Regional NSW) Operational Staff Award

Operational Staff				
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$	
Junior				
Under 17	-	38,401	39,937	
at 17 years	-	46,626	48,491	
Grade 1				
Step 1	-	54,851	57,045	
Step 2	26	56,880	59,155	
Step 3	29	58,416	60,753	
Step 4	33	60,447	62,865	
Grade 2				
Step 1	36	62,134	64,619	
Step 2	39	63,902	66,458	
Step 3	43	66,315	68,968	
Step 4	46	67,975	70,694	
Grade 3				
Step 1	46	67,975	70,694	
Step 2	50	70,653	73,479	
Step 3	53	72,541	75,443	
Grade 4				
Step 1	56	74,592	77,576	
Step 2	60	77,500	80,600	
Step 3	63	79,952	83,150	
Grade 5				
Step 1	63	79,952	83,150	
Step 2	66	82,369	85,664	
Step 3	70	85,619	89,044	
Grade 6				
Step 1	73	88,112	91,636	
Step 2	76	90,695	94,323	
Step 3	80	94,291	98,063	
Apprentices Full-time (Weekly Rate)				
Year 1	-	549.40	571.40	
Year 2	-	724.80	753.80	
Year 3	-	923.40	960.30	
Year 4	-	1,049.40	1,091.40	
Chokage, etc. (per day), allowance per day or part thereof	-	10.30	10.70	
Maintenance Operator - Licence and Registration Allowances (Per annum)				
Electricians Licence A Grade	-	2,856	2,970	
B Grade	-	1,536	1,597	
Registration Allowance	-	2,150	2,236	
(a) Plumber's Licence	-	2,824	2,937	
(b) Gasfitter's Licence	-	2,824	2,937	
(c) Drainer's Licence	-	2,437	2,534	

(d) Plumber's/Gasfitter's Licence	-	3,767	3,918
(e) Gasfitter's/Drainer's Licence	-	3,767	3,918
(f) Plumber's/Drainer's Licence	-	3,767	3,918
(g) Plumber's/Gasfitter's/Drainer's Licence	-	5,200	5,408
Leading Hand Allowance	-	2,490	2,590
Broken Shift (per day)	-	15.85	16.50
Occupational First Aid Per week)	-	28.20	29.35
First Aid Allowance (per week)	-	18.90	19.65
Refrigeration Allowance (per annum)	-	755	785

**Crown Employees (NSW Department of Premier and Cabinet) Museum of Applied Arts and Sciences - Casual Guide Lecturers) Award**

Casual Guide Lecturers - Museum of Applied Arts and Sciences			
Classification		1.7.22 Per hour 2.53% \$	1.7.23 Per hour 4% \$
Casual Guide Lecturer		50.30	52.31

**Crown Employees (Department of Regional NSW) Professional Officers Award**

Professional Officers			
Classification and Grades	Salary Class	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade 1			
Year 1	46	66,418	69,075
Year 2	50	69,033	71,794
Year 3	56	72,882	75,797
Year 4	64	78,877	82,032
Year 5	70	83,656	87,002
Year 6	76	88,617	92,162
Grade 2			
Year 1	81	92,955	96,673
Year 2	84	95,711	99,539
Year 3	87	98,628	102,573
Year 4	91	102,587	106,690
Grade 3			
Year 1	95	106,863	111,138
Year 2	98	110,262	114,672
Year 3	100	112,457	116,955
Year 4	103	115,690	120,318
Grade 4			
Year 1	107	120,312	125,124
Year 2	110	123,915	128,872
Year 3	113	127,561	132,663
Grade 5			
Year 1	116	131,330	136,583
Year 2	118	133,952	139,310
Grade 6			
Year 1	121	138,074	143,597
Year 2	124	142,342	148,036
Grade 7			
Year 1	127	146,997	152,877
Year 2	130	151,882	157,957

Grade 8			
Year 1	132	159,301	165,673
Year 2	133	167,327	174,020
Grade 9			
Year 1	134	175,795	182,827
Year 2	135	184,692	192,080
OIC Veterinary Laboratory Allowance		7,837	8,150

#### Crown Employees (Department of Industry) Regulatory Officers Award

Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade 1, Year 1	29	58,416	60,753
Grade 1, Year 2	33	60,447	62,865
Grade 1, Year 3	37	62,727	65,236
Grade 2, Year 1	42	65,664	68,291
Grade 2, Year 2	50	70,653	73,479
Grade 2, Year 3	56	74,592	77,576
Grade 3, Year 1	62	79,023	82,184
Grade 3, Year 2	70	85,619	89,044
Grade 3, Year 3	74	88,813	92,366
Grade 4, Year 1	78	92,536	96,237
Grade 4, Year 2	81	95,136	98,941
Grade 5, Year 1	85	98,982	102,941
Grade 5, Year 2	88	101,947	106,025
Grade 6, Year 1	95	109,371	113,746
Grade 6, Year 2	98	112,849	117,363
Grade 7, Year 1	100	115,095	119,699
Grade 7, Year 2	103	118,405	123,141
Grade 8, Year 1	107	123,134	128,059
Grade 8, Year 2	110	126,822	131,895
Grade 8, Year 3	113	130,553	135,775
Allowances			
One person crossing relief allowance	-	6,264	6,515
One person crossing telephone allowance	-	3,094	3,218

#### Crown Employees (NSW Department of Premier and Cabinet) State Library Security Staff Award

Security Staff - State Library			
Classification		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
1st year of service		71,177	74,024
2nd year of service		73,715	76,664
3rd year of service		75,806	78,838
4th year of service		78,088	81,212

**Crown Employees (Department of Industry) Technical Staff Award**

Technical Staff			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Technical Assistant -			
Junior			
Under 17	n/a	28,441	29,579
Age 17	n/a	34,127	35,492
Age 18	n/a	39,815	41,408
Age 19	n/a	45,507	47,327
Age 20	n/a	51,193	53,241
Grade 1			
1st Year	26	56,880	59,155
2nd Year	29	58,416	60,753
3rd Year and thereafter	33	60,447	62,865
Grade 2			
1st Year	36	62,134	64,619
2nd Year and thereafter	39	63,902	66,458
Grade 3			
1st Year	43	66,315	68,968
2nd Year and thereafter	46	67,975	70,694
Technical Officer -			
Grade 1			
1st Year	46	67,975	70,694
2nd Year	50	70,653	73,479
3rd Year	53	72,541	75,443
4th Year and thereafter	56	74,592	77,576
Grade 2			
1st Year	64	80,728	83,957
2nd Year	67	83,211	86,539
3rd Year	70	85,619	89,044
4th Year and thereafter	76	90,695	94,323
Grade 3			
1st Year	81	95,136	98,941
2nd Year	84	97,956	101,874
3rd Year	87	100,942	104,980
4th Year and thereafter	91	104,994	109,194
Grade 4			
1st Year	95	109,371	113,746
2nd Year	98	112,849	117,363
3rd Year	100	115,095	119,699
4th Year and thereafter	103	118,405	123,141
Grade 5			
1st Year	107	123,134	128,059
2nd Year	110	126,822	131,895
3rd Year and thereafter	113	130,553	135,775
Technical Co-ordinator Allowance	-	3,054	3,176

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

Administrative Officer and Temporary Employee Classifications		
Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Armourer, Police		
1st year of service	79,952	83,150
2nd year of service	81,407	84,663
3rd year of service	83,211	86,539
4th year of service and thereafter	84,782	88,173
Senior Armourer, Police		
1st year of service	88,813	92,366
2nd year of service	90,695	94,323
3rd year of service and thereafter	93,277	97,008
Administrative and Clerical Clerks General Scale		
Clerks General Scale step 1	32,914	34,231
Clerks General Scale step 2	37,352	38,846
Clerks General Scale step 3	39,703	41,291
- 1st year of service or 18 years		
Clerks General Scale step 4	44,987	46,786
Minimum for:		
- employee with Business Administration Certificate III, Government Certificate III or equivalent at 18 years of age		
- employee with Higher School Certificate Qualification at 19 years of age		
Clerks General Scale step 5	48,020	49,941
Minimum for:		
- employee qualified at Business Administration Certificate III, Government Certificate III or equivalent and is qualified at HSC standard at 17 years of age		
- employee 20 years of age		
Clerks General Scale step 6	51,756	53,826
Minimum for employee 21 years of age		
Clerks General Scale step 7	53,168	55,295
Clerks General Scale step 8	55,416	57,633
Clerks General Scale step 9	56,420	58,677
Clerks General Scale step 10	57,821	60,134
Clerks General Scale step 11	59,961	62,359
Clerks General Scale step 12	62,134	64,619
Clerks General Scale step 13	64,429	67,006
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	67,184	69,871
Grade 1		
1st year of service	67,975	70,694
Thereafter	69,973	72,772
Grade 2		
1st year of service	71,926	74,803
Thereafter	73,901	76,857
Grade 3		
1st year of service	75,992	79,032
Thereafter	78,285	81,416
Grade 4		
1st year of service	80,728	83,957
Thereafter	83,211	86,539
Grade 5		
1st year of service	89,707	93,295

Thereafter	92,536	96,237
Grade 6		
1st year of service	96,164	100,011
Thereafter	98,982	102,941
Grade 7		
1st year of service	101,947	106,025
Thereafter	104,994	109,194
Grade 8		
1st year of service	109,371	113,746
Thereafter	112,849	117,363
Grade 9		
1st year of service	116,211	120,859
Thereafter	119,479	124,258
Grade 10		
1st year of service	124,357	129,331
Thereafter	128,061	133,183
Grade 11		
1st year of service	134,411	139,787
Thereafter	140,109	145,713
Grade 12		
1st year of service	148,885	154,840
Thereafter	155,445	161,663
Clinical Pharmacologist	168,758	175,508
Computer Systems Officer (CSO)		
CSO Level 1 - Non Graduate		
Year 1A	39,703	41,291
Year 1B	48,020	49,941
Year 1C	51,756	53,826
Year 1D	53,168	55,295
Year 1E	55,416	57,633
Year 1F	56,420	58,677
Year 2	59,960	62,358
Year 3	69,973	72,772
Year 4	73,901	76,857
CSO Level 1 - Graduate		
Year 1A (Any degree)	59,961	62,359
Year 1B (Degree - Computer Sciences)	62,134	64,619
Year 2	69,981	72,780
Year 3	73,901	76,857
CSO Level 2		
Year 1	78,285	81,416
Year 2	83,211	86,539
Year 3	92,536	96,237
CSO Level 3		
Year 1	96,164	100,011
Year 2	98,982	102,941
Year 3	101,947	106,025
Year 4	104,994	109,194
Year 5	109,371	113,746
Year 6	112,849	117,363
CSO Level 4		
Year 1	116,211	120,859
Year 2	119,479	124,258
Year 3	124,357	129,331
Year 4	128,061	133,183
CSO Level 5		
Year 1	134,411	139,787
Year 2	140,109	145,713



CSO Level 6		
Year 1	148,885	154,840
Year 2	155,445	161,663
Departmental Professional Officer		
Grade I -		
1st year of service	67,975	70,694
2nd year of service	70,653	73,479
3rd year of service	74,592	77,576
4th year of service	79,952	83,150
5th year of service	85,619	89,044
6th year of service and thereafter	90,695	94,323
Grade II -		
1st year of service	95,136	98,941
2nd year of service	97,956	101,874
3rd year of service	100,942	104,980
4th year of service and thereafter	104,994	109,194
Grade III -		
1st year of service	109,371	113,746
2nd year of service	112,849	117,363
3rd year of service	115,095	119,699
4th year of service and thereafter	119,479	124,258
Grade IV -		
1st year of service	124,357	129,331
2nd year of service and thereafter	126,822	131,895
Grade V -		
1st year of service	131,799	137,071
2nd year of service and thereafter	134,411	139,787
Grade VI -		
1st year of service	138,596	144,140
2nd year of service and thereafter	141,313	146,966
Grade VII -		
1st year of service	145,682	151,509
2nd year of service and thereafter	148,885	154,840
Grade VIII -		
1st year of service	153,729	159,878
2nd year of service and thereafter	155,445	161,663
Director of Music (Police Band)		
1st year	92,536	96,237
2nd year	95,136	98,941
3rd year	97,956	101,874
4th year	100,942	104,980
5th year and thereafter	103,993	108,153
Loading		
1st year	9,253	9,623
2nd year	9,513	9,894
3rd year	9,796	10,188
4th year	10,095	10,499
5th year and thereafter	10,401	10,817
Car Drivers		
Driver/General Assistant	60,447	62,865
Departmental - Driver/Assistant	63,902	66,458
Police Executive Driver/Assistant		
1st year and thereafter	63,864	66,419
All incidence of employment allowance	59,096	61,460
Clothing Allowance \$600 per annum		
Driving Instructor		
1st year	83,819	87,172
2nd year	84,782	88,173
3rd year and thereafter	87,209	90,697

<b>Engineer</b>		
Grade I Diplomat Experience Since Qualifying		
In first year	67,975	70,694
After one year	70,653	73,479
After two years	74,592	77,576
After three years	79,952	83,150
After four years	85,619	89,044
After five years	90,695	94,323
Grade I Graduate Experience Since Qualifying		
In first year	70,653	73,479
After one year	74,592	77,576
After two years	79,952	83,150
After three years	85,619	89,044
After four years	90,695	94,323
Grade II		
1st year of service	96,164	100,011
2nd year of service	99,868	103,863
3rd year of service	102,972	107,091
4th year of service and thereafter	105,966	110,205
Grade III		
1st year of service	111,629	116,094
2nd year of service	115,095	119,699
3rd year of service	119,479	124,258
4th year of service and thereafter	123,134	128,059
Grade IV		
1st year of service	129,311	134,483
2nd year of service	133,103	138,427
3rd year of service and thereafter	135,745	141,175
Grade V		
1st year of service	141,313	146,966
2nd year of service and thereafter	144,097	149,861
Grade VI		
1st year of service	147,285	153,176
2nd year of service and thereafter	150,446	156,464
Groom, Mounted Police		
1st year	50,484	52,503
2nd year and there after	52,265	54,356
Imaging Technician		
1st year	75,992	79,032
2nd year	78,285	81,416
3rd year	80,728	83,957
4th year and thereafter	83,211	86,539
Interpreters and Translators		
Interpreter/Translator		
Year 1	74,592	77,576
Year 2	79,952	83,150
Year 3	85,619	89,044
Year 4	90,695	94,323
Year 5	95,136	98,941
Senior Interpreter/Translator		
Year 1	97,956	101,874
Year 2	100,942	104,980
Year 3	104,994	109,194
Legal Officers		
Grade I		
1st year of service	71,202	74,050
2nd year of service	73,901	76,857
3rd year of service	75,992	79,032

4th year of service	78,285	81,416
5th year of service	81,407	84,663
Grade II		
1st year of service	88,112	91,636
2nd year of service	92,536	96,237
3rd year of service	97,956	101,874
4th year of service	102,972	107,091
5th year of service	107,079	111,362
Grade III		
1st year of service	112,849	117,363
2nd year of service	116,211	120,859
3rd year of service	120,693	125,521
Grade IV		
1st year of service	129,311	134,483
2nd year of service	131,799	137,071
Grade V		
1st year of service	138,596	144,140
2nd year of service	141,313	146,966
Grade VI		
1st year of service	148,885	154,840
2nd year of service	152,021	158,102
Librarians and Archivists		
Grade 1		
Year 1	67,975	70,694
Year 2	71,926	74,803
Year 3	75,992	79,032
Year 4	80,728	83,957
Year 5	84,782	88,173
Year 6	88,813	92,366
Grade 2		
Year 1	92,536	96,237
Year 2	96,164	100,011
Year 3	100,942	104,980
Year 4	104,994	109,194
Grade 3		
Year 1	110,516	114,937
Year 2	113,932	118,489
Year 3	118,405	123,141
Year 4	123,134	128,059
Grade 4		
Year 1	126,822	131,895
Year 2	130,553	135,775
Year 3	134,411	139,787
Year 4	138,596	144,140
Grade 5		
Year 1	142,510	148,210
Year 2	147,285	153,176
Year 3	152,021	158,102
Year 4	157,180	163,467
Library Assistant		
Year 1	53,168	55,295
Year 2	56,420	58,677
Year 3	59,961	62,359
Year 4	64,429	67,006
Year 5	66,809	69,481
Library Technician		
Grade 1		
Year 1	67,975	70,694

Year 2	71,926	74,803
Year 3	75,992	79,032
Year 4	80,728	83,957
Grade 2		
Year 1	89,707	93,295
Year 2	92,536	96,237
Year 3	96,164	100,011
Year 4	100,942	104,980
Maintenance Officer Trades	80,728	83,957
Manager Trades		
1st year	112,849	117,363
2nd year and there after	113,932	118,489
On call Allowance (per hour)	1.06	1.10
Assistant Manager Trades		
1st year	92,536	96,237
2nd year and there after	94,291	98,063
On call Allowance (per hour)	1.06	1.10
Pathology Exhibit Courier	62,134	64,619
Photogrammetrist		
General Scale		
1st year	39,703	41,291
2nd year	48,020	49,941
3rd year	51,756	53,826
4th year	53,168	55,295
5th year	55,416	57,633
6th year	56,420	58,677
7th year	57,821	60,134
8th year	59,961	62,359
9th year	62,134	64,619
10th year	64,429	67,006
11th year	67,975	70,694
12th year	69,973	72,772
13th year	71,926	74,803
14th year	73,901	76,857
Officer with HSC aged 19 and over paid not less than	44,987	46,786
Class 1		
1st year	75,992	79,032
2nd year	78,285	81,416
3rd year	80,728	83,957
4th year	83,211	86,539
Class 2		
1st year	89,707	93,295
2nd year	92,536	96,237
Class 3		
1st year	96,164	100,011
2nd year	98,982	102,941
Class 4		
1st year	101,947	106,025
2nd year	104,994	109,194
Class 5		
1st year	109,371	113,746
2nd year	112,849	117,363
Class 6		
1st year	116,211	120,859
2nd year	119,479	124,258
Class 7		
1st year	124,357	129,331
2nd year	128,061	133,183

Public Relations Officer		
Assistant Publicity Officers		
1st year of service	76,788	79,860
2nd year of service	79,023	82,184
Publicity Officers		
1st year of service	84,782	88,173
2nd year of service	87,209	90,697
3rd year of service and thereafter	88,813	92,366
Public Relations Officer		
Grade II		
1st year of service	100,942	104,980
2nd year of service	102,972	107,091
3rd year of service and thereafter	104,994	109,194
Grade I		
1st year of service	118,405	123,141
2nd year of service	120,693	125,521
3rd year of service and thereafter	123,134	128,059
Allowance in lieu of overtime (per annum)	14,944	15,542
Radio Technician,		
1st year of service	68,690	71,438
2nd year of service	69,261	72,031
3rd year of service and thereafter	70,653	73,479
Radio Technician, Senior		
1st year of service	75,250	78,260
2nd year of service and thereafter	75,992	79,032
Scientific Officer		
Grade I		
1st year of service	67,975	70,694
2nd year of service	70,653	73,479
3rd year of service	74,592	77,576
4th year of service	79,952	83,150
5th year of service	85,619	89,044
6th year of service and thereafter	90,695	94,323
Grade II		
1st year of service	95,136	98,941
2nd year of service	97,956	101,874
3rd year of service	100,942	104,980
4th year of service and thereafter	104,994	109,194
Grade III		
1st year of service	109,371	113,746
2nd year of service	112,849	117,363
3rd year of service and thereafter	115,095	119,699
Grade IV		
1st year of service	120,693	125,521
2nd year of service	124,357	129,331
3rd year of service and thereafter	126,823	131,896
Grade V		
1st year of service	131,799	137,071
2nd year of service and thereafter	135,745	141,175
Grade VI		
1st year of service	140,109	145,713
2nd year of service	144,097	149,861
Senior Officers		
Grade 1		
Year 1	173,930	180,887
Year 2	187,414	194,911

Grade 2		
Year 1	190,586	198,209
Year 2	204,022	212,183
Grade 3		
Year 1	210,850	219,284
Year 2	231,452	240,710
Stenographers and Machine Operators (Present Occupants Only)		
1st year (up to 17 years)	29,488	30,668
2nd year (or 17 years)	35,005	36,405
3rd year (or 18 years)	39,703	41,291
4th year (or 19 years)	44,987	46,786
5th year (or 20 years)	47,585	49,488
6th year (or 21 years)	52,721	54,830
7th year	54,174	56,341
8th year	55,961	58,199
9th year	60,447	62,865
10th year	61,508	63,968
11th year	63,248	65,778
12th year	64,429	67,006
Grade 1		
1st year	67,975	70,694
2nd year	69,973	72,772
Grade 2		
1st year	71,926	74,803
2nd year	73,901	76,857
Grade 3		
1st year	75,992	79,032
2nd year	78,285	81,416
Stores Officers		
Grade 1		
1st year of service	59,385	61,760
2nd year of service and thereafter	60,447	62,865
Grade 2		
1st year of service	61,014	63,455
2nd year of service and thereafter	61,508	63,968
Grade 3		
1st year of service	62,134	64,619
2nd year of service and thereafter	62,727	65,236
Grade 4		
1st year of service	63,902	66,458
2nd year of service	65,152	67,758
3rd year of service and thereafter	65,152	67,758
Technical Officer		
Grade 1		
1st year of service	69,261	72,031
2nd year of service	71,202	74,050
3rd year of service	73,175	76,102
4th year of service	74,592	77,576
5th year of service	76,788	79,860
Grade 2		
1st year of service	80,728	83,957
2nd year of service	82,369	85,664
3rd year of service	83,819	87,172
4th year of service	85,619	89,044
Grade 3		
1st year of service and thereafter	91,472	95,131

Senior Technical Officer		
Grade 1		
1st year of service	89,707	93,295
2nd year of service	91,472	95,131
3rd year of service	94,291	98,063
Grade 2		
1st year of service	97,102	100,986
2nd year of service	99,868	103,863
Grade 3	103,993	108,153
Technical Officer, Maintenance Services	95,136	98,941
Technician		
Class 1		
1st year of service	64,429	67,006
2nd year of service	66,314	68,967
Class 2		
1st year of service	69,973	72,772
2nd year of service	71,926	74,803
Class 3		
1st year of service	75,992	79,032
2nd year of service	77,500	80,600
Class 4		
1st year of service	79,023	82,184
2nd year of service	79,952	83,150
Transport Officer	65,152	67,758
Transport Officer, Mechanical		
Year 1	75,992	79,032
Year 2	76,788	79,860
Year 3	77,500	80,600
Year 4	78,285	81,416
Uniform Fitter and Advisory Officer	62,727	65,236
Allowances		
On call allowances (per hour)	1.06	1.10
Community Language Allowance Scheme (per annum)		
Base level rate	1,519	1,580
Higher level rate	2,285	2,376
Flying Allowance (per hour)	22.88	23.80
First Aid Allowance (per annum)		
Holders of basic qualification	979	1018
Holders of current occupational first aid certificate	1,471	1,530

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

Communications Officer - NSW Police Force	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Classifications			
Communications Officer			
Trainee	35	61,508	63,968
1st year	40	64,429	67,006
2nd year	46	67,975	70,694
3rd year	49	69,973	72,772
4th year	55	73,901	76,857
5th year	58	75,992	79,032
Senior Communications Officer			
1st year	64	80,728	83,957
2nd year	67	83,211	86,539
Shift Co-ordinators			
1st year	75	89,707	93,295

2nd year	78	92,536	96,237
3rd year	82	96,164	100,011
4th year	85	98,982	102,941
Radio and Communications Operators			
4th year	52	71,926	74,803
5th year	55	73,901	76,857

**Crown Employees (NSW Police Force Police Band) Award 2018**

Special Constables (Police Bands) NSW Police Force			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Bandsperson			
1st year of service	41	65,152	67,758
2nd year of service	43	66,315	68,968
3rd year of service	45	67,458	70,156
4th year of service	47	68,690	71,438
5th year of service	52	71,926	74,803
6th year of service and thereafter	54	73,175	76,102
Senior Special Constable	-	75,929	78,966
Allowance - Doubling		1,208	1,256

**Crown Employees (NSW Police Force Special Constables) (Security) Award 2018**

Special Constables (Security) NSW Police Force		
Classification and Grades	1.7.22 Per week 2.53% \$	1.7.23 Per week 4% \$
Special Constable (Security)		
1st year of service	1,089.50	1,133.10
2nd year of service	1,107.90	1,152.20
3rd year of service and thereafter	1,129.40	1,174.60
Special Constable (Security) First Class		
1st year of service and thereafter	1,148.70	1,194.60
Senior Special Constable (Security)		
1st year of service	1,229.40	1,278.60
2nd year of service and Thereafter	1,257.30	1,307.60
Special Constable (Security), Field Supervisor		
1st year of service	1,406.80	1,463.10
2nd year of service and Thereafter	1,437.00	1,494.50
Other rates and allowances		
Full time Special Constables (Security)		
Monday to Friday Shift Allowance	74.30	77.25
Full time Special Constables (Security), Saturday and Sunday Shift Allowance	209.95	218.35

**Crown Employees (Department of Planning, Industry and Environment and the Office of Environment Protection Authority) General Award 2021**

Environment Officers - Department of Planning, Industry and Environment and the Office of Environment Protection Authority		
Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$



Class 1	40,087	41,690
1		
2	48,428	50,365
3	53,155	55,281
4	56,405	58,661
5	58,900	61,256
6	62,113	64,598
7	68,636	71,381
Class 2		
1	68,636	71,381
2	70,653	73,479
3	72,528	75,429
4	75,237	78,246
Class 3		
1	72,528	75,429
2	75,237	78,246
3	78,999	82,159
4	81,377	84,632
Class 4		
1	78,999	82,159
2	81,377	84,632
3	84,757	88,147
4	88,087	91,610
Class 5		
1	84,757	88,147
2	88,087	91,610
3	91,451	95,109
4	94,265	98,036
Class 6		
1	91,451	95,109
2	94,265	98,036
3	97,933	101,850
4	100,909	104,945
Class 7		
1	97,933	101,850
2	100,909	104,945
3	103,961	108,119
4	108,202	112,530
Class 8		
1	103,961	108,119
2	108,202	112,530
3	111,595	116,059
4	117,290	121,982
Class 9		
1	111,595	116,059
2	117,290	121,982
3	120,661	125,487
4	124,315	129,288
Class 10		
1	120,661	125,487
2	124,315	129,288
3	129,274	134,445
4	133,063	138,386
Class 11		
1	129,274	134,445
2	133,063	138,386
3	137,047	142,529
4	142,469	148,168

Class 12		
1	137,047	142,529
2	142,469	148,168
3	147,248	153,138
4	150,409	156,425
Class 13		
1	147,248	153,138
2	150,409	156,425
3	155,398	161,614
4	157,722	164,031
Class 14		
1	155,398	161,614
2	157,722	164,031
3	165,027	171,628
4	172,338	179,232
Class 15		
1	165,027	171,628
2	172,338	179,232
3	179,645	186,831
4	186,946	194,424
Other Rates and Allowances - Brief Description		
AHIS weekly allowance:		
inconvenience and 6 incoming calls after/before normal working hours	517.35	538.05
For each call above 6 incoming calls in an AHIS roster period; not limited	25.25	26.25
Extra per public holiday falling on a weekday	158.65	165.00
Out of hours disturbance (AHIS Supervising Officers)	51.00	53.05

**Crown Employees (Department of Planning, Industry and Environment - Place Management NSW Casual Staff) Award 2019**

Effective from the beginning of the first full pay period to commence on or after 1 July 2022					
Level	Common Salary Point	Base Hourly Rate Per Hour	20% Loading Per Hour Per Cl.13.6	4/48th Payment Per Hour Per Cl.13.7	Casual Full Rate Per Hour
1	17	\$28.3401	\$5.6680	\$2.8340	\$36.8422
2	28	\$31.6610	\$6.3322	\$3.1661	\$41.1594
3	40	\$35.2793	\$7.0559	\$3.5279	\$45.8632
4	49	\$38.3149	\$7.6630	\$3.8315	\$49.8095
5	61	\$42.8664	\$8.5733	\$4.2866	\$55.7264
6	69	\$46.4241	\$9.2848	\$4.6424	\$60.3514
7	78	\$50.6702	\$10.1340	\$5.0670	\$65.8713
Effective from the beginning of the first full pay period to commence on or after 1 July 2023					
Level	Common Salary Point	Base Hourly Rate Per Hour	20% Loading Per Hour Per Cl.13.6	4/48th Payment Per Hour Per Cl.13.7	Casual Full Rate Per Hour
1	17	\$29.4737	\$5.8947	\$2.9474	\$38.3159
2	28	\$32.9274	\$6.5855	\$3.2927	\$42.8057
3	40	\$36.6905	\$7.3381	\$3.6690	\$47.6977
4	49	\$39.8475	\$7.9695	\$3.9847	\$51.8018
5	61	\$44.5811	\$8.9162	\$4.4581	\$57.9555
6	69	\$48.2811	\$9.6562	\$4.8281	\$62.7655
7	78	\$52.6970	\$10.5394	\$5.2697	\$68.5062

**Crown Employees (Department of Planning, Industry and Environment – National Parks and Wildlife Service) Conditions of Employment Award 2021**

Ranger Classifications		
Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Trainee Rangers		
1st year of service	60,883	63,318
2nd year of service	61,976	64,455
3rd year of service	63,844	66,398
4th year of service	64,989	67,589
5th year of service	65,664	68,291
6th year of service	66,615	69,280
Rangers		
Grade 1		
1st level	66,615	69,280
2nd level	69,235	72,004
3rd level	73,098	76,022
4th level	78,345	81,479
5th level	86,352	89,806
6th level	91,405	95,061
Grade 2		
1st year	93,225	96,954
2nd year	95,993	99,833
3rd year	98,914	102,871
4th year	102,892	107,008
Senior Ranger		
1st year & thereafter	110,583	115,006
Assistant District Manager		
Grade 1	113,878	118,433
Grade 2	121,860	126,734
Grade 3	131,712	136,980
Grade 4	137,297	142,789
District Manager		
Grade 1	117,084	121,767
Grade 2	125,497	130,517
Grade 3	137,297	142,789
Grade 4	145,900	151,736
Grade 5	152,328	158,421
Project/Research Officer Classification		
Grade 1		
1st year	68,989	71,749
2nd year	71,203	74,051
3rd year	77,673	80,780
4th year	83,745	87,095
5th year	89,775	93,366
Grade 2*		
1st year	96,164	100,011
2nd year	98,977	102,936
3rd year	101,947	106,025
Grade 3*		
1st year	107,079	111,362
2nd year	110,516	114,937
3rd year	113,939	118,497
4th year	116,208	120,856
Grade 4*		
1st year	117,320	122,013

2nd year	120,693	125,521
Grade 5		
1st year	126,817	131,890
2nd year	132,196	137,484
Grade 6		
1st year	140,474	146,093
2nd year	141,949	147,627
* Progression criteria applies		
Project Officer (Aboriginal Positions)		
Grade 1		
1st year	68,989	71,749
2nd year	71,203	74,051
3rd year	77,673	80,780
4th year	83,745	87,095
5th year	89,775	93,366
Grade 2*		
1st year	96,164	100,011
2nd year	98,977	102,936
3rd year	101,947	106,025
Grade 3*		
1st year	107,079	111,362
2nd year	110,516	114,937
3rd year	113,939	118,497
4th year	116,208	120,856
Grade 4*		
1st year	117,320	122,013
2nd year	120,693	125,521
Grade 5		
1st year	126,817	131,890
2nd year	132,196	137,484
Grade 6		
1st year	140,474	146,093
2nd year	141,949	147,627
*Progression criteria applies		
Field Officer Classification		
Field Officer Base Grade 1/2		
Employees Engaged on or after 1 July 2007		
Grade 1		
Year 1	52,329	54,422
Year 2	53,651	55,797
Grade 2		
Year 1	54,888	57,084
Year 2	57,448	59,746
Field Officer Grade 1/4		
Employees Engaged on or after 1 July 2007		
Grade 1		
1st year	52,329	54,422
2nd year	53,651	55,797
Grade 2		
1st year	54,888	57,084
2nd year	57,448	59,746
Grade 3 (A)		
1st year	65,552	68,174
2nd year	66,708	69,376
Grade 4 (A)		
1st year	68,575	71,318
2nd year	69,813	72,606
Field Officer Grade B3/B4		

Employees engaged on or before 30 June 2007		
Grade 3 (B)		
1st year	65,552	68,174
2nd year	66,708	69,376
Grade 4 (B)		
1st year	68575	71,318
2nd year	69813	72,606
Senior Field Officer and Senior Field Officer (Plant)		
Grade 1		
1st year	71,365	74,220
2nd year	72,577	75,480
Grade 2		
1st year	74,045	77,007
2nd year	75,594	78,618
Field Supervisor Classification and Grades		
Grade 1		
1st year	78,188	81,316
2nd year	79,981	83,180
Grade 2		
1st year	81,772	85,043
2nd year	83,565	86,908
Senior Field Supervisor Classification and Grades		
Grade 1		
1st year	90,661	94,287
2nd year	92,888	96,604
Grade 2		
1st year	95,118	98,923
2nd year	97,344	101,238

**Crown Employees (Department of Customer Service - SafeWork NSW Inspectors 2007) Reviewed Award**

Inspectors - WorkCover Authority			
Classification		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Inspectorial Stream	Managerial Stream		
Progression Level			
Level 1		104,433	108,610
Level 2		107,293	111,585
Level 3		113,400	117,936
Senior Inspector 1		117,833	122,546
Senior Inspector 2		118,940	123,698
Principal Inspector 1	District Coordinator 1	121,362	126,216
Principal Inspector 2		122,499	127,399
	District Coordinator 2	123,762	128,712
Assistant State		128,084	133,207
Inspector 1			
Assistant State		129,289	134,461
Inspector 2			
State Inspector 1	Team Coordinator 1	136,795	142,267
State Inspector 2		138,080	143,603
	Team Coordinator 2	139,500	145,080
	State Coordinator 1	143,236	148,965
	State Coordinator 2	144,588	150,372
	Team Manager 1	161,244	167,694

	Team Manager 2	178,136	185,261
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**Crown Employees (Parks and Gardens - Horticulture and Rangers Staff) Award 2016**

Classification and Grades		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Horticultural Apprentice Year 1	-	30,356	31,570
Horticultural Apprentice Year 2	-	40,475	42,094
Horticultural Apprentice Year 3	-	50,594	52,618
Horticultural Apprentice Year 4	27	57,337	59,630
Level 1	15	49,909	51,905
Level 2, Year 1 (Minimum)	23	55,416	57,633
Level 2, (Maximum)	26	56,880	59,155
Level 3 Year 1, (Minimum)	30	58,915	61,272
Level 3, (Maximum)	34	61,014	63,455
Level 4, Year 1, (Minimum)	38	63,248	65,778
Level 4, (Maximum)	41	65,152	67,758
Level 5, Year 1, (Minimum)	45	67,458	70,156
Level 5, (Maximum)	48	69,261	72,031
Level 6, Year 1, (Minimum)	51	71,202	74,050
Level 6, (Maximum)	54	73,175	76,102
Level 7, Year 1, (Minimum)	57	75,250	78,260
Level 7, (Maximum)	60	77,500	80,600
Level 8, Year 1, (Minimum)	63	79,952	83,150
Level 8, Maximum	67	83,211	86,539
Level 9, Year 1, (Minimum)	71	86,473	89,932
Level 9, (Maximum)	75	89,707	93,295
Level 10, Year 1, (Minimum)	78	92,536	96,237
Level 10, (Maximum)	81	95,136	98,941
Level 11, Year 1, (Minimum)	89	102,972	107,091
Level 11, (Maximum)	95	109,371	113,746
Level 12, Year 1, (Minimum)	109	125,592	130,616
Level 12, (Maximum)	112	129,311	134,483
Level 13, Year 1, (Minimum)	115	133,103	138,427
Level 13, (Maximum)	118	137,095	142,579
Level 14, Year 1, (Minimum)	121	141,313	146,966
Level 14, (Maximum)	124	145,682	151,509
Level 15, Year 1, (Minimum)	127	150,446	156,464
Level 15, (Maximum)	130	155,445	161,663

**Crown Employees (Parliament House Conditions of Employment) Award 2015**

Allowances	1.7.22 2.53% \$	1.7.23 4% \$
Allowance in lieu of overtime		
Sessional Staff Above Clerk Grade 8 (per occasion)	432.55	449.85

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

Physiotherapists, Occupational Therapists, Speech Pathologists and Music Therapists			
Classification and Grade	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Physiotherapists -</b>			
<b>Grade 1</b>			
1st year of service	46	67,975	70,694
2nd year of service	50	70,653	73,479
3rd year of service	56	74,592	77,576
4th year of service	63	79,952	83,150
5th year of service	70	85,619	89,044
6th year of service	76	90,695	94,323
7th year of service	81	95,136	98,941
Grade 2	85	98,982	102,941
Grade 3	92	105,966	110,205
Grade 4	95	109,371	113,746
Grade 5	98	112,849	117,363
Grade 6	100	115,095	119,699
Grade 7	103	118,405	123,141
<b>Occupational Therapists</b>			
<b>Grade 1</b>			
1st year of service	46	67,975	70,694
2nd year of service	50	70,653	73,479
3rd year of service	56	74,592	77,576
4th year of service	63	79,952	83,150
5th year of service	70	85,619	89,044
6th year of service	76	90,695	94,323
7th year of service	81	95,136	98,941
Grade 2	85	98,982	102,941
Grade 3	92	105,966	110,205
Grade 4	95	109,371	113,746
Grade 5	98	112,849	117,363
Grade 6	100	115,095	119,699
<b>Speech Pathologist -</b>			
<b>Grade 1</b>			
1st year of service	46	67,975	70,694
2nd year of service	50	70,653	73,479
3rd year of service	56	74,592	77,576
4th year of service	63	79,952	83,150
5th year of service	70	85,619	89,044
6th year of service	76	90,695	94,323
7th year of service	81	95,136	98,941
Grade 2	85	98,982	102,941
Grade 3	92	105,966	110,205
Grade 4	95	109,371	113,746
Grade 5	98	112,849	117,363
<b>Music Therapists</b>			
1st year of service	31	59,385	61,760
2nd year of service	38	63,248	65,778
3rd year of service	43	66,315	68,968
4th year of service	49	69,973	72,772
5th year of service	54	73,175	76,102
6th year of service	59	76,788	79,860
7th year of service	63	79,952	83,150
Sole Allowance - 3(ii)(a)		2,860	2,974
Part-time Student Unit		10.38	10.80
Supervisor Allowance for each student per supervised shift -			

refer formula in award at 3(ii)(b)			
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**Crown Employees (Planning Officers) Award 2021**

Classification and Grades		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Student Planner			
Year 1	CSP 23	55,416	57,633
Year 2	CSP 28	57,821	60,134
Year 3	CSP 32	59,961	62,359
Year 4	CSP 40	64,429	67,006
Planning Officer (Professional)			
Level 1(a)			
Year 1	CSP 59	76,788	79,860
Year 2	CSP 69	84,782	88,173
Year 3	CSP 76	90,695	94,323
Year 4	CSP 80	94,291	98,063
Year 5	CSP 84	97,956	101,874
Soft barrier progression (clause 4.7.2)			
Level 1(b)			
Year 1	CSP 90	103,993	108,153
Year 2	CSP 94	108,230	112,559
Year 3	CSP 97	111,629	116,094
Year 4	-	117,183	121,870
Level 2			
Year 1	CSP 108	124,357	129,331
Year 2	-	127,962	133,080
Year 3	CSP115	133,103	138,427
Level 3			
Year 1	CSP 117	135,745	141,175
Year 2	-	141,436	147,093
Year 3	CSP 124	145,682	151,509
Soft barrier progression (clause 4.9.2)			
Year 4	CSP 128	152,021	158,102
Year 5	-	158,082	164,405
Level 4			
Year 1	-	174,285	181,256
Year 2	-	181,587	188,850
Year 3	-	189,036	196,597
Level 5			
Year 1	-	199,069	207,032
Year 2	-	204,022	212,183

**Crown Employees (Psychologists) Award**

Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Psychologist -		
1st year	71,444	74,302
2nd year	75,309	78,321
3rd year	79,169	82,336
4th year	83,996	87,356
5th year	88,826	92,379
6th year	93,654	97,400



7th year	98,481	102,420
8th year	102,344	106,438
9th year and thereafter	106,203	110,451
Senior Psychologist -		
1st year	111,998	116,478
2nd year	116,827	121,500
3rd year and thereafter	121,652	126,518
Specialist Psychologist -		
1st year	102,344	106,438
2nd year	108,132	112,457
3rd year	113,928	118,485
4th year	119,721	124,510
5th year and thereafter	125,510	130,530
Senior Specialist Psychologist -		
1st year	131,306	136,558
2nd year	135,167	140,574
3rd year and thereafter	139,033	144,594
Chief Psychologist -		
1st year	145,756	151,586
Principal Psychologist -		
1st year and thereafter	158,340	164,674
Environmental Allowance (Corrective Services and Juvenile Justice)	3,271	3,402

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

Allowances	1.7.22 2.53% \$	1.7.23 4% \$
On call allowance	1.06	1.10
Community Language Allowance Scheme		
Base level rate	1,519	1,580
Higher level rate	2,285	2,376
Flying Allowance	22.80	23.70
First Aid Allowance		
Holders of basic qualification	979	1,018
Holders of current occupational first aid certificate	1,470	1,529

#### Crown Employees (Public Service Training Wage) Reviewed Award 2008

**Table 1 – Full Time Weekly Wage Rates (Effective from the first full pay period to commence on or after 1 July 2023)**

##### Skill Levels

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

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

Classification	1.7.22 Per week 2.53% \$	1.7.23 Per week 4% \$
Trainee - Diploma Level	780.30	811.50
Skill Level A Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A:		
Highest Year of Schooling Completed		
Year 10		
School leaver	344.40	358.20
Plus 1 year out of school	379.70	394.90
Plus 2 years	455.20	473.40
Plus 3 years	530.90	552.10
Plus 4 years	615.90	640.50
Plus 5 years or more	704.50	732.70
Year 11		
School leaver	379.40	394.60
Plus 1 year out of school	455.20	473.40
Plus 2 years	530.90	552.10
Plus 3 years	615.90	640.50
Plus 4 years	704.50	732.70
Plus 5 years or more	704.50	732.70
Year 12		
School leaver	455.20	473.40
Plus 1 year out of school	530.90	552.10
Plus 2 years	615.90	640.50
Plus 3 years	704.50	732.70
Plus 4 years	704.50	732.70
Plus 5 years or more	704.50	732.70
Skill Level B Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level B:		
Highest Year of Schooling Completed		
Year 10		
School leaver	344.40	358.20
Plus 1 year out of school	379.40	394.60
Plus 2 years	441.20	458.80
Plus 3 years	507.60	527.90
Plus 4 years	596.20	620.00
Plus 5 years or more	679.70	706.90
Year 11		
School leaver	379.60	394.80
Plus 1 year out of school	441.20	458.80
Plus 2 years	507.60	527.90
Plus 3 years	596.20	620.00
Plus 4 years	679.70	706.90
Plus 5 years or more	679.70	706.90
Year 12		
School leaver	441.20	458.80
Plus 1 year out of school	507.60	527.90
Plus 2 years	596.20	620.00
Plus 3 years	679.70	706.90
Plus 4 years	679.70	706.90
Plus 5 years or more	679.70	706.90

Skill Level C		
Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C:		
Highest Year of Schooling Completed		
Year 10		
School leaver	344.40	358.20
Plus 1 year out of school	379.60	394.80
Plus 2 years	437.10	454.60
Plus 3 years	491.90	511.60
Plus 4 years	518.00	538.70
Plus 5 years or more	613.30	637.80
Year 11		
School leaver	379.60	394.80
Plus 1 year out of school	437.10	454.60
Plus 2 years	491.90	511.60
Plus 3 years	547.80	569.70
Plus 4 years	613.30	637.80
Plus 5 years or more	613.30	637.80
Year 12		
School leaver	437.10	454.60
Plus 1 year out of school	491.90	511.60
Plus 2 years	547.80	569.70
Plus 3 years	613.30	637.80
Plus 4 years	613.30	637.80
Plus 5 years or more	613.30	637.80
School-Based Traineeships Skill Levels A, B and C		
Year of Schooling		
Year 11	344.40	358.20
Year 12	384.10	399.50
The average proportion of time spent in structured training that has been taken into account in setting the rate is 20%.		

**Table 2 – Hourly Wage Rates**

These rates should be read in conjunction with clause 10 of the Crown Employees (Public Service Training Wage) Reviewed Award

Trainees who have left school:

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

Classification	1.7.22 Per hour 2.53% \$	1.7.23 Per hour 4% \$
Trainee Diploma Level part-time	27.81	28.92
Skill Level A		
Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A:		
Highest Year of Schooling Completed		
Year 10		
School leaver	12.39	12.89
Plus 1 year out of school	13.53	14.07
Plus 2 years	16.37	17.02
Plus 3 years	18.89	19.65
Plus 4 years	22.03	22.91
Plus 5 years or more	25.18	26.19

Year 11		
School leaver	13.53	14.07
Plus 1 year out of school	16.37	17.02
Plus 2 years	18.89	19.65
Plus 3 years	22.03	22.91
Plus 4 years	25.18	26.19
Plus 5 years or more	25.18	26.19
Year 12		
School leaver	16.37	17.02
Plus 1 year out of school	18.89	19.65
Plus 2 years	22.03	22.91
Plus 3 years	25.18	26.19
Plus 4 years	25.18	26.19
Plus 5 years or more	25.18	26.19
<b>Skill Level B</b>		
Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level B:		
<b>Highest Year of Schooling Completed</b>		
Year 10		
School leaver	12.39	12.89
Plus 1 year out of school	13.53	14.07
Plus 2 years	15.74	16.37
Plus 3 years	18.15	18.88
Plus 4 years	21.41	22.27
Plus 5 years or more	24.24	25.21
Year 11		
School leaver	13.53	14.07
Plus 1 year out of school	15.74	16.37
Plus 2 years	18.15	18.88
Plus 3 years	21.41	22.27
Plus 4 years	24.24	25.21
Plus 5 years or more	24.24	25.21
Year 12		
School leaver	15.74	16.37
Plus 1 year out of school	18.15	18.88
Plus 2 years	21.41	22.27
Plus 3 years	24.24	25.21
Plus 4 years	24.24	25.21
Plus 5 years or more	24.24	25.21
<b>Skill Level C</b>		
Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C:		
<b>Highest Year of Schooling Completed</b>		
Year 10		
School leaver	12.39	12.89
Plus 1 year out of school	13.53	14.07
Plus 2 years	15.63	16.26
Plus 3 years	17.62	18.32
Plus 4 years	19.52	20.30
Plus 5 years or more	21.93	22.81
Year 11		
School leaver	13.53	14.07
Plus 1 year out of school	15.63	16.26
Plus 2 years	17.62	18.32
Plus 3 years	19.52	20.30
Plus 4 years	21.93	22.81
Plus 5 years or more	21.93	22.81
Year 12		
School leaver	15.63	16.26

Plus 1 year out of school	17.62	18.32
Plus 2 years	19.52	20.30
Plus 3 years	21.93	22.81
Plus 4 years	21.93	22.81
Plus 5 years or more	21.93	22.81
<b>School Based Trainees Wage Levels A, B and C</b>		
Year 11	12.39	12.89
Year 12	13.53	14.07

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

<b>Research Scientists</b>			
Classification and Grades		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Research Scientist -			
1st year of service	86	99,868	103,863
2nd year of service	91	104,994	109,194
3rd year of service	96	110,516	114,937
4th year of service	100	115,095	119,699
Efficiency Barrier -			
5th year of service	105	120,693	125,521
6th year of service	109	125,592	130,616
7th year of service	113	130,553	135,775
Senior Research Scientist -			
1st year of service	115	133,103	138,427
2nd year of service	118	137,095	142,579
3rd year of service	121	141,313	146,966
Efficiency Barrier -			
4th year of service	124	145,682	151,509
5th year of service	127	150,446	156,464
Principal Research Scientist -			
1st year of service	130	155,445	161,663
2nd year of service	-	159,001	165,361
3rd year of service	-	163,038	169,560
Senior Principal Research Scientist -			
1st year of service	-	174,792	181,784
2nd year of service	-	187,507	195,007
Efficiency Barrier -			
3rd year of service	-	203,484	211,623

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

RFS Officers - These rates are inclusive of Annual Leave Loading

Classification and Grades		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
RFS Officer Level 1			
Year 1		40,241	41,851
Year 2		48,668	50,615
Year 3		52,453	54,551
Year 4		53,889	56,045
Year 5		56,166	58,413
Year 6		57,182	59,469
Year 7		58,601	60,945

Year 8		60,773	63,204
Year 9		62,970	65,489
Year 10		65,294	67,906
RFS Officer Level 2			
Year 1		68,892	71,648
Year 2		70,918	73,755
RFS Officer Level 3			
Year 1		72,895	75,811
Year 2		74,893	77,889
RFS Officer Level 4			
Year 1		77,020	80,101
Year 2		79,340	82,514
RFS Officer Level 5			
Year 1		81,819	85,092
Year 2		84,332	87,705
RFS Officer Level 6			
Year 1		90,915	94,552
Year 2		93,785	97,536
RFS Officer Level 7			
Year 1		97,460	101,358
Year 2		100,316	104,329
RFS Officer Level 8			
Year 1		103,325	107,458
Year 2		106,414	110,671
RFS Officer Level 9			
Year 1		110,845	115,279
Year 2		114,367	118,942
RFS Officer Level 10			
Year 1		117,780	122,491
Year 2		121,093	125,937
RFS Officer Level 11			
Year 1		126,035	131,076
Year 2		129,789	134,981
RFS Officer Level 12			
Year 1		136,220	141,669
Year 2		142,004	147,684
RFS Officer Level 13			
Year 1		150,894	156,930
Year 2		157,539	163,841

RFS Officers (OCC) - These rates are NOT inclusive of Annual Leave Loading

Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
RFS Officer Level A (OCC Operator)		
Year 1	44,987	46,786
Year 2	48,020	49,941
Year 3	51,756	53,826
Year 4	53,168	55,295
Year 5	55,416	57,633
Year 6	56,420	58,677
Year 7	57,821	60,134
Year 8	59,960	62,358
Year 9	62,134	64,619
Year 10	64,429	67,006
RFS Officer Level B (OCC Operational Communications Officer)		

Year 1	67,975	70,694
Year 2	69,973	72,772
Year 3	71,926	74,803
Year 4	73,901	76,857
<b>RFS Officer Level C (OCC Senior Operational Communications Officer)</b>		
Year 1	75,992	79,032
Year 2	78,284	81,415
Year 3	80,728	83,957
Year 4	83,211	86,539
<b>RFS Officer Level D (OpO3 State Operational Communications Officer)</b>		
Year 1	101,947	106,025
Year 2	104,994	109,194
Year 3	109,371	113,746
Year 4	112,849	117,363

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

Classification	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Commissioned Correctional Officers:</b>		
<b>Senior Assistant Superintendent</b>		
- 7 day or any 5/7 days	135,751	141,181
<b>Assistant Superintendent</b>		
- 7 day or any 5/7 days	127,069	132,152
<b>Senior Assistant Superintendent - 5 day</b>	128,326	133,459
<b>Assistant Superintendent - 5 day</b>	119,641	124,427
<b>Commissioned Industries Officers:</b>		
<b>Regional Business Manager - 5 day</b>		
Year 1	144,164	149,931
Year 2	147,869	153,784
Year 3	154,216	160,385
Year 4	159,915	166,312
<b>Operations Manager</b>	153,414	159,551
<b>Manager of Industries Level 1 - 5 day</b>	141,560	147,222
<b>Manager of Industries Level 2 - Any 5 of 7 days</b>	142,155	147,841
<b>Manager Centre Services and Employment Manager of Industries Level 2 - 5 day</b>	135,751	141,181
<b>Manager Business Unit - any 5/7 days</b>	128,326	133,459
<b>Manager Business Unit - 5 day</b>	125,384	130,399

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

Classification and Grades		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Chief Inspector</b>			
Year 2	85	98,982	102,941
Year 1	82	96,164	100,011
<b>Inspector</b>			
Year 2	78	92,536	96,237
Year 1	75	89,707	93,295
<b>Sergeant</b>			
Year 4	67	83,211	86,539

Year 3	64	80,728	83,957
Year 2	61	78,285	81,416
Year 1	58	75,992	79,032
Sheriff's Officer			
Year 4	55	73,901	76,857
Year 3	52	71,926	74,803
Year 2	49	69,973	72,772
Year 1	46	67,975	70,694
Probationary Sheriff's Officer	36	62,134	64,619

### Crown Employees (State Emergency Service) Zone Staff Award 2021

Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Full Time Region Controllers – Clerk Grade 9/10		
1st year of service	116,211	120,859
2nd year of service	119,479	124,258
3rd year of service	124,357	129,331
Thereafter	128,061	133,183
Deputy Region Controller - Clerk Grade 7/8		
1st year of service	101,947	106,025
2nd year of service	104,994	109,194
3rd year of service	109,371	113,746
Thereafter	112,849	117,363
Business Manager - Clerk Grade 5/6		
1st year of service	89,707	93,295
2nd year of service	92,536	96,237
3rd year of service	96,164	100,011
Thereafter	98,982	102,941
Community Engagement Officer - Clerk Grade 5/6		
1st year of service	89,707	93,295
2nd year of service	92,536	96,237
3rd year of service	96,164	100,011
Thereafter	98,982	102,941
Volunteer Support Officer - Clerk Grade 3/4		
1st year of service	75,992	79,032
2nd year of service	78,285	81,416
3rd year of service	80,728	83,957
Thereafter	83,211	86,539
Region Learning and Development Officer - Clerk Grade 5/6		
1st year of service	89,707	93,295
2nd year of service	92,536	96,237
3rd year of service	96,164	100,011
Thereafter	98,982	102,941

### Crown Employees (State Emergency Service) State Operations Centre – Continuous Shift Workers Award 2017



Classifications and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Duty Operations Officers Clerk Grade 7/8			
1st year of service	88	101,947	106,025
2nd year of service	91	104,994	109,194
3rd year of service	95	109,371	113,746
Thereafter	98	112,849	117,363
State Operations Centre Team Leader, Clerk Grade 3/4			
1st year of service	58	75,992	79,032
2nd year of service	61	78,285	81,416
3rd year of service	64	80,728	83,957
Thereafter	67	83,211	86,539
State Operations Centre Communications Officers, Clerk Grade 1/2			
1st year of service	46	67,975	70,694
2nd year of service	49	69,973	72,772
3rd year of service	52	71,926	74,803
Thereafter	55	73,901	76,857

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

Classification and Grades		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
1st year of service	40	64,429	67,006
2nd year of service	42	65,664	68,291
3rd year of service	44	66,809	69,481
Tipstaff to the Chief Justice	46	67,975	70,694

**Crown Employees (Trades Assistants) Award**

Classification and Grades		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Blacksmith's striker		1010.70	1051.10
Cold saw operator		1018.60	1059.30
Driller (stationary machines)		1010.70	1051.10
Dresser and grinder (portable machines)		1028.50	1069.60
Dresser, shot blast or sand blast-			
(a) who operates from outside a properly enclosed cabin		1018.60	1059.30
(b) other		1062.40	1104.90
Dogman and/or crane chaser		1028.50	1069.60
Forger's assistant		1010.70	1051.10
Fork Lift Driver (TAFE)		1089.40	1133.00
Assistant Furnaceperson		1018.60	1059.30
General assistant assisting tradespersons or employed in a metal and/or electrical workshop (TAFE)		1010.70	1051.10
General assistant, other (TAFE)		1002.00	1042.10
General assistant/tool storeperson assisting tradespersons or employed in a metal and or electrical workshop (less than 20 hpw toolstore duties) (TAFE)		1028.50	1069.60
General assistant/tool storeperson, other (less than 20hpw toolstore duties (TAFE)		1061.90	1104.40

Hammer driver	1018.60	1059.30
Heat treater operative	1028.50	1069.60
Machinist second class (Metal Trades)	1072.80	1115.70
Operator of straight line oxy-acetylene Cutting machine	1028.50	1069.60
Pipe fitter	1072.80	1115.70
Rigger and/or splicer (other than construction work)	1107.90	1152.20
Rigger and/or splicer (construction work)	1128.50	1173.60
Spray painter (ironwork) and/or brush hand	1028.50	1069.60
Tool and/or material storeman	1062.40	1104.90
Trades assistant (Metal Trades)	1010.70	1051.10
Trades assistant (Electrical Trades)	1038.10	1079.60
Trades assistant	1018.60	1059.30
Cupola furnaceperson (foundries)	1072.80	1115.70
Allowances:	Per Hour	Per Hour
Cold Places per hour	0.87	0.90
Confined Spaces per hour	1.09	1.13
Dirty Work per hour	0.87	0.90
Height Money per hour:		
- At a height of 7.5 m	0.87	0.90
- For every additional 3m	0.28	0.29
Hot Places per hour:		
- 46C-54C	0.87	0.90
- Above 54C	1.09	1.13
Insulation Material per hour:		
- Pumice or other recognised insulator	0.87	0.90
- Silicate	1.09	1.13
Smoke Boxes etc per hour:		
- Working on repairs to smoke boxes, furnaces etc	0.55	0.57
- Working on repairs inside oil-fired boilers	2.17	2.26
Wet Places per hour	0.87	0.90
Working on a boat or punt per day	3.38	3.52
Working knee deep in mud or water per day	6.91	7.19
Acid, furnaces, stills, etc per hour	4.45	4.63
Towers per hour	0.87	0.90
Depth money per hour	0.87	0.90
Swing Scaffolds:		
- First four hours (fixed rate)	6.46	6.72
- Each hour thereafter	1.31	1.36
- Solid plasterers per hour	0.28	0.29
Septic Tanks per day	10.40	10.80
Distant Places per day:		
- Area re paragraph 4.17.1	1.70	1.75
- Area re paragraph 4.17.2	2.75	2.85
- Area re paragraph 4.17.3	2.75	2.85
Epoxy Materials per hour	1.09	1.13
- Applying to air-conditioned buildings per hour	0.76	0.79
- Employees in close proximity per hour	0.87	0.90
Foundry per hour	0.63	0.66
Asbestos Eradication per hour	2.92	3.04
First Aid per day	3.80	3.95

**Taronga Conservation Society Australia Salaried Employees Award**

Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Clerks - General Scale			
1st year (up to 18 years)	7	39,703	41,291
2nd year (or 20 years)	11	48,020	49,941
3rd year	17	51,756	53,826
4th year	20	53,168	55,295
5th year	23	55,416	57,633
6th year	25	56,420	58,677
7th year	28	57,821	60,134
8th year	32	59,961	62,359
9th year	36	62,134	64,619
10th year	40	64,429	67,006
At 19 years + (HSC)	9	44,987	46,786
Grade 1 -			
1st year	46	67,975	70,694
2nd year	49	69,973	72,772
Grade 2 -			
1st year	52	71,926	74,803
2nd year	55	73,901	76,857
Grade 3 -			
1st year	58	75,992	79,032
2nd year	61	78,285	81,416
Grade 4 -			
1st year	64	80,728	83,957
2nd year	67	83,211	86,539
Grade 5 -			
1st year	75	89,707	93,295
2nd year	78	92,536	96,237
Grade 6 -			
1st year	82	96,164	100,011
2nd year	85	98,982	102,941
Grade 7 -			
1st year	88	101,947	106,025
2nd year	91	104,994	109,194
Grade 8 -			
1st year	95	109,371	113,746
2nd year	98	112,849	117,363
Grade 9 -			
1st year	101	116,211	120,859
2nd year	104	119,479	124,258
Grade 10 -			
1st year	108	124,357	129,331
2nd year	111	128,061	133,183
Grade 11 -			
1st year	116	134,411	139,787
2nd year	120	140,109	145,713
Grade 12 -			
1st year	126	148,885	154,840
2nd year	130	155,445	161,663
Clerical Assistants -			
1st year (or under 17 years)	1	27,637	28,742
2nd year (or 17 years)	3	31,045	32,287
3rd year (or 18 years)	6	37,352	38,846
4th year (or 19 years)	8	42,424	44,121

5th year (or 20 years)	9	44,987	46,786
6th year (or 21 years)	15	49,909	51,905
7th year	17	51,756	53,826
8th year	20	53,168	55,295
9th year	22	54,174	56,341
Class 1 -			
1st year	25	56,420	58,677
2nd year	28	57,821	60,134
Class 2 -			
1st year	32	59,961	62,359
2nd year	35	61,508	63,968
Class 3 -			
1st year	37	62,727	65,236
2nd year	40	64,429	67,006
Class 4 -			
1st year	42	65,664	68,291
2nd year	44	66,809	69,481
Horticulturalist Labourer - (Applies to employees engaged prior 1 July 2010)			
Grade 1	25	56,420	58,677
Grade 2	30	58,915	61,272
Grade 3	35	61,508	63,968
Horticulturalist Level 1 - (Applies to employees engaged prior 1 July 2010)			
Grade 1	42	65,664	68,291
Grade 2	45	67,458	70,156
Horticulturalist Level 2 (Applies to employees engaged prior 1 July 2010)			
Grade 1	48	69,261	72,031
Grade 2	50	70,653	73,479
Horticultural Technician (Applies to employees engaged prior 1 July 2010)			
Grade 1	55	73,901	76,857
Grade 2	57	75,250	78,260
Senior Horticultural Technician (Applies to employees engaged prior 1 July 2010)			
Grade 1	63	79,952	83,150
Grade 2	67	83,211	86,539
Horticultural Apprentice (Applies to employees engaged post 1 July 2010)			
1st Year		27,448	28,546
2nd Year		32,444	33,742
3rd Year		37,432	38,929
4th Year		44,920	46,717
Gardener (Applies to employees engaged post 1 July 2010)			
Grade 1	15	49,909	51,905
Grade 2	18	52,265	54,356
Grade 3	21	53,673	55,820
Horticulturalist (Applies to employees engaged post 1 July 2010)			
Grade 1		63,521	66,062
Grade 2		65,426	68,043
Grade 3		67,390	70,086
Grade 4		70,652	73,478
Horticultural Supervisor (Applies to employees engaged post 1 July 2010)			
Grade 1		75,016	78,017

Grade 2		77,268	80,359
Grade 3		79,586	82,769
Keeper Grade 4 (Specialist) Level 2 (only available to employees employed permanently as a Keeper on 8 December 2005)	75	89,707	93,295
Trainee Keeper -			
Level 1	-	47,643	49,549
Level 2	-	50,817	52,850
Level 3	-	53,994	56,154
Level 4	-	57,170	59,457
Keeper -			
Level 1	-	63,522	66,063
Level 2	-	66,698	69,366
Level 3	-	69,872	72,667
Level 4	-	73,052	75,974
Senior Keeper -			
Level 1	-	76,226	79,275
Level 2	-	82,578	85,881
Keeping Unit Supervisor -			
Year 1	-	92,108	95,792
Year 2	-	94,014	97,775
Year 3	-	95,916	99,753
Keeper before Jan 06			
Grade 1			
Level 01		59,384	61,759
Level 02		59,960	62,358
Level 03		60,950	63,388
Level 04		62,133	64,618
Grade 2			
Level 01		79,421	82,598
Level 02		87,517	91,018
Gate Receptionists	38	63,248	65,778
Junior Designer			
Grade 1		54,143	56,309
Grade 2		56,308	58,560
Grade 3		58,559	60,901
Grade 4		60,899	63,335
Designer			
Grade 1		62,727	65,236
Grade 2		65,545	68,167
Grade 3		68,497	71,237
Grade 4		71,582	74,445
Grade 5		74,801	77,793
Senior Designer			
Grade 1		78,547	81,689
Grade 2		82,471	85,770
Grade 3		86,593	90,057
Casual first aid allowance (per shift)		18.75	19.50
Laundry Allowance for staff other than Gate Receptionists (per week)		7.80	8.10
Laundry Allowance for Gate Receptionists (per week)		14.20	14.75

### Agreements and Determinations

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

Adventure Facilitator	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Year 1	101,947	106,025
Year 2	104,994	109,194
Year 3	109,371	113,746
Year 4	112,849	117,363

**Architects etc. Agreement No. 1733 of 1971**

Architects			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Grade I</b>			
1st year of service	46	67,975	70,694
2nd year of service	50	70,653	73,479
3rd year of service	56	74,592	77,576
4th year of service	63	79,952	83,150
5th year of service	70	85,619	89,044
6th year of service and thereafter	76	90,695	94,323
<b>Grade II</b>			
1st year of service	82	96,164	100,011
2nd year of service	86	99,868	103,863
3rd year of service	89	102,972	107,091
4th year of service and thereafter	92	105,966	110,205
<b>Grade III</b>			
1st year of service	97	111,629	116,094
2nd year of service	100	115,095	119,699
3rd year of service	104	119,479	124,258
4th year of service and thereafter	107	123,134	128,059
<b>Grade IV</b>			
1st year of service	112	129,311	134,483
2nd year of service	115	133,103	138,427
3rd year of service and thereafter	117	135,745	141,175
<b>Grade V</b>			
1st year of service	121	141,313	146,966
2nd year of service and thereafter	123	144,097	149,861
<b>Grade VI</b>			
1st year of service	125	147,285	153,176
2nd year of service	127	150,446	156,464

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Artists Australian Museum and Museum of Applied Arts and Sciences			
Grade I			
1st year of service	28	57,821	60,134
2nd year of service	31	59,385	61,760
3rd year of service	34	61,014	63,455
4th year of service	37	62,727	65,236
5th year of service	39	63,902	66,458
6th year of service	43	66,315	68,968
7th year of service and thereafter	46	67,975	70,694
Grade II			
1st year of service	49	69,973	72,772
2nd year of service	51	71,202	74,050
3rd year of service and thereafter	53	72,541	75,443
Grade III			
1st year of service	58	75,992	79,032
2nd year of service and thereafter	61	78,285	81,416
Keeper Of Exhibits (Non Graduate) Museum of Applied Arts & Sciences			
1st year of service	44	66,809	69,481
2nd year of Service	47	68,690	71,438
3rd year of service	51	71,202	74,050
4th year of service	53	72,541	75,443
5th year of service	58	75,992	79,032
6th year of service and thereafter	58	75,992	79,032
Designers (Exhibitions and Publications)			
1st year of service	37	62,727	65,236
2nd year of service	39	63,902	66,458
3rd year of service	42	65,664	68,291
4th year of service	46	67,975	70,694
5th year of service	49	69,973	72,772
6th year of service	51	71,202	74,050
7th year of service	53	72,541	75,443
8th year of service	56	74,592	77,576
9th year of service	60	77,500	80,600
10th year of service	64	80,728	83,957
11th year of service	67	83,211	86,539
12th year of service	71	86,473	89,932
Senior Designer (Exhibitions and Publications) National Parks and Wildlife Service On Appointment			
	77	91,472	95,131
Exhibitions Officer, Australian Museum			
Grade I			
1st year of service	56	74,592	77,576
2nd year of service	60	77,500	80,600
3rd year of service	64	80,728	83,957
4th year of service	67	83,211	86,539
5th year of service and thereafter	71	86,473	89,932
Grade II			
1st year of service	75	89,707	93,295
2nd year of service	77	91,472	95,131
Chief, Exhibitions Department			

Museum of Applied Arts and Sciences 1st year of service	92	105,966	110,205
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**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 2017.

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Level 1 At 18 years of age	7	39,703	41,291
Level 1 At 19 years of age with HSC	9	44,987	46,786
Level 2 Or minimum at 20 years	11	48,020	49,941
Level 3 Or minimum at 21 years	17	51,756	53,826
Level 4	20	53,168	55,295
Level 5	23	55,416	57,633
Level 6	25	56,420	58,677
Level 7	28	57,821	60,134
Level 8	32	59,961	62,359
Level 9	36	62,134	64,619
Level 10	40	64,429	67,006

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

Cartographers, Engineering Survey Drafting Officers,			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
General Scale			
1st year	7	39,703	41,291
2nd year	11	48,020	49,941
3rd year	17	51,756	53,826
4th year	20	53,168	55,295
5th year	23	55,416	57,633
6th year	25	56,420	58,677
7th year	28	57,821	60,134
8th year	32	59,961	62,359
9th year	36	62,134	64,619
10th year	40	64,429	67,006
11th year	46	67,975	70,694
12th year	49	69,973	72,772
13th year	52	71,926	74,803
14th year	55	73,901	76,857
Officer with HSC aged 19 and over paid not less than	9	44,987	46,786
Class 1			
1st year	58	75,992	79,032
2nd year	61	78,285	81,416



3rd year	64	80,728	83,957
4th year	67	83,211	86,539
Class 2			
1st year	75	89,707	93,295
2nd year	78	92,536	96,237
Class 3			
1st year	82	96,164	100,011
2nd year	85	98,982	102,941
Class 4			
1st year	88	101,947	106,025
2nd year	91	104,994	109,194
Class 5			
1st year	95	109,371	113,746
2nd year	98	112,849	117,363
Class 6			
1st year	101	116,211	120,859
2nd year	104	119,479	124,258
Class 7			
1st year	108	124,357	129,331
2nd year	111	128,061	133,183

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

Department of Corrective Services			
Classification and Grades		1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Sessional Specialist HIV/Health Promotion (The rates are inclusive of a 15% casual loading for Monday to Friday work, plus 1/12th in lieu of recreation leaves)		87.18	90.67
Environmental Allowance for working within a correctional centre		2.02	2.10

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

Community Offender Support Program Centres DCS			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Throughcare and Placement Officer:			
1st year	88	101,947	106,025
2nd year	91	104,994	109,194
3rd year	95	109,371	113,746
Thereafter	98	112,849	117,363
Accommodation Support Worker:			
1st year	75	89,707	93,295
2nd year	78	92,536	96,237
3rd year	82	96,164	100,011
Thereafter	85	98,982	102,941
Assistant Support Worker:			
1st year	46	67,975	70,694
2nd year	49	69,973	72,772
3rd year	52	71,926	74,803
Thereafter	55	73,901	76,857

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

Computer Operators, All Departments			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Trainee Computer Operator			
At 18 and under	7	39,703	41,291
At 19	9	44,987	46,786
At 20	11	48,020	49,941
At 21	17	51,756	53,826
Computer Operator - Grade 1			
1st year of service	20	53,168	55,295
2nd year of service	23	55,416	57,633
3rd year of service	25	56,420	58,677
4th year of service and thereafter	28	57,821	60,134
Computer Operator - Grade 2			
1st year of service	32	59,961	62,359
2nd year of service	36	62,134	64,619
3rd year of service and thereafter	40	64,429	67,006
Senior Computer Operator - Grade 1			
1st year of service	46	67,975	70,694
2nd year of service	49	69,973	72,772
3rd year of service	52	71,926	74,803
4th year of service	55	73,901	76,857
Senior Computer Operator - Grade 2			
1st year of service	58	75,992	79,032
2nd year of service	61	78,285	81,416
3rd year of service	64	80,728	83,957
4th year of Service	67	83,211	86,539

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

Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Operations Manager - Clerk 11/12		
1st year of service	134,411	139,787
2nd year of service	140,109	145,713
3rd year of service	148,885	154,840
Thereafter	155,445	161,663
Assistant Operations Manager - Clerk 9/10		
1st year of service	116,211	120,859
2nd year of service	119,479	124,258
3rd year of service	124,357	129,331
Thereafter	128,061	133,183
Senior Case Worker - Clerk 5/6		
1st year of service	89,707	93,295
2nd year of service	92,536	96,237
3rd year of service	96,164	100,011
Thereafter	98,982	102,941

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

Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Assistant Manager</b>		
1st year of service	107,442	111,740
2nd year of service	110,465	114,884
3rd year of service	114,974	119,573
Thereafter	118,400	123,136
<b>Co-ordinator Program Support &amp; Security</b>		
1st year of service	94,254	98,024
2nd year of service	97,075	100,958
3rd year of service	101,118	105,163
Thereafter	104,332	108,505
<b>Senior Program Support Officer</b>		
1st year of service	82,939	86,257
2nd year of service	85,555	88,977
3rd year of service	88,907	92,463
Thereafter	91,515	95,176
<b>Program Support Officer</b>		
1st year of service	70,259	73,069
2nd year of service	72,377	75,272
3rd year of service	74,636	77,621
Thereafter	76,931	80,008

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

Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Co-ordinator Program Support &amp; Security</b>		
1st year of service	101,947	106,025
2nd year of service	104,994	109,194
3rd year of service	109,371	113,746
Thereafter	112,849	117,363
<b>Senior Program Support Officer</b>		
1st year of service	89,707	93,295
2nd year of service	92,536	96,237
3rd year of service	96,164	100,011
Thereafter	98,982	102,941
<b>Program Support Officer</b>		
1st year of service	75,992	79,032
2nd year of service	78,285	81,416
3rd year of service	80,728	83,957
Thereafter	83,211	86,539
Mobile Work Camps Allowance (per day)	161.65	168.10

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

Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Senior Program Support Officer		
1st year of service	89,707	93,295
2nd year of service	92,536	96,237
3rd year of service	96,164	100,011
Thereafter	98,982	102,941
Program Support Officer		
1st year of service	75,992	79,032
2nd year of service	78,285	81,416
3rd year of service	80,728	83,957
Thereafter	83,211	86,539

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

Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Team Leader (Administrative and Clerical Officer Grade 7/8)		
1st year of service	101,947	106,025
Thereafter	104,994	109,194
Grade 8		
1st year of service	109,371	113,746
Thereafter	112,849	117,363
Allowance	28,493	29,633
Bail Coordinator (Administrative and Clerical Officer Grade 5/6)		
Grade 5		
1st year of service	89,707	93,295
Thereafter	92,536	96,237
Grade 6		
1st year of service	96,164	100,011
Thereafter	98,982	102,941
Allowance	25,779	26,810

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

Conservators, Cultural Institutions			
Classifications and Grade	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Assistant Conservator - Class 1			
1st year of service	40	64,429	67,006
2nd year of service	42	65,664	68,291
3rd year of service	44	66,809	69,481
4th year of service	47	68,690	71,438
5th year of service	49	69,973	72,772
6th year of service	52	71,926	74,803
Class 2			
1st year of service	55	73,901	76,857
2nd year of service	56	74,592	77,576
3rd year of service	58	75,992	79,032
Conservator - Grade 1			
1st year of service	62	79,023	82,184

2nd year of service	64	80,728	83,957
3rd year of service	66	82,369	85,664
4th year of service	68	83,819	87,172
5th year of service	70	85,619	89,044
<b>Grade 2</b>			
1st year of service	74	88,813	92,366
2nd year of service	79	93,277	97,008
3rd year of service	83	97,102	100,986
4th year of service	87	100,942	104,980
5th year of service	91	104,994	109,194
<b>Grade 3</b>			
1st year of service	94	108,230	112,559
2nd year of service	97	111,629	116,094
3rd year of service	99	113,932	118,489
<b>Head Conservator</b>			
1st year of service	105	120,693	125,521
2nd year of service	108	124,357	129,331
3rd year of service	110	126,822	131,895

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Co-ordinator	61	78,285	81,416
Director	104	119,479	124,258

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Co-ordinator, Visual Arts	102	117,323	122,016
Environmental Allowance	-	3,271	3,402
All Incidents Allowance	-	11,250	11,700

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

Curatorial Staff			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Assistant Curator/Assistant Registrar - Grade I</b>			
1st year of service	40	64,429	67,006
2nd year of service	46	67,975	70,694
3rd year of service	51	71,202	74,050
4th year of service	57	75,250	78,260
5th year of service and thereafter	62	79,023	82,184
<b>Assistant Curator/Assistant Registrar - Grade II</b>			
1st year of service	64	80,728	83,957

2nd year of service	67	83,211	86,539
3rd year of service	70	85,619	89,044
4th year of service	73	88,112	91,636
5th year of service and thereafter	75	89,707	93,295
Curator/Registrar - Grade I			
1st year of service	77	91,472	95,131
2nd year of service	82	96,164	100,011
3rd year of service	86	99,868	103,863
4th year of service	91	104,994	109,194
5th year of service and thereafter	95	109,371	113,746
Curator/Registrar - Grade II			
1st year of service	99	113,932	118,489
2nd year of service	102	117,323	122,016
3rd year of service	105	120,693	125,521
4th year of service	108	124,357	129,331
5th year of service	110	126,822	131,895
Senior Curator Senior Registrar	114	131,799	137,071

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

Departmental Professional Officers - All Departments			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade I -			
1st year of service	46	67,975	70,694
2nd year of service	50	70,653	73,479
3rd year of service	56	74,592	77,576
4th year of service	63	79,952	83,150
5th year of service	70	85,619	89,044
6th year of service and thereafter	76	90,695	94,323
Grade II -			
1st year of service	81	95,136	98,941
2nd year of service	84	97,956	101,874
3rd year of service	87	100,942	104,980
4th year of service and thereafter	91	104,994	109,194
Grade III -			
1st year of service	95	109,371	113,746
2nd year of service	98	112,849	117,363
3rd year of service	100	115,095	119,699
4th year of service and thereafter	104	119,479	124,258
Grade IV -			
1st year of service	108	124,357	129,331
2nd year of service and thereafter	110	126,822	131,895
Grade V -			
1st year of service	114	131,799	137,071
2nd year of service and thereafter	116	134,411	139,787
Grade VI -			
1st year of service	119	138,596	144,140
2nd year of service and thereafter	121	141,313	146,966
Grade VII -			
1st year of service	124	145,682	151,509
2nd year of service and thereafter	126	148,885	154,840
Grade VIII -			
1st year of service	129	153,729	159,878

2nd year of service and thereafter	130	155,445	161,663
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**Department of Transport Officers Employment Conditions Agreement No.2548 of 1998**

Transport Officers		
Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade I -		
One	51,682	53,749
Two	53,487	55,626
Three	55,357	57,571
Four	57,295	59,587
Five	59,301	61,673
Grade 2		
One	59,301	61,673
Two	61,383	63,838
Three	63,525	66,066
Four	65,756	68,386
Five	68,053	70,775
Grade 3		
One	68,053	70,775
Two	70,433	73,250
Three	72,895	75,811
Four	75,449	78,467
Five	78,096	81,220
Grade 4		
One	78,096	81,220
Two	80,823	84,056
Three	83,652	86,998
Four	86,584	90,047
Five	89,725	93,314
Grade 5		
One	89,725	93,314
Two	92,747	96,457
Three	96,187	100,034
Four	99,356	103,330
Five	102,835	106,948
Grade 6		
One	102,835	106,948
Two	106,435	110,692
Three	110,156	114,562
Four	114,009	118,569
Five	118,003	122,723
Grade 7		
One	118,003	122,723
Two	122,134	127,019
Three	126,407	131,463
Four	130,829	136,062
Five	135,410	140,826
Grade 8		
One	135,410	140,826
Two	140,151	145,757
Three	148,915	154,872
Four	155,473	161,692
Five	160,914	167,351
Grade 9		

One	160,914	167,351
Two	169,558	176,340
Three	178,320	185,453
Four	184,878	192,273
Five	190,321	197,934

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Education Officer -			
1st year of service	43	66,315	68,968
2nd year of service	48	69,261	72,031
3rd year of service	54	73,175	76,102
4th year of service	60	77,500	80,600
5th year of service	66	82,369	85,664
6th year of service	71	86,473	89,932
7th year of service	75	89,707	93,295
8th year of service	79	93,277	97,008
9th year of service and thereafter	84	97,956	101,874
Senior Education Officer -			
1st year of service	98	112,849	117,363
2nd year of service and thereafter	101	116,211	120,859
Allowance after 12 months on the 9th year of service: \$ per annum	-	3,071	3,194
After a further 12 months: \$ per annum	-	3,071	3,194

**Engineers Agreement No. 1734 of 1971**

Engineers			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade I Diplomate Experience Since Qualifying			
In first year	46	67,975	70,694
After one year	50	70,653	73,479
After two years	56	74,592	77,576
After three years	63	79,952	83,150
After four years	70	85,619	89,044
After five years	76	90,695	94,323
Grade I Graduate Experience Since Qualifying			
In first year	50	70,653	73,479
After one year	56	74,592	77,576
After two years	63	79,952	83,150
After three years	70	85,619	89,044
After four years	76	90,695	94,323
Grade II			
1st year of service	82	96,164	100,011
2nd year of service	86	99,868	103,863
3rd year of service	89	102,972	107,091
4th year of service and thereafter	92	105,966	110,205
Grade III			



1st year of service	97	111,629	116,094
2nd year of service	100	115,095	119,699
3rd year of service	104	119,479	124,258
4th year of service and thereafter	107	123,134	128,059
Grade IV			
1st year of service	112	129,311	134,483
2nd year of service	115	133,103	138,427
3rd year of service and thereafter	117	135,745	141,175
Grade V			
1st year of service	121	141,313	146,966
2nd year of service and thereafter	123	144,097	149,861
Grade VI			
1st year of service	125	147,285	153,176
2nd year of service and thereafter	127	150,446	156,464

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

Escorts and Travelling Attendants			
Classification and Grades	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$	
Travelling Attendant			
1st Year	52,538	54,640	
2nd Year	52,538	54,640	
3rd Year	53,042	55,164	
4th Year	54,786	56,977	
Travelling Attendant (Hourly Rate)			
1st Year	26.51	27.57	
2nd Year	26.51	27.57	
3rd Year	26.76	27.83	
4th Year	27.62	28.72	
Escorts			
1st Year	62,611	65,115	
2nd Year	62,611	65,115	
3rd Year	63,179	65,706	
4th Year	65,313	67,926	
Rate A Applicable Mon-Fri and all overtime/travelling time weekdays and public holidays = Hrly rate of Travelling Attendant + 10% +4/48ths			
1st Year	31.60	32.86	
2nd Year	31.60	32.86	
3rd Year	31.88	33.16	
4th Year	32.92	34.24	
Rate B Applicable first 8 hours on Saturday = Hrly rate of Travelling Attendant + 50% +4/48ths			
1st Year	43.07	44.79	
2nd Year	43.07	44.79	
3rd Year	43.46	45.20	
4th Year	44.91	46.71	
Rate C Applicable first 8 hours on Sunday = Hrly rate of Travelling Attendant + 75% +4/48ths			
1st Year	50.23	52.24	
2nd Year	50.23	52.24	
3rd Year	50.71	52.74	
4th Year	52.38	54.48	
Rate D Applicable first 8 hours on a Public Holiday = Hrly Rate of Travelling Attendant + 150%+4/48ths			

1st Year	71.77	74.64
2nd Year	71.77	74.64
3rd Year	72.43	75.33
4th Year	74.85	77.84

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

Gardening, Parks and Horticultural and Landscape Staff			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Gardener Tradesman	37	62,727	65,236
Gardener Experienced	30	58,915	61,272
Garden Labourer	20	53,168	55,295
Garden Labourer, 1st class	23	55,416	57,633
Chief Propagator (Royal Botanical Gardens)	43	66,315	68,968
Groundsman	33	60,447	62,865
Horticultural and Landscape Officers:			
Horticultural Assistants -			
1st year of service	33	60,447	62,865
2nd year of service	36	62,134	64,619
3rd year of service	38	63,248	65,778
4th year of service	40	64,429	67,006
5th year of service	42	65,664	68,291
6th year of service	44	66,809	69,481
7th year of service	46	67,975	70,694
Promotion beyond 3rd year rate dependent upon possession of the Certificate of Horticulture			
Ranger	30	58,915	61,272
Senior Ranger (plus appropriate Leading Hand Allowance)	30	58,915	61,272
Foreman	61	78,285	81,416
Foreman Special Grade	65	81,407	84,663
Superintendent, Centennial Park Supervisor	77	91,472	95,131
Royal Botanic Gardens and Mount Tomah			
1st year of service	68	83,819	87,172
2nd year of service	71	86,473	89,932
3rd year of service	73	88,112	91,636
Development Officer (Horticulture)			
	81	95,136	98,941
	82	96,164	100,011
	84	97,956	101,874
Living Collections Registrar			
Mount Tomah	46	67,975	70,694
	50	70,653	73,479
	53	72,541	75,443
	56	74,592	77,576

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

Car Drivers/Assistants
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Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Car Drivers - Driver/General Assistant	33	60,447	62,865
Departmental - Driver/Assistant	39	63,902	66,458
Departmental - Driver/Assistant (in Charge), Public Works Department	43	66,315	68,968
Ministerial Driver/Assistant			
* Salary Class 52 with allowance to Salary Class 122	39	63,902	66,458
	80	94,291	98,063

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Artificer, Australian Museum and Art Gallery of NSW			
1st year of service	43	66,315	68,968
2nd year of service and thereafter	45	67,458	70,156
Clerk of Works - Various Departments			
1st year of service	68	83,819	87,172
2nd year of service	70	85,619	89,044
3rd year of service	73	88,112	91,636
4th year of service	75	89,707	93,295
5th year of service and thereafter	77	91,472	95,131
(Provided that in respect of officers appointed after 10th December 1980, progression beyond the third year of service shall be dependent upon possession of the Building Foreman and Clerk of Works Certificate of the TAFE NSW*or a qualification deemed by the Industrial Authority to be appropriate and equivalent).			
(*Agencies are advised to check with TAFE institutes with regard to course qualifications)			
Deputy Senior Electrical Inspector, All Departments			
1st year of service	78	92,536	96,237
2nd year of service	80	94,291	98,063
Electrical Foreman, Various			
Grade 2	64	80,728	83,957
Grade 3	68	83,819	87,172
Grade 5	77	91,472	95,131
Electrical Inspectors, Various			
1st year of service	75	89,707	93,295
2nd year of service	77	91,472	95,131
Estimator, Various Departments			
1st year of service	68	83,819	87,172
2nd year of service	70	85,619	89,044
Fitter Operators, Various			
On appointment	51	71,202	74,050
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			
(i) NSW Electrician's Licence		58.41	60.75

(ii) Department of Industrial Relations First Class Refrigeration Certificate		18.48	19.22
(iii) Department of Industrial Relations Electrically Fired Boiler Attendant's Certificate		9.83	10.22
(iv) Department of Industrial Relations Open All Class Boiler Attendant's Certificate		18.49	19.23
(v) Refrigeration Mechanic's Certificate Course of the Sydney Technical College		18.49	19.23
Food and Beverage Controller			
(S.C. 53) 1st year		63,902	66,458
(S.C. 57) 2nd year		65,664	68,291
Food School Assistant			
(S.C. 23) 1st year		52,265	54,356
(S.C. 24) 4th year		52,720	54,829
(S.C. 26) 7th year		53,168	55,295
Foreman Electrical			
Grade 2 (T83)	64	80,728	83,957
Grade 3 (T96)	68	83,819	87,172
Grade 5 (T126)	77	91,472	95,131
Other than Electrical -			
Grade 1 (T59)	57	75,250	78,260
Grade 2 (T72)	61	78,285	81,416
Grade 3 (T85)	65	81,407	84,663
Grade 4 (T111)	73	88,112	91,636
Grade 5 (T125)	77	91,472	95,131
Assistant Mechanical Foreman (T72) -	61	78,285	81,416
Property and Maintenance Officer, Youth and Community Services			
1st year of service	77	91,472	95,131
2nd year of service and thereafter	80	94,291	98,063
Property Inspector, Public Trust Office			
1st year of service	64	80,728	83,957
2nd year of service	67	83,211	86,539
3rd year of service	69	84,782	88,173
4th year of service and thereafter	73	88,112	91,636
Radio Technician, Police			
1st year of service	47	68,690	71,438
2nd year of service	48	69,261	72,031
3rd year of service and thereafter	50	70,653	73,479
Scientific Instrument Maker, Various Departments			
1st year of service and thereafter	51	71,202	74,050
Senior Apprenticeship Supervisor, Department of Industrial Relations			
On appointment	78	92,536	96,237
Senior Electrical Inspector, Various Departments			
1st year of service	83	97,102	100,986
2nd year of service	85	98,982	102,941
Senior Estimator, Various Departments			
	71	86,473	89,932
Senior Mechanical Inspector			
1st year of service	83	97,102	100,986
2nd year of service and thereafter	85	98,982	102,941
Senior Radio Technician, Police and Forestry Commission			
1st year of service	57	75,250	78,260
2nd year of service and thereafter	58	75,992	79,032
Senior Works Supervisors, Various Departments			
1st year of service	83	97,102	100,986
2nd year of service and thereafter	85	98,982	102,941
Textile Maintenance Officer			

1st year	44	66,809	69,481
2nd year	46	67,975	70,694
3rd year	47	68,690	71,438
4th year	49	69,973	72,772
Works Supervisors, Various Departments			
1st year of service	78	92,536	96,237
2nd year of service and thereafter	80	94,291	98,063

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

Department of Education			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Gardener Glenfield Park SSP	27	57,337	59,630

**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	1.7.22 Per annum 2.53% \$	1.7.23 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	66,315	68,968
2nd year of service	48	69,261	72,031
3rd year of service	54	73,175	76,102
4th year of service	60	77,500	80,600
5th year of service	66	82,369	85,664
6th year of service	71	86,473	89,932
7th year of service	75	89,707	93,295
8th year of service	79	93,277	97,008
9th year of service and thereafter	84	97,956	101,874
Clinical Psychologist - Department of Health; Family and Community Services; Department of Attorney General			
1st year of service	79	93,277	97,008
2nd year of service	86	99,868	103,863
3rd year of service	91	104,994	109,194
4th year of service	96	110,516	114,937
5th year of service and thereafter	101	116,211	120,859

A Clinical Psychologist appointed to one of the following positions shall be paid as follows:			
Program Co-ordinator			
1st year of service	101	116,211	120,859
2nd year of service and thereafter	105	120,693	125,521
Senior Program Co-ordinator			
1st year of service	105	120,693	125,521
2nd year of service and thereafter	108	124,357	129,331
Program Director			
1st year of service	108	124,357	129,331
2nd year of service and thereafter	110	126,822	131,895
Project Director Department of Health NSW			
1st year of service	91	104,994	109,194
2nd year of service and thereafter	96	110,516	114,937
Rehabilitation Counsellor Workers Compensation Commission			
1st year of service	66	82,369	85,664
2nd year of service	71	86,473	89,932
3rd year of service and thereafter	75	89,707	93,295
Senior Rehabilitation Counsellor Workers Compensation Commission			
1st year of service	79	93,277	97,008
2nd year of service and thereafter	84	97,956	101,874
(B) Classified Positions (Group a) – On Appointment	101	116,211	120,859
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			
Group (b) On Appointment	105	120,693	125,521
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			
Group (c) – On Appointment	105	120,693	125,521
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			
Group (d)			
Chief Guidance Officer Department of Industrial Relations			
On Appointment	110	126,822	131,895
Chief Psychologist Corrective Services			
On Appointment	114	131,799	137,071
Assistant Director Division of Vocational Guidance Services, Department of Industrial Relations			
On Appointment	115	133,103	138,427
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	140,109	145,713
Deputy Director, Division of Vocational Guidance Services Department of Industrial Relations On Appointment	125	147,285	153,176

Note: For Psychologist classifications refer to the Crown Employees (Psychologists) Award 2017 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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Interpretive Assistants			
Year 1	43	66,315	68,968
Year 2	47	68,690	71,438

#### **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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Laboratory Attendant (Junior)			
At 16 and under	4	32,914	34,231
At 17	6	37,352	38,846
At 18	8	42,424	44,121
At 19	11	48,020	49,941
At 20	18	52,265	54,356
Laboratory Attendant General Scale (Adult)			
1st year of service	24	55,961	58,199
2nd year of service	26	56,880	59,155
3rd year of service and thereafter	28	57,821	60,134
Laboratory Attendant Grade 1 (Adult)			
1st year of service	28	57,821	60,134
2nd year of service	31	59,385	61,760
3rd year of service and thereafter	33	60,447	62,865
Technical Officer (Scientific) Grade 1			
1st year of service	36	62,134	64,619
2nd year of service	38	63,248	65,778
3rd year of service	41	65,152	67,758
4th year of service	43	66,315	68,968
5th year of service	46	67,975	70,694
6th year of service and thereafter	50	70,653	73,479
7th year of service	53	72,541	75,443
8th year of service and thereafter	56	74,592	77,576
Technical Officer (Scientific) Grade II			
1st year of service	63	79,952	83,150

2nd year of service	66	82,369	85,664
3rd year of service	70	85,619	89,044
4th year of service	76	90,695	94,323
<b>Senior Technical Officer (Scientific) Grade 1</b>			
1st year of service	81	95,136	98,941
2nd year of service	83	97,102	100,986
3rd year of service and thereafter	84	97,956	101,874
<b>Senior Technical Officer (Scientific) Grade II</b>			
1st year of service	84	97,956	101,874
2nd year of service	87	100,942	104,980
3rd year of service	89	102,972	107,091
4th year of service	92	105,966	110,205
5th year of service and thereafter	95	109,371	113,746
<b>Trainee Technical Officer (Scientific)</b>			
1st year	5	35,005	36,405
2nd year	7	39,703	41,291
3rd year	9	44,987	46,786
4th year	13	48,934	50,891

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

Legal Officers, Various Departments			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Legal Officers</b>			
<b>Grade I</b>			
1st year of service	51	71,202	74,050
2nd year of service	55	73,901	76,857
3rd year of service	58	75,992	79,032
4th year of service	61	78,285	81,416
5th year of service	65	81,407	84,663
<b>Grade II</b>			
1st year of service	73	88,112	91,636
2nd year of service	78	92,536	96,237
3rd year of service	84	97,956	101,874
4th year of service	89	102,972	107,091
5th year of service	93	107,079	111,362
<b>Grade III</b>			
1st year of service	98	112,849	117,363
2nd year of service	101	116,211	120,859
3rd year of service	105	120,693	125,521
<b>Grade IV</b>			
1st year of service	112	129,311	134,483
2nd year of service	114	131,799	137,071
<b>Grade V</b>			
1st year of service	119	138,596	144,140
2nd year of service	121	141,313	146,966
<b>Grade VI</b>			
1st year of service	126	148,885	154,840
2nd year of service	128	152,021	158,102

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

Maintenance Officer State Library of NSW
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Classification	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Maintenance Officer		
1st year of service	67,812	70,524
2nd year of service	71,423	74,280

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

Media Monitors			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Media Monitor, Level 1			
1st year of service	61	78,285	81,416
2nd year of service	65	81,407	84,663
3rd year of service	69	84,782	88,173
4th year of service	74	88,813	92,366
Senior Media Monitor, Level 2			
1st year of service	78	92,536	96,237
2nd year of service	82	96,164	100,011
3rd year of service	86	99,868	103,863
4th year of service	89	102,972	107,091

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

Ministerial Drivers			
	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Ministerial Driver	39	63,902	66,458
Out of Hours Work Allowance (calculated at 34 hours at ordinary time of base salary)	-	57,154	59,461

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Cadets/Trainees			
1st year of service	8	42,424	44,121
2nd year of service	11	48,020	49,941
3rd year of service	17	51,756	53,826
4th year of service	25	56,420	58,677
5th year of service	32	59,961	62,359
6th year of service	37	62,727	65,236
General Scale			
1st year of service	37	62,727	65,236
2nd year of service	44	66,809	69,481
3rd year of service	51	71,202	74,050
4th year of service	58	75,992	79,032

5th year of service	64	80,728	83,957
6th year of service	71	86,473	89,932
Grade 1			
1st year of service	72	87,209	90,697
2nd year of service	75	89,707	93,295
3rd year of service	78	92,536	96,237
Thereafter	81	95,136	98,941
Grade 2			
1st year of service	85	98,982	102,941
Thereafter	87	100,942	104,980
Grade 3			
1st year of service	90	103,993	108,153
Thereafter	95	109,371	113,746
Grade 4			
1st year of service	99	113,932	118,489
Thereafter	102	117,323	122,016
Grade 5			
1st year of service	108	124,357	129,331
Thereafter	111	128,061	133,183
Grade 6			
1st year of service	116	134,411	139,787
Thereafter	121	141,313	146,966

Office of the Director of Public Prosecutions NSW Prosecution Officer (Lawyer) Level 5 – Step 1 and Prosecution Officer (Lawyer) Level 4 – Step 3, Determination No 2 of 2023

	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
ODPP Classification	Salary	Salary
Prosecution Officer (Lawyer) - Level 5 – Salary Step 1	185,473	192,892
Prosecution Officer (Lawyer) - Level 4 – Salary Step 3	155,445	161,663

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

Administrative and Clerical Officers, Parliament House			
Classification and Grades	Common Salary Points	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Clerks General Scale			
1st year of service or 18	7	39,703	41,291
2nd year of service min. at 20	11	48,020	49,941
3rd year of service min. at 21	17	51,756	53,826
4th year of service	20	53,168	55,295
5th year of service	23	55,416	57,633
6th year of service	25	56,420	58,677
7th year of service	28	57,821	60,134
8th year of service	32	59,961	62,359
9th year of service	36	62,134	64,619
10th year of service	40	64,429	67,006
Officer with HSC at 19 paid not less than	9	44,987	46,786
Grade 1 -			
1st year of service	46	67,975	70,694
Thereafter	49	69,973	72,772
Grade 2 -			
1st year of service	52	71,926	74,803

Thereafter	55	73,901	76,857
Grade 3 -			
1st year of service	58	75,992	79,032
Thereafter	61	78,285	81,416
Grade 4 -			
1st year of service	64	80,728	83,957
Thereafter	67	83,211	86,539
Grade 5 -			
1st year of service	75	89,707	93,295
Thereafter	78	92,536	96,237
Grade 6 -			
1st year of service	82	96,164	100,011
Thereafter	85	98,982	102,941
Grade 7 -			
1st year of service	88	101,947	106,025
Thereafter	91	104,994	109,194
Grade 8 -			
1st year of service	95	109,371	113,746
Thereafter	98	112,849	117,363
Grade 9 -			
1st year of service	101	116,211	120,859
Thereafter	104	119,479	124,258
Grade 10 -			
1st year of service	108	124,357	129,331
Thereafter	111	128,061	133,183
Grade 11 -			
1st year of service	116	134,411	139,787
Thereafter	120	140,109	145,713
Grade 12 -			
1st year of service	126	148,885	154,840
Thereafter	130	155,445	161,663

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

Other Clerical Officers, Parliament House			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade 1 -			
Group A -			
1st year of service or under 17	1	27,637	28,742
2nd year of service or 17	4	32,914	34,231
3rd year of service or 18	6	37,352	38,846
Group B -			
1st year of service or under 17	2	29,488	30,668
2nd year of service or 17	4	32,914	34,231
3rd year of service	6	37,352	38,846
Grade 1 -			
4th year of service 19	9	44,987	46,786
5th year of service 20	11	48,020	49,941
6th year of service	17	51,756	53,826
7th year of service	20	53,168	55,295
8th year of service	23	55,416	57,633
9th year of service	25	56,420	58,677
10th year of service	28	57,821	60,134
Grade 1/2 -			
Group C -			

1st year of service or under 17	3	31,045	32,287
2nd year of service or 17	6	37,352	38,846
3rd year of service or 18	9	44,987	46,786
Group D only - Officer with HSC at 19 paid not less than	9	44,987	46,786
4th year of service or 19	11	48,020	49,941
5th year of service or 20	17	51,756	53,826
6th year of service	20	53,168	55,295
7th year of service	23	55,416	57,633
8th year of service	25	56,420	58,677
9th year of service	28	57,821	60,134
10th year of service	32	59,961	62,359
11th year of service	36	62,134	64,619
12th year of service	40	64,429	67,006
Grade 3 - 1st year of service	46	67,975	70,694
2nd year of service	49	69,973	72,772
Grade 3/4 - 1st year of service	46	67,975	70,694
2nd year of service	49	69,973	72,772
3rd year of service	52	71,926	74,803
4th year of service	55	73,901	76,857
Grade 4 - 1st year of service	52	71,926	74,803
2nd year of service	55	73,901	76,857
Grade 5 - 1st year of service	58	75,992	79,032
2nd year of service	61	78,285	81,416
Grade 6 - 1st year of service	64	80,728	83,957
2nd year of service	67	83,211	86,539
Grade 7 - 1st year of service	75	89,707	93,295
2nd year of service	78	92,536	96,237
Grade 8 - 1st year of service	82	96,164	100,011
2nd year of service	85	98,982	102,941

#### Parliamentary Attendant Staff, Determinations of the Presiding Officers

Parliamentary Attendant Staff			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Parliamentary Officer - Attendant Grade 1			
1st year of service	32	59,961	62,359
2nd year of service	36	62,134	64,619
Thereafter	40	64,429	67,006
Grade 2			
1st year of service	41	65,152	67,758
Thereafter	43	66,315	68,968
Grade 3			
1st year of service (Level 1)	46	67,975	70,694
Thereafter (Level 2)	49	69,973	72,772

Grade 4	55	73,901	76,857
Grade 5	61	78,285	81,416

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
**Parliamentary Officers Chef - Grade 4 (Head Chef)			
1st year	82	96,164	100,011
2nd year and thereafter	85	98,982	102,941
**Parliamentary Officer Chef - Grade 3 (Chef)	47	68,690	71,438
**Parliamentary Officer Chef - Grade 2 - (Assistant Chef)	37	62,727	65,236
Parliamentary Steward			
1st year	48	69,261	72,031
2nd year and thereafter	50	70,653	73,479
Dining Room Supervisor	40	64,429	67,006
Assistant Dining Room Supervisor	32	59,961	62,359
**Catering Supervisor (Cafeteria Supervisor)	34	61,014	63,455
**Catering Supervisor (Room Service Supervisor)	32	59,961	62,359
Senior Dining Room Attendant/Cleaner	29	58,416	60,753
Dining Room Attendant/Cleaner	27	57,337	59,630
Senior Bartender	30	58,915	61,272
Bartender	-	55,936	58,173
Kitchen Attendant	27	57,337	59,630
Kitchen Assistant	-	54,097	56,261
Stock Clerk -			
1st year	38	63,248	65,778
2nd year	40	64,429	67,006
3rd year and thereafter	43	66,315	68,968
Pantry Supervisor	34	61,014	63,455
Assistant Pantry Supervisor	30	58,915	61,272
**Cleaning Supervisor (Foreman Cleaner)	30	58,915	61,272
**Assistant Cleaning Supervisor (Assistant Foreman Cleaner)		55,936	58,173
General Useful		54,097	56,261
Stores Officer			
1st year		63,902	66,458
2nd year and thereafter	-	65,152	67,758
Housekeeper	-	52,609	54,713
*Senior Laundry Assistant	-	52,134	54,219
Laundry Assistant	-	51,617	53,682
Cleaner	-	51,617	53,682
**Horticulturalist Grade 2 (Gardener – experienced)	32	59,961	62,359
*Attendant/Gatekeeper	-	54,097	56,261
*Parliament House Security Officer	41	65,152	67,758
*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
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Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Parole Officer			
Min 3	58	75,992	79,032
Max 3	61	78,285	81,416
Min 4	64	80,728	83,957
Max 4	67	83,211	86,539
Min 5	75	89,707	93,295
Max 5	78	92,536	96,237
Min 6	82	96,164	100,011
Max 6	85	98,982	102,941
Unit Leader			
Min 7	88	101,947	106,025
Max 7	91	104,994	109,194
Min 8	95	109,371	113,746
Max 8	98	112,849	117,363
District Manager 4			
Min 7	88	101,947	106,025
Max 7	91	104,994	109,194
Min 8	95	109,371	113,746
District Manager 3			
Min 8	95	109,371	113,746
Max 8	98	112,849	117,363
Min 9	101	116,211	120,859
Max 9	104	119,479	124,258
District Manager 2			
Min 9	101	116,211	120,859
Max 9	104	119,479	124,258
Min 10	108	124,357	129,331
Max 10	111	128,061	133,183
District Manager 1			
Min 10	108	124,357	129,331
Max 10	111	128,061	133,183
Min 11	116	134,411	139,787
Max 11	120	140,109	145,713

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

Petty Sessions Officers - Local Courts Administration			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade1/2			
1st year of service	7	39,703	41,291
2nd year of service	11	48,020	49,941
3rd year of service	17	51,756	53,826
4th year of service	20	53,168	55,295
5th year of service	23	55,416	57,633
6th year of service	25	56,420	58,677
7th year of service	28	57,821	60,134
8th year of service	32	59,961	62,359
9th year of service	36	62,134	64,619
10th year of service	40	64,429	67,006
Officer with HSC at 19 paid not less than	9	44,987	46,786
General Scale			

Grade 3			
1st year of service Max 1	49	69,973	72,772
2nd year of service Min 2	52	71,926	74,803
Thereafter Max 2	55	73,901	76,857
Grade 4			
1st year of service Max 3	61	78,285	81,416
2nd year of service Min 4	64	80,728	83,957
Thereafter Max 4	67	83,211	86,539
Grade 5			
1st year of service Max 5	78	92,536	96,237
2nd year of service Min 6	82	96,164	100,011
Thereafter Max 6	85	98,982	102,941
Grade 6			
1st year of service Min 8	95	109,371	113,746
Thereafter Max 9	104	119,479	124,258
Grade 7			
1st year of service Min 11	116	134,411	139,787
Thereafter Min 12	126	148,885	154,840

**Pharmacists Agreement 2441 of 1982**

Pharmacists			
Classification and Grade	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$	
Pharmacist - Grade 1			
1st year	65,049	67,651	
2nd year	67,480	70,179	
3rd year	71,611	74,475	
4th year	76,545	79,607	
5th year	81,854	85,128	
6th year	87,052	90,534	
7th year	91,271	94,922	
8th year	94,210	97,978	
Pharmacist - Grade 2 After 2 yrs on maximum	97,022	100,903	
Part-time Pharmacist (per hour)	51.85	53.92	
Pharmaceutical Advisor, Pharmaceutical Services Branch			
1st year	105,402	109,618	
2nd year	108,937	113,294	
3rd year	111,982	116,461	
4th year	115,031	119,632	
Principal Pharmaceutical Advisor, Pharmaceutical Services Branch			
1st year	125,951	130,989	
2nd year	129,128	134,293	
Deputy Chief Pharmacist, Pharmaceutical Services Branch			
1st year	133,406	138,742	
2nd year	136,727	142,196	
Chief Pharmacist, Pharmaceutical Services Branch			
1st year	147,251	153,141	
2nd year	150,708	156,736	
Chief Pharmacist Group 1 & 3, Grade 5 Corrections Health Service			
1st year	125,945	130,983	
2nd year	129,129	134,294	

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

Psychologists, Community Offender Services - Department of Corrective Services			
Classification and Grades	Common Salary Points	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Senior Psychologist Year 1	-	129,106	134,270
Senior Psychologist Year 2	-	134,537	139,918
Senior Psychologist Year 3 and thereafter	-	139,966	145,565
Senior Specialist Psychologist Year 1	-	150,829	156,862
Senior Specialist Psychologist Year 2	-	155,164	161,371
Senior Specialist Psychologist Year 3 and thereafter	-	159,538	165,920
Community Based Incidental Allowance	-	3,271	3,402

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

Publicity Officers and Public Relations Officers			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Assistant Publicity Officers			
1st year of service	59	76,788	79,860
2nd year of service	62	79,023	82,184
Publicity Officers			
1st year of service	69	84,782	88,173
2nd year of service	72	87,209	90,697
3rd year of service and thereafter	74	88,813	92,366
Senior Publicity Officers, Dept of Education & Training			
1st year of service and thereafter	100	115,095	119,699
Public Relations Officer			
Grade II			
1st year of service	87	100,942	104,980
2nd year of service	89	102,972	107,091
3rd year of service and thereafter	91	104,994	109,194
Grade I			
1st year of service	103	118,405	123,141
2nd year of service	105	120,693	125,521
3rd year of service and thereafter	107	123,134	128,059
Allowance in lieu of overtime (per annum)	-	13,285	13,816

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

Scientific Officers, Various Departments			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade I			
1st year of service	46	67,975	70,694
2nd year of service	50	70,653	73,479
3rd year of service	56	74,592	77,576
4th year of service	63	79,952	83,150
5th year of service	70	85,619	89,044
6th year of service and thereafter	76	90,695	94,323
Grade II			



1st year of service	81	95,136	98,941
2nd year of service	84	97,956	101,874
3rd year of service	87	100,942	104,980
4th year of service and thereafter	91	104,994	109,194
<b>Grade III</b>			
1st year of service	95	109,371	113,746
2nd year of service	98	112,849	117,363
3rd year of service and thereafter	100	115,095	119,699
<b>Grade IV</b>			
1st year of service	105	120,693	125,521
2nd year of service	108	124,357	129,331
3rd year of service and thereafter	110	126,822	131,895
<b>Grade V</b>			
1st year of service	114	131,799	137,071
2nd year of service and thereafter	117	135,745	141,175
<b>Grade VI</b>			
1st year of service	120	140,109	145,713
2nd year of service	123	144,097	149,861

### 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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Security Officer	25	56,420	58,677
Senior Security Officer	30	58,915	61,272
Chief Security Controller - Sydney			
1st year	75	89,707	93,295
2nd year	78	92,536	96,237
Chief Security Officer - Sydney			
(S.C. 85) 1st year	60	77,500	80,600
(S.C. 92) 2nd year	64	80,728	83,957
Newcastle - (S.C. 80)	57	75,250	78,260

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

Social Workers, Various Departments			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Social Worker, Community Services Consultant			
1st year of service	44	66,809	69,481
2nd year of service	49	69,973	72,772
3rd year of service	55	73,901	76,857
4th year of service	61	78,285	81,416
5th year of service	67	83,211	86,539
6th year of service	71	86,473	89,932
7th year of service	75	89,707	93,295
8th year of service	79	93,277	97,008
9th year of service and thereafter	84	97,956	101,874
Senior Allotment Officer	89	102,972	107,091
Community Services Officer	96	110,516	114,937
Social Worker Grade I	89	102,972	107,091
Senior Social Worker	96	110,516	114,937

Regional Social Work Adviser			
South Eastern, Orana and Far West and South Western Health Regions	89	102,972	107,091
Central Western, North Coast, Illawarra and New England Health Regions	96	110,516	114,937
Southern Metropolitan, Northern Metropolitan, Western Metropolitan and Hunter Health Regions	107	123,134	128,059

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
<b>Stores Officers</b>			
<b>Grade 1</b>			
1st year of service	31	59,385	61,760
2nd year of service and thereafter	33	60,447	62,865
<b>Grade 2</b>			
1st year of service	34	61,014	63,455
2nd year of service and thereafter	35	61,508	63,968
<b>Grade 3</b>			
1st year of service	36	62,134	64,619
2nd year of service and thereafter	37	62,727	65,236
<b>Grade 4</b>			
1st year of service	39	63,902	66,458
2nd year of service	41	65,152	67,758
3rd year of service and thereafter	41	65,152	67,758
<b>Stores and Despatch Officer Art Gallery of N.S.W.</b>			
1st year of service	39	63,902	66,458
2nd year of service	40	64,429	67,006
3rd year of service and thereafter	41	65,152	67,758
<b>Drug Checker and Counter Hand Commercial Services Group</b>			
1st year of service	37	62,727	65,236
2nd year of service and thereafter	38	63,248	65,778
<b>Area Supervisors Commercial Services Group</b>			
1st year of service	46	67,975	70,694
2nd year of service and thereafter	48	69,261	72,031
<b>Second O.I.C. (Other Areas) Commercial Services Group</b>			
1st year of service	37	62,727	65,236
2nd year of service and thereafter	38	63,248	65,778
<b>Area Supervisors (Shea's Creek Stores) Despatch Section, Government Supply Department</b>			
1st year of service	52	71,926	74,803
2nd year of service and thereafter	55	73,901	76,857
<b>Packing Section and Sheds 68-72 Commercial Services Group</b>			
1st year of service	49	69,973	72,772
2nd year of service and thereafter	51	71,202	74,050
<b>Section O.I.C. (Areas) Commercial Services Group</b>			
1st year of service	41	65,152	67,758
2nd year of service and thereafter	43	66,315	68,968
<b>Packing Section and Sheds 68-72 Commercial Services Group</b>			
1st year of service	39	63,902	66,458
2nd year of service and thereafter	40	64,429	67,006
<b>Assistant Inspector of Packing and Quality Control, Commercial Services Group</b>			
	56	74,592	77,576

Inspector of Packing and Quality Control, Commercial Services Group	59	76,788	79,860
Controller of Order Processing, Commercial Services Group	59	76,788	79,860
Stores Controller, CMA	46	67,975	70,694
Assistant Stores Controller, CMA	40	64,429	67,006
Chief Stores Officer, Government Motor Garage			
1st year of service	46	67,975	70,694
2nd year of service	48	69,261	72,031
3rd year of service and thereafter	49	69,973	72,772

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade I			
1st year of service	50	70,653	73,479
2nd year of service	56	74,592	77,576
3rd year of service	63	79,952	83,150
4th year of service	70	85,619	89,044
5th year of service and thereafter	76	90,695	94,323
Grade II			
1st year of service	82	96,164	100,011
2nd year of service	86	99,868	103,863
3rd year of service	89	102,972	107,091
4th year of service and thereafter	92	105,966	110,205
Grade III			
1st year of service	97	111,629	116,094
2nd year of service	100	115,095	119,699
3rd year of service	104	119,479	124,258
4th year of service and thereafter	107	123,134	128,059
Grade IV			
1st year of service	112	129,311	134,483
2nd year of service	115	133,103	138,427
3rd year of service and thereafter	117	135,745	141,175
Grade V			
1st year of service	121	141,313	146,966
2nd year of service and thereafter	123	144,097	149,861

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

Technical Officers (Engineering)			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade 1			
1st year of service	48	69,261	72,031
2nd year of service	51	71,202	74,050
3rd year of service	54	73,175	76,102
4th year of service	56	74,592	77,576
5th year of service	59	76,788	79,860
Grade 2			
1st year of service	64	80,728	83,957

2nd year of service	66	82,369	85,664
3rd year of service	68	83,819	87,172
4th year of service	70	85,619	89,044
Grade 3			
1st year of service and thereafter	77	91,472	95,131
Senior Technical Officer			
Grade 1			
1st year of service	75	89,707	93,295
2nd year of service	77	91,472	95,131
3rd year of service	80	94,291	98,063
Grade 2			
1st year of service	83	97,102	100,986
2nd year of service	86	99,868	103,863
Grade 3	90	103,993	108,153

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

Technical Surveyors, All Departments			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Assistant Technical Surveyors			
1st year of service	2	29,488	30,668
2nd year of service	5	35,005	36,405
3rd year of service	7	39,703	41,291
4th year of service	11	48,020	49,941
5th year of service	17	51,756	53,826
6th year of service	20	53,168	55,295
7th year of service	23	55,416	57,633
8th year of service	25	56,420	58,677
9th year of service	28	57,821	60,134
10th year of service	32	59,961	62,359
11th year of service	36	62,134	64,619
12th year of service	40	64,429	67,006
13th year of service	46	67,975	70,694
14th year of service	49	69,973	72,772
15th year of service	52	71,926	74,803
16th year of service	55	73,901	76,857
Officer with HSC at 19 paid not less than	9	44,987	46,786
Technical Surveyor			
Grade 1			
1st year of service	58	75,992	79,032
2nd year of service	61	78,285	81,416
3rd year of service	64	80,728	83,957
4th year of service	67	83,211	86,539
Grade 2			
1st year of service	73	88,112	91,636
2nd year of service	76	90,695	94,323
3rd year of service	80	94,291	98,063
4th year of service	83	97,102	100,986
Grade 3			
1st year of service	88	101,947	106,025
2nd year of service	91	104,994	109,194

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Grade 1			
Year 1	59	76,788	79,860
Thereafter	60	77,500	80,600
Grade 2			
Year 1	62	79,023	82,184
Thereafter	63	79,952	83,150
On call allowance (per week)	-	290.20	301.80

**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	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
Timekeeper and/or Storekeeper			
Grade I			
1st year of service	34	61,014	63,455
2nd year of service	37	62,727	65,236
Grade II			
1st year of service	39	63,902	66,458
2nd year of service	42	65,664	68,291
Assistant to Supervisory Timekeeper			
On Appointment	43	66,315	68,968
Special Grade			
1st year of service	45	67,458	70,156
2nd year of service	46	67,975	70,694

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

Tracers, Various Departments			
Classification and Grades	Common Salary Point	1.7.22 Per annum 2.53% \$	1.7.23 Per annum 4% \$
General Scale			
1st year of service or under 17	2	29,488	30,668
2nd year of service or 17	4	32,914	34,231
3rd year of service or 18	6	37,352	38,846
4th year of service or 19	8	42,424	44,121
5th year of service or 20	10	47,585	49,488
6th year of service or 21	17	51,756	53,826
7th year of service	19	52,720	54,829
8th year of service	23	55,416	57,633
9th year of service	25	56,420	58,677
Grade 1			
1st year of service	26	56,880	59,155
2nd year of service	28	57,821	60,134
Grade 2			
1st year of service	31	59,385	61,760
2nd year of service	33	60,447	62,865

Grade 3			
1st year of service	35	61,508	63,968
2nd year of service	37	62,727	65,236
Grade 4			
1st year of service	39	63,902	66,458
2nd year of service	40	64,429	67,006

6. This variation will take effect from the first full pay period on or after 1 July 2023.

N. CONSTANT, *Chief Commissioner*

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SERIAL C9662

**ENTERPRISE AGREEMENTS APPROVED  
BY THE INDUSTRIAL RELATIONS COMMISSION**(Published pursuant to s.45(2) of the *Industrial Relations Act 1996*)**EA23/03 - Port Stephens Council Enterprise Agreement 2022**

**Made Between:** Port Stephens Council -&- New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union; The Local Government Engineers' Association of New South Wales; The Development and Environmental Professionals' Association.

**New/Variation:** Variation to EA21/08

**Approval and Commencement Date:** Approved and commenced 20 July 2023.

**Description of Employees:** The agreement applies to all Employees employed by the Port Stephens Council and employees of committees of Council established under the Local Government Act 1993, with the exception of Group Managers and the General Manager, located at 116 Adelaide Street, Raymond Terrace NSW 2324, who fall within the coverage of the Local Government (State) Award 2017 and the Local Government (Electricians) (State) Award.

**Nominal Term:** 36 Months.

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