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NEW SOUTH WALES
INDUSTRIAL GAZETTE

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**AMBULANCE SERVICE OF NEW SOUTH WALES
ADMINISTRATIVE AND CLERICAL EMPLOYEES (STATE) AWARD
2019**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Ministry of Health.

(Case No. 170979 of 2020)

Before Chief Commissioner Constant

1 March 2021

VARIATION

1. Insert after the definition of 'Employee' of clause 3, Definitions, of the award published 27 March 2020 (387 I.G. 452) the following new definition:

'Employer' means the Secretary of the Ministry of Health exercising employer functions on behalf of the Government of New South Wales (and includes a delegate of the Secretary).

2. Delete subclause (h) of clause 7, Hours of Duty and insert in lieu thereof the following:

h. Where agreement cannot be reached, to work a nine day fortnight in accordance with subclause (g) in any area or location, the employee or employees concerned, or the Union may raise the issue with the appropriate manager, that is the General Manager, Corporate Services or the General Manager, Control. They shall review the decision and, if it is considered appropriate to meet the operational requirements of the Service, may approve a nine-day fortnight.

3. Delete paragraph (ii) of subclause (l) of clause 7, Hours of Duty and insert in lieu thereof the following:

ii. The provision of paragraph (i) of this subclause shall not apply to employees employed in one of the Service's Control Centres who work their ordinary roster of hours on a straight shift basis (i.e. a shift that does not include a meal break).

4. Delete paragraph (ii) of subclause (c) of clause 12, Penalty Rates for Shift Work and Weekend Work and insert in lieu thereof the following:

ii. if working on a Saturday shift -

(base hourly rate) + (50% of base hourly rate for shift premium)

5. Delete paragraph (vi) of subclause (c) of clause 18, Flexible Work Practices and insert in lieu thereof the following:

vi. Casual employees employed in one of the Service's Control Centres will be required to undertake and successfully complete all requirements identified as such by the Service to perform the role in which they are engaged.

6. Delete paragraph (i) of subclause (a) of clause 21, Public Holidays and insert in lieu thereof the following:

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

7. Delete paragraph (iv) of subclause (a) of clause 21, Public Holidays and insert in lieu thereof the following:
 - iv. The election referred to in paragraph (iii) of this subclause is to be made in writing by the employee at the commencement of each year of employment and is irrevocable during the currency of that year of employment.
8. Delete paragraph (iv) of subclause (a) of clause 27, Sick Leave and insert in lieu thereof the following:
 - (iv) Each day of sick leave shall be equal to the number of hours an employee works in a normal rostered shift. This subclause shall only apply to Control Centre Communications Assistants.
9. Delete subclauses (a) and (b) of clause 39, Area Incidence and Duration and insert in lieu the following:
 - a. This Award takes effect from 1 July 2019 and shall remain in force for a period of one year. The wage rates as outlined in clause 40, Classification Structure of Part B will apply from the first full pay period on or after 1 July 2019 and 1 July 2020 respectively.
 - b. This Award replaces and rescinds the Ambulance Service of New South Wales Administrative and Clerical Employees (State) Award published 17 July 2019 (384 I.G. 585) and all variations thereof.
10. Delete clauses 40, Classification Structure, and 41, Climatic and Isolation Allowance, of Part B and insert in lieu thereof respectively the following:

PART B

40. Classification Structure

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

Classification	Rates from ffppoa 01/07/2019 (2.5%) per week	Rates from ffppoa 01/07/2020 (0.3%) per week
Administrative Assistants		
Junior		
At 16 Years	\$701.19	\$703.29
At 17 Years	\$732.27	\$734.47
Grade 1		
1st Year	\$785.33	\$787.69
2nd Year	\$802.27	\$804.68
3rd Year	\$822.76	\$825.23
4th Year	\$858.78	\$861.36
5th Year and Thereafter	\$888.93	\$891.60
Grade 2		
1st Year	\$921.40	\$924.16
2nd Year	\$942.84	\$945.67
3rd Year	\$958.08	\$960.95
4th Year and Thereafter	\$980.13	\$983.07
Grade 3		
1st Year	\$998.31	\$1,001.30
2nd Year	\$1,024.58	\$1,027.65
3rd Year	\$1,067.86	\$1,071.06
4th Year and Thereafter	\$1,091.07	\$1,094.34
Grade 4		
1st Year	\$1,115.65	\$1,119.00
2nd Year	\$1,139.08	\$1,142.50
3rd Year	\$1,163.24	\$1,166.73

4th Year and Thereafter	\$1,187.64	\$1,191.20
Senior		
Grade 1		
1st Year	\$1,210.74	\$1,214.37
2nd Year and Thereafter	\$1,240.17	\$1,243.89
Grade 2		
1st Year	\$1,277.79	\$1,281.62
2nd Year and Thereafter	\$1,309.50	\$1,313.43
Grade 3		
1st Year	\$1,352.89	\$1,356.95
2nd Year and Thereafter	\$1,386.52	\$1,390.68
Pay Clerks		
Grade $\frac{3}{4}$		
1st Year	\$1,142.97	\$1,146.40
2nd Year and Thereafter	\$1,242.25	\$1,245.98
Senior		
1st Year and Thereafter	\$1,309.50	\$1,313.43
Administrative Officer		
Grade 1		
1st Year	\$1,437.89	\$1,442.20
2nd Year and Thereafter	\$1,476.76	\$1,481.19
Grade 2		
1st Year	\$1,501.04	\$1,505.54
2nd Year and Thereafter	\$1,541.06	\$1,545.68
Grade 3		
1st Year	\$1,590.54	\$1,595.31
2nd Year and Thereafter	\$1,639.61	\$1,644.53
Grade 4		
1st Year	\$1,705.17	\$1,710.29
2nd Year and Thereafter	\$1,754.77	\$1,760.03
Grade 5		
1st Year	\$1,809.49	\$1,814.92
2nd Year and Thereafter	\$1,864.24	\$1,869.83
Computer Operator		
Grade 1		
1st Year	\$941.56	\$944.39
2nd Year	\$965.53	\$968.43
3rd Year	\$1,002.93	\$1,005.94
4th Year and Thereafter	\$1,028.15	\$1,031.23
Grade 2		
1st Year	\$1,036.24	\$1,039.35
2nd Year	\$1,100.20	\$1,103.50
3rd Year and Thereafter	\$1,138.33	\$1,141.74
Computer Programmer		
1st Year	\$1,350.16	\$1,354.21
2nd Year	\$1,434.94	\$1,439.24
3rd Year	\$1,586.45	\$1,591.21
4th Year and Thereafter	\$1,701.90	\$1,707.01
Control Centre Communications Assistants		
Trainee	\$1,100.20	\$1,103.50
1st Year	\$1,172.40	\$1,175.92
2nd Year	\$1,198.13	\$1,201.72
3rd Year	\$1,223.14	\$1,226.81
4th Year and Thereafter	\$1,249.19	\$1,252.94
Control Centre Assistant Supervisor		
1st Year	\$1,189.09	\$1,192.66

2nd Year	\$1,214.32	\$1,217.96
3rd Year	\$1,239.95	\$1,243.67
4th Year and Thereafter	\$1,265.57	\$1,269.37
Control Centre Senior Supervisor		
1st Year	\$1,290.38	\$1,294.25
2nd Year and Thereafter	\$1,322.13	\$1,326.10
Quality Support Coordinator		
1st Year	\$1,590.54	\$1,595.31
2nd Year and Thereafter	\$1,639.61	\$1,644.53

41. Climatic and Isolation Allowance

Clause	Allowance Description	Rate from ffppoa 01/07/2019 \$ per week	Rate from ffppoa 01/07/2020 \$ per week
28(a)	Climatic and Isolation Allowance - Time and Half Zone	4.86	4.97
28(b)	Climatic and Isolation Allowance - Double Zone	9.73	9.94

11. This variation shall take effect from the first full pay period to commence on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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**CROWN EMPLOYEES (DEPARTMENT OF CUSTOMER SERVICE -
SAFework NSW INSPECTORS 2007) REVIEWED AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(Case No. 284623 of 2018)

Before Commissioner Webster

15 December 2020

VARIATION

1. Delete subclause 16.1 of clause 16, Competency Assessment, of the award published 19 December 2019 (385 I.G. 846), and insert in lieu thereof the following:
 - 16.1 Progression to and/or any appointment of a candidate who does not hold the position of an Inspector to the Inspector Classifications of Senior Inspector, Principal Inspector, Assistant State Inspector and State Inspector will be subject to, amongst other requirements, consideration of pre-established merit selection and competency standards including a candidate holding the relevant competencies for the role as specified in the Memorandum of Understanding.
2. This variation shall take effect on and from 15 December 2020.

J. WEBSTER, *Commissioner*

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HIGHER SCHOOL CERTIFICATE MARKING AND RELATED CASUAL EMPLOYEES RATES OF PAY AND CONDITIONS AWARD 2019

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Australian Education Union New South Wales Teachers Federation Branch, Industrial Organisation of Employees.

(Case No. 168355 of 2020)

Before Chief Commissioner Constant

23 February 2021

VARIATION

1. Delete subclause 3.23 of clause 3, Definitions, of the award published 20 December 2019 (388 I.G. 846), and insert in lieu thereof the following:

3.23 "Unions" means the Australian Education Union New South Wales Teachers Federation Branch, the NTEU New South Wales and the Independent Education Union of Australia NSW/ACT Branch.

2. Delete subclause 15.1 of clause 15, Rates of Pay and Allowances, and insert in lieu thereof the following:

15.1 The monetary rates covered by this award are set out in tables 1-5 of Schedule 1 of this award:

Table 1 - Weekday, Weekday Supplementary, Weeknight/Saturday and Sunday Rates

Table 2 - External and Corporate Per Unit marking rate

Table 3 - Languages other than English (LOTE) Examiner Hourly Rates

Table 4 - Other Rates and Allowances

Table 5 - Hourly Rates floor to apply to Corporate Onscreen Marking.

3. Delete subclause 15.2.6 of clause 15, Rates of Pay and Allowances, and insert in lieu thereof the following:

15.2.6 External Per Unit Marking Rates

- (a) Where marking is conducted in an External marking mode the rates for such External marking are set out in Table 2 provided that where the paper is less than three hours in length the rate is determined as a fraction of the three hour rate e.g. for a two hour paper the payment is two thirds of the three hour rate.
- (b) Where the marking is undertaken on a question basis the payment will be calculated by dividing the relevant rate for such paper by the number of questions unless otherwise specified in clause 15.2.7(c) or in Table 2.
- (c) For onscreen HSC marking, other than Mathematics courses, where marking is undertaken on a question basis, the Per Unit Rate of Pay method of payment will be calculated by multiplying the relevant rate for each paper by the percentage of the total mark value of the paper represented by the question concerned.
- (d) Mathematics courses are paid on a per mark basis as set out in Table 2.

- (e) Corporate onscreen HSC markers' remuneration will be based on the greater of:
- (i) the total number of papers or questions marked onscreen multiplied by the applicable Per Unit Rate of Pay; and
 - (ii) the total hours of overall Onscreen Marking undertaken, multiplied by the applicable hourly rate of pay as specified in Table 5 of Schedule 1. For this purpose, the total hours of Onscreen Marking undertaken by individual markers will be the elapsed time of Onscreen Marking as recorded by NESA's onscreen marking software for each marker.
4. Delete subclause 15.8 of clause 15, Rates of Pay and Allowances, of the award, and insert in lieu thereof the following:
- 15.8 The allowances contained in subclauses 15.5, 15.6 (except for the allowances payable pursuant to subclauses 15.6.3(c) and 15.6.4) and subclause 15.7 shall be adjusted in accordance with the rates as approved from time to time by the Department of Premier and Cabinet. (The allowances payable pursuant to subclauses 15.6.3(c) and 15.6.4 shall be adjusted in accordance with pay increases to this award).
5. Delete Schedule 1 and insert in lieu thereof the following:

SCHEDULE 1

Table 1 - Weekday, Weekday Supplementary, Weeknight/Saturday and Sunday Rates:

Classification	Weekday Rates		Weekday Supplementary Rates		Weeknights and Saturday Rates		Sunday Rates	
	Per Hour from		Per Day from		Per Hour from		Per Hour from	
	1/7/19	1/7/20	1/7/19	1/7/20	1/7/19	1/7/20	1/7/19	1/7/20
	2.5%	0.3%	2.5%	0.3%	2.5%	0.3%	2.5%	0.3%
Marker	83.56	83.81	80.99	81.23	93.07	93.35	125.29	125.67
LOTE Examiner	-	-	80.99	81.23	93.07	93.35	125.29	125.67
LOTE Casual	83.56	83.81	-	-	93.07	93.35	125.29	125.67
Senior Marker	103.69	104.00	95.53	95.82	115.47	115.82	155.54	156.01
Assistant Supervisor of Marking	119.90	120.26	110.51	110.84	133.56	133.96	179.80	180.34
Supervisor of Marking	132.81	133.21	122.39	122.76	147.93	148.37	199.28	199.88

Table 2- External and Corporate Per Unit Marking Rates on and from

HSC	1/7/2019	1/7/2020
(a) Mathematics	Rates per mark	Rates per mark
Mathematics Standard 1	0.2209	0.2216
Mathematics Standard 2	0.2209	0.2216
	Rates per question	Rates per mark
Mathematics/ Mathematics Advanced	4.732	0.3164
Mathematics Extension 1	5.130	0.3430
Mathematics Extension 2	5.602	0.3746
(b) Other subjects		
Payments will be on a per three hour paper basis		
2 unit paper	29.99	30.08
Extension paper	37.46	37.57

Table 3 - Languages Other than English (LOTE) Examiners Hourly Rates on and from

A. Weekday Examining	1/7/2019 Rates per hour 2.5%	1/7/2020 Rates per hour 0.3%
1. Languages other than English (LOTE) Examiners	14.75	14.79

Table 4 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	1/7/19 Amount \$	1/7/19 Amount \$	1/7/20 Amount \$	1/7/20 Amount \$
			(a) Daily Rate \$	(b) Hourly Rate \$	(a) Daily Rate \$	(b) Hourly Rate \$
1	15.7	Travelling Allowance -				
		Capital City Rate	321.75	13.41	324.45	13.52
		Newcastle	302.75	12.61	310.45	12.94
		Wagga Wagga	277.75	11.57	280.45	11.69
		Port Macquarie	291.75	12.16	297.45	12.39
		Maitland	285.75	11.91	288.45	12.02
		Wollongong	288.75	12.03	291.45	12.14
		Orange	288.75	12.03	291.45	12.14
		Broken Hill	272.75	11.36	280.45	11.69
		Dubbo	257.60	10.73	260.15	10.84
		Bathurst	268.75	11.20	271.45	11.31
		Other Country Centres	237.60	9.90	240.15	10.01
2	15.5	Meal Allowance (based on the Overtime Meal rate which is the same for breakfast, lunch or dinner, provided by the Dept. of Premier & Cabinet Review of Meal, Travelling and other Allowances).	2019 31.25		2020 31.95	
3	15.6.1 15.6.3(a)	Travel Allowances (based on 40 km multiplied by the use of private motor vehicle casual rate pursuant to clause (15.8). Employees engaged in Corporate Marking in metropolitan areas of Sydney, Newcastle and Wollongong. Markers engaged in Corporate marking outside the metropolitan areas of Sydney, Newcastle and Wollongong	10.88 per day		11.52 per day	
4	15.6.2 15.6.3(b)	Motor Vehicle allowance - distances exceeding travel to and from usual place of residence and usual place of work: Itinerant markers Markers engaged in Corporate marking outside the metropolitan areas of Sydney, Newcastle and Wollongong in excess of 40 km up to maximum 160 km per day	0.680 0.272		0.72 0.288	

			1/7/2019	1/7/2020
5	15.6.3(c)	Travel Allowance fixed payment for: Markers engaged in Corporate marking outside the metropolitan areas of Sydney, Newcastle and Wollongong not claiming the allowance at 15.6.3(a) on a daily basis whose usual place of residence is outside the Sydney metropolitan area in excess of 100 km from the marking centre	156.07	156.54
	15.6.4	Itinerant markers who reside outside Sydney metropolitan area attending briefing sessions inside the Sydney metropolitan area where the person's usual place of residence is in excess of 100 km from the briefing session venue.	246.56 once per engagement	247.30 once per engagement
6	15.2.8	External Onscreen Marking ICT Allowance for use of ICT facilities Broadband	13.25 once per engagement	13.29 once per engagement

Table 5 - Hourly Rates Floor to Apply to Corporate Onscreen marking:

Classification	Weekday Rates		Weekday Supplementary		Weeknights and Saturday Rates		Sunday Rates	
	Per Hour from		Per Day from		Per Hour from		Per Hour from	
	1/7/19	1/7/20	1/7/19	1/7/20	1/7/18	1/7/20	1/7/18	1/7/20
	2.5%	0.3%	2.5%	0.3%	2.5%	0.3%	2.5%	0.3%
Marker	82.76	83.01	80.21	80.45	92.19	92.47	124.09	124.46

6. This variation shall take effect from the first pay period on or after 1 July 2020.

N. CONSTANT, *Chief Commissioner*

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HEALTH AND COMMUNITY EMPLOYEES PSYCHOLOGISTS (STATE) AWARD 2019

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C9203 published 29 January 2021

(389 I.G. 40)

(Case No. 161502 of 2020)

CORRECTION

1. Delete the classification of Part-Time Psychologist of Table 1 - Salary Rates, Part 2, Monetary Rates, of the award and insert in lieu thereof the following:

Part-Time Psychologist	(per hour)	50.80	51.00
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2. Delete the classification of Part-Time Senior Clinical Psychologist of Table 1 - Salary Rates and insert in lieu thereof the following:

Part-Time Senior Clinical Psychologist	(per hour)	77.40	77.60
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M. MORGAN *Industrial Registrar.*

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HEALTH EMPLOYEES' (STATE) AWARD 2019

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C9205 published 29 January 2021

(389 I.G. 32)

(Case No. 161582 of 2020)

CORRECTION

1. Delete the classification of Chef - Grade B of Table 1 - Salaries, Part B, Monetary Rates, of the award and insert in lieu thereof the following:

Chef - Grade B	1,080.14	1,083.39
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M. MORGAN *Industrial Registrar.*

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**HEALTH EMPLOYEES' CONDITIONS OF EMPLOYMENT (STATE)
AWARD 2019**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C9200 published 29 January 2021

(389 I.G. 46)

(Case No. 161538 of 2020)

CORRECTION

1. Delete Item 46, Uniform Laundering, of Table 1 - Other Rates and Allowances, of the award and insert in lieu thereof the following:

46	23(i)(d)	Uniform - laundering	(per week)	5.13	5.24
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M. MORGAN *Industrial Registrar.*

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PUBLIC HOSPITAL RESIDENTIAL SERVICES ASSISTANTS (STATE) AWARD 2018

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C9184 published 29 January 2021

(389 I.G. 108)

(Case No. 163927 of 2020)

CORRECTION

1. Delete Part B, Monetary Rates, of the award and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Salaries

Classification	Rate from ffppoa 01/07/2019 2.5% \$ per week	Rate from ffppoa 01/07/2020 .3% \$ per week
Residential Services Assistant		
1st year of service	1,046.30	1,049.40
2nd year of service	1,067.20	1,070.40
3rd year of service	1,087.80	1,091.10
4th year of service	1,113.60	1,116.90
5th year of service	1,133.80	1,137.20

M. MORGAN *Industrial Registrar.*

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