



NEW SOUTH WALES
INDUSTRIAL GAZETTE

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VENUES NSW (SCG & SFS EVENT DAY EMPLOYEES) AWARD 2021

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Venues NSW.

(Case No. 35533 of 2021)

Before Chief Commissioner Constant

18 February 2021

AWARD**PART A - CONDITIONS****1. Arrangement**

PART A - CONDITIONS

Clause No.	Subject Matter
1.	Arrangement
2.	Title
3.	Parties Bound by this Award
4.	Operation and Duration of this Award
5.	Intention
6.	Classifications and Rates of Pay
7.	Superannuation
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9.	Consecutive Employment Terms
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PART B - RATES OF PAY

Monday to Sunday Flat Rate

Non Event Attendance Rate

Uniform Allowance

2. Title

This award will be known as the Venues NSW (SCG & SFS Event Day Employees) Award 2021 ("this award").

3. Parties Bound by this Award

- (a) This award is binding upon:
1. Venues NSW ("the employer"); and
 2. The Media Entertainment and Arts Alliance ("MEAA"), its officers and members ("the Union") in respect of all employees (whether members of the MEAA or not) engaged by the session or by the hour for work done in connection with the staging of a fixture being conducted by the employer (including an employee who is also engaged by the employer to perform work in a different position under a separate contract or weekly hiring) at the Sydney Cricket Ground or the Sydney Football Stadium.
- (b) This award shall not apply to an honorary official i.e. any person who is either a member of the employer or who has previously acted in an honorary capacity in performing functions for which wage rates are prescribed by this award.

4. Operation and Duration of This Award

- (a) This award shall replace the Sydney Cricket and Sports Ground Trust (Event Day Employees) Award 2017 published 6 April 2018 (382 I.G. 1200) (an award of the New South Wales Industrial Relations Commission).
- (b) This award shall operate on and from the first full pay period on or after the date of approval of the Award and shall remain in force for as nominal term of 12 months.

5. Intention

- (a) The principal intentions of this award are:
1. To promote harmonious industrial relations for Venues NSW; and
 2. To maximise standards of Customer experience to the public and members, measured against those applying in the leisure and recreation industry nationally and internationally.

6. Classifications and Rates of Pay

- (a) Employees employed under this award to work at day time, twilight and evening fixtures shall receive the appropriate hourly rate for the applicable classification as contained in Part B of this award from the first full pay period on or after 24 October 2020.
- (b) The hourly rates set out in Part B of this award incorporate an increase for all event day work undertaken of 0.3% from the first full pay period on or after 24 October 2020.
- (c) Employees employed under this award shall be paid the non-event attendance rate as contained in Part B of this award from the first full pay period on or after 24 October 2020.
- (d) The rates of pay set out in Part B - Rates of pay of this Award contain hourly rates of pay loaded to compensate employees covered by this Award for working ordinary hours Monday to Sunday, at daytime, twilight and evening fixtures and a separate hourly rate for working public holidays and overtime.

7. Superannuation

The subject of superannuation legislation is dealt with extensively by federal legislation including the *Superannuation Guarantee (Administration) Act 1992* (Cth), the *Superannuation Industry (Supervision) Act 1993* (Cth), the *Superannuation (Resolution of Complaints Act 1993* (Cth), and s124 of the *Industrial Relations Act 1996*. This legislation, as varied from time to time, governs the superannuation rights and obligations of the parties.

8. Payment of Wages

8.1. Period of Payment

- (a) Wages will be paid in arrears and on a weekly basis, based on working hours performed in the period Monday to Sunday
- (b) Wages will be paid no later than the Thursday following the end of the previous pay period, unless the employer and the majority of employees agree to later payment.

8.2 Method of payment

Payment of wages will be made via electronic funds transfer into an account nominated by the employee with a bank, building society or credit union.

9. Consecutive Employment Terms

All employees are required to make themselves available, accept a shift and perform work for a minimum of one shift over a two month period from the cessation of their last engagement. Any employee who does not satisfy these criteria may be required to re-apply for their position before being eligible for further engagements.

Prior to terminating the employment relationship the employer will attempt to contact any employee who has not satisfied this criteria. The employer may, in exceptional circumstances and at its sole discretion, waive the requirement for employees to re-apply where they are absent for a period of two months or more.

10. Minimum Engagement

The minimum engagement for all employees under this award shall be four (4) hours to be worked consecutively, with the exception of non-match day staff meetings and training sessions which shall be two (2) hours.

11. Shift Cancellation

When an engagement is cancelled by the employer and the cancellation of that engagement is made prior to the four hours before the commencement of the engagement, the employee shall not be entitled to any remuneration for that day. When a cancellation of the engagement takes place by the employer within four hours of the engagement and prior to the normal starting time, an employee will be paid the minimum engagement as contained in clause 10 of the Award.

12. Meal Breaks

All employees rostered for more than four hours will receive a minimum of one paid 20 minute break. These breaks will be coordinated by team leaders and/or supervisors.

13. Meal Discount

Upon presentation of the staff identification card, employees rostered to work on match days will receive a 20 per cent discount off the normal purchase price for food and beverage (excluding alcoholic beverages) purchased from any on-site food and beverage outlet managed by our on-site catering service provider. This discount does not apply to any third party catering or franchise arrangements.

14. Uniforms

- (a) The employer will provide a uniform to staff where applicable.
1. Uniforms will consist of any SCG or SFS apparel issued to staff during the course of their employment including but not limited to; trousers, skirts, shirts, jackets, vests, jumpers, ties, scarves, hats, armbands, wet weather jackets and name badges.
- (b) Where uniforms are issued to staff other than on a daily basis;
1. All new Employees who commenced after 1 October 2009 will be required to pay a \$100.00 uniform bond on commencement of employment which shall be refunded when the uniform is returned in good condition, fair wear and tear accepted.
 2. The bond will be paid via payroll deduction and can be made as one deduction of \$100.00 or instalments of \$20.00 per deduction per pay over five pay periods.
 3. The Employee shall be responsible for the laundering of the uniforms. A laundry allowance of \$1.00 per shift shall be paid into the Employee's nominated bank account.
 4. Uniforms shall remain the property of the Employer and shall be returned to the Employer on the termination of an Employee's employment in accordance with cl.14(b)5
 5. All uniforms issued to an employee are to be returned within one (1) month of the Employee's termination. Terminated Employees who do not return their full uniform issue within one (1) month of termination will forfeit their deposit.

15. Overtime

- (a) Overtime shall be payable to an employee for all time worked:
1. In excess of ten (10) hours per engagement on a particular event; or
 2. In a day generally observed as a public holiday.
- (b) Overtime shall be paid for at the rate of time and a half.
- (c) Overtime rates shall not apply for any attendance at non-event related meetings or training.

16. Public Holidays

Public Holidays shall be paid for at the rate of time and a half.

The days on which New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Sunday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day, Boxing Day or any proclaimed day in lieu thereof for the State of New South Wales shall be holidays.

17. Long Service Leave

- (a) Subject to clause 17(b) below, Long Service Leave entitlement will be governed by the *Long Service Leave Act 1955* (NSW).
- (b) The parties to this award acknowledge that prior 30 September 2008, employees employed by the Sydney Cricket and Sports Ground Trust as match day employees (or event day employees) received an hourly rate of pay which was loaded to compensate for entitlements arising from legislation applying in the State of NSW in relation to long service leave.

18. Transport, Security and Related Matters

- (a) The employer shall upon request of an individual employee provide a security escort from the ground to the closest public transport late at night, where the employer is able to provide it within a reasonable period of time.
- (b) The employer will provide parking to employees on a discretionary basis subject to availability.

19. Employee Consultation

- (a) The Event Day Staff Operations Committee (EDSOC) will meet during the life of this award to identify and discuss matters relating to the operation of the Award and other workplace matters, which affect employees generally, but which are not explicitly covered by this Award, such as staff facilities, uniforms, training and other like workplace matters.
- (b) The EDSOC will be made up of management and employee nominated representatives. Wherever possible, all areas of event day operations should be represented. The union may nominate up to two employee representatives to participate as members of EDSOC. Prior to an EDSOC meeting employee representatives will be allowed up to 1 hour pre-meeting time to canvass matters and consolidate views on the EDSOC agenda. Employee representatives will participate in the EDSOC without loss of pay.
- (c) The EDSOC will meet as required, at a time suitable to both the employer and employees and at the request of either party, but not less than quarterly.
- (d) The employer acknowledges employee representatives have a role in gathering and disseminating information to colleagues during work hours provided it does not disrupt service to the public and members.
- (e) The operation of the EDSOC in accordance with this clause does not override the dispute settling procedure as contained in clause 23 of this award.

20. Provision and Use of Staff Seating

Where practicable, seating shall be provided to employees where prolonged periods of standing would otherwise be required. The use of such seating shall be subject to customer service requirements and guidelines as reasonably determined by the employer, having regard to its Workplace Health and Safety obligations.

21. Implementation of the Non-Smoking Policy

All employees shall have access to and shall abide by and follow the procedures of the non-smoking policy developed by the employer in relation to patrons smoking in and around the employer venues.

22. Anti-Discrimination

- (a) It is the intention of the employer 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 identify, age and responsibilities as a carer.
- (b) 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.
- (c) Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.

- (d) Nothing in this clause is to be taken to affect:
1. any conduct or act which is specifically exempted from anti-discrimination legislation;
 2. any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
 3. a party to this award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.
- (e) This clause does not create legal rights or obligations in addition to those imposed upon the parties by legislation referred to in this clause.

23. Grievance and Dispute Procedures

23.1 The aim of this procedure is to ensure that during the life of this enterprise award, industrial grievances or disputes are prevented, or resolved as quickly as possible, at the lowest level possible in the workplace. When a dispute or grievance arises, or is considered likely to occur, the following steps shall be followed:

- (a) The matter is discussed between the staff member(s) and the supervisor involved. If the matter is not resolved, then:
- (b) The employee may be required to provide in writing the substance of the grievance and state the remedy sought.
- (c) The matter is then discussed between the staff member(s), the supervisor and the manager. If the matter remains unresolved, then:
- (d) The matter is discussed between the staff member(s), the union delegate or staff member(s) representative and the supervisor and/or Manager. If the matter remains unresolved, then:
- (e) The matter is discussed between senior representatives of the organisation and the relevant union and/or staff member(s) representative.
- (f) Each of the steps will be followed within a reasonable time frame, allowing sufficient time for discussions at each level of authority and having regard to the nature of the grievance or dispute.
- (g) If the matter remains unresolved, then it may be referred by either party to the Industrial Relations Commission of New South Wales to exercise its functions under the *Industrial Relations Act 1996*. The parties agree to exhaust the conciliation process before considering this step.
- (h) At any stage of this procedure, the employer may be represented by an industrial organisation of employers and the employees may be represented by an industrial organisation of employees.
- (i) It is agreed that the parties will not deliberately frustrate or delay these procedures.
- (j) Normal work will continue without disruption while these procedures are followed.

24. No Extra Claims

24.1 Subject to clause 24.2, the parties agree that, during the term of this Award, there will be no extra wage claims, claims for improved conditions of employment or demands made with respect to the employees covered by the Award and, further, that no proceedings, claims or demands concerning wages or conditions of employment with respect to those employees will be instituted before the Industrial Relations Commission or any other industrial tribunal.

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

25. Award Observance

For the purpose of ensuring the observance of this award, the employer will:

- (a) subject to prior consultation with the employer, provide that representatives of the MEAA will have reasonable access to all places of work for the purposes of interviewing and holding meetings with their members in non-work time; and
- (b) ensure that a copy of this award and matters relating to this award be posted on a notice board in a centrally located position.

26. Commitment to Further Negotiations

The parties to this award agree to commence discussions for a new award nine months prior to the expiration of the nominal term of this award.

27. Signing of Award

In recognition of their acceptance of the terms and conditions of this award the parties have signed below as indicated.

PART B - RATES OF PAY

	Current Rates		Rates from the FFPP on or after 24 October 2020	
	Ordinary flat rate \$	Overtime and Public Holiday \$	Ordinary flat rate 0.3% \$	Overtime and Public Holiday \$
POSITION				
Customer Service Positions				
Usher/Attendant	31.59	47.38	31.68	47.52
Pressure point	33.21	49.82	33.31	49.97
Team Leader	35.87	53.81	35.98	53.97
Supervisor	40.20	60.30	40.32	60.48
- Staff Entry				
Crowd Safety Positions				
Crowd Safety Officers	38.00	57.01	38.11	57.17
Crowd Safety Supervisor	42.58	63.87	42.71	64.07
- Event Communications				
- Process Room				
- Report Writer				
Control 1 & 2/Base	45.74	68.62	45.88	68.82
Non-Event Attendance Rate	26.39	26.39	26.47	26.47
ALLOWANCES				
Uniform Allowance (per shift)	1.00	1.00	1.00	1.00

N. CONSTANT, *Chief Commissioner*

(385)

SERIAL C9107**CROWN EMPLOYEES (PUBLIC SECTOR - SALARIES 2019) 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. 79899 of 2020)

Before Chief Commissioner Constant

15 December 2020

VARIATION

1. Delete subclause (iii) of clause 3, Salaries, of the award published 21 February 2020 (386 I.G. 436) and insert in lieu thereof the following:
 - (iii) The salaries prescribed in Part B reflect:

a 0.3% increase to salaries payable with effect from the first full pay period to commence on or after 1 July 2020;
2. Delete subclauses (iii) and (iv) of clause 9, Area, Incidence and Duration, and insert in lieu thereof the following:
 - (iii) This Variation to the Crown Employees (Public Sector - Salaries 2019) Award, published on 21 February 2020 (386 I.G. 436), shall take effect from 1 July 2020 and remain in force until 30 June 2021.
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 Attorney General and Justice - Corrective Services NSW) Award

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

Crown Employees (Departmental Officers) Award

Crown Employees (Sound Reporters) Award

Crown Employees (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 Family and Community Services NSW (Aboriginal Housing Award) 2016
- Crown Employees (Department of Finance, Services and Innovation) Award 2015
- Crown Employees (Department of Finance, Services and Innovation - Waste Assets Management Corporation) Salaried Staff Award 2012
- Crown Employees (Department of Industry) Food Safety Officers Award
- Crown Employees (General Assistants in Schools - Department of Education) Award
- Crown Employees (General Managers, Superintendents, Managers Security and Deputy Superintendents, 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 2016
- 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) Award
- Crown Employees (Librarians, Library Assistants, Library Technicians and Archivists) Award
- Crown Employees (Lord Howe Island Board Salaries and Conditions 2009) Award
- Crown Employees (NSW Department of Community and Justice - Community Services Division) After Hours Service Award 2016
- Crown Employees (NSW Department of Finance, Services and Innovation - Graphic Service Operators) Award
- Crown Employees (Department of Industry) 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) Fisheries Employees Award
- Crown Employees (Department of Planning and Environment) Geoscientists Award
- Crown Employees (Department of Industry) Land Information Officers Award
- Crown Employees (Department of Industry) Local Coordinator Allowance Award
- Crown Employees (Department of Planning and Environment) Mine Safety and Environment Officers Award
- Crown Employees (Department of Industry) Operational Staff Award
- Crown Employees (NSW Department of Premiers and Cabinet) Museum of Applied Arts and Sciences - Casual Guide Lecturers Award
- Crown Employees (Department of Industry) 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

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

Crown Employees (Office of Environment and Heritage and the Office of Environment Protection Authority) General Award 2018

Crown Employees (Office of Environment and Heritage – National Parks and Wildlife Service) Conditions of Employment Award 2015

Crown Employees (Department of Finance, Services and Innovation – SafeWork NSW Inspectors 2007) Award

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

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 2016

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 Attorney General and Justice - Corrective Services NSW) Award 2009

Crown Employees (Senior Officers Salaries) Award 2012

Crown Employees (Sheriff's Officers) Award 2007

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

Crown Employees (State Emergency Service) Region Staff Award 2018

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

Crown Employees (Tipstaves to Justices) Award 2007

Crown Employees (Trades Assistants) Award

Taronga Conservation Society Australia Salaried Employees Award

Agreements and Determinations:

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

Architects etc. Agreement No. 1733 of 1971

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

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

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

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

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

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

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 table in subclause (ii) of Schedule B, Common Salary Points, and insert in lieu thereof the following:

		1.7.19 Per annum 2.5% \$	1.7.20 Per annum 0.3% \$
Common Salary Point:	1	26337	26416
	2	28101	28185
	3	29585	29674
	4	31366	31460
	5	33358	33458
	6	35595	35702
	7	37835	37949
	8	40429	40550
	9	42871	43000
	10	45347	45483
	11	45762	45899
	12	46171	46310
	13	46633	46773
	14	47117	47258
	15	47561	47704
	16	48110	48254
	17	49322	49470
	18	49807	49956
	19	50240	50391
	20	50667	50819
	21	51149	51302
	22	51626	51781
	23	52810	52968
	24	53329	53489
	25	53767	53928
	26	54204	54367
	27	54640	54804
	28	55102	55267
	29	55669	55836
	30	56144	56312
	31	56592	56762
	32	57141	57312

	33	57603	57776
	34	58144	58318
	35	58615	58791
	36	59211	59389
	37	59777	59956
	38	60273	60454
	39	60896	61079
	40	61399	61583
	41	62088	62274
	42	62576	62764
	43	63196	63386
	44	63666	63857
	45	64285	64478
	46	64779	64973
	47	65460	65656
	48	66003	66201
	49	66682	66882
	50	67330	67532
	51	67853	68057
	52	68543	68749
	53	69130	69337
	54	69733	69942
	55	70425	70636
	56	71084	71297
	57	71711	71926
	58	72418	72635
	59	73176	73396
	60	73855	74077
	61	74603	74827
	62	75306	75532
	63	76191	76420
	64	76931	77162
	65	77578	77811
	66	78495	78730
	67	79297	79535
	68	79877	80117
	69	80795	81037
	70	81592	81837
	71	82406	82653
	72	83108	83357
	73	83968	84220
	74	84635	84889
	75	85488	85744
	76	86430	86689
	77	87169	87431
	78	88184	88449
	79	88889	89156
	80	89855	90125
	81	90661	90933
	82	91641	91916
	83	92535	92813
	84	93349	93629
	85	94327	94610
	86	95171	95457
	87	96194	96483
	88	97152	97443
	89	98129	98423
	90	99102	99399
	91	100056	100356

	92	100982	101285
	93	102043	102349
	94	103140	103449
	95	104226	104539
	96	105318	105634
	97	106378	106697
	98	107541	107864
	99	108573	108899
	100	109682	110011
	101	110745	111077
	102	111805	112140
	103	112835	113174
	104	113859	114201
	105	115017	115362
	106	116183	116532
	107	117343	117695
	108	118507	118863
	109	119685	120044
	110	120857	121220
	111	122038	122404
	112	123229	123599
	113	124413	124786
	114	125600	125977
	115	126843	127224
	116	128089	128473
	117	129360	129748
	118	130647	131039
	119	132078	132474
	120	133519	133920
	121	134667	135071
	122	135807	136214
	123	137319	137731
	124	138830	139246
	125	140358	140779
	126	141882	142308
	127	143370	143800
	128	144871	145306
	129	146499	146938
	130	148134	148578

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

Administrative and Clerical Officer			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.5% \$	1.7.20 Per annum 0.3% \$
Clerks General Scale			
Clerks General Scale step 1	4	31366	31460

Clerks General Scale step 2	6	35595	35702
Clerks General Scale step 3 - 1st year of service or 18 years	7	37835	37949
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	42871	43000
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	45762	45899
Clerks General Scale step 6 - Minimum for employee 21 years of age	17	49322	49470
Clerks General Scale step 7	20	50667	50819
Clerks General Scale step 8	23	52810	52968
Clerks General Scale step 9	25	53767	53928
Clerks General Scale step 10	28	55102	55267
Clerks General Scale step 11	32	57141	57312
Clerks General Scale step 12	36	59211	59389
Clerks General Scale step 13	40	61399	61583
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	-	64024	64216
Grade 1 1st year of service	46	64779	64973
Thereafter	49	66682	66882
Grade 2 1st year of service	52	68543	68749
Thereafter	55	70425	70636
Grade 3 1st year of service	58	72418	72635
Thereafter	61	74603	74827
Grade 4 1st year of service	64	76931	77162
Thereafter	67	79297	79535
Grade 5 1st year of service	75	85488	85744
Thereafter	78	88184	88449
Grade 6 1st year of service	82	91641	91916
Thereafter	85	94327	94610
Grade 7 1st year of service	88	97152	97443
Thereafter	91	100056	100356
Grade 8 1st year of service	95	104226	104539
Thereafter	98	107541	107864
Grade 9 1st year of service	101	110745	111077
Thereafter	104	113859	114201
Grade 10 1st year of service	108	118507	118863
Thereafter	111	122038	122404
Grade 11 1st year of service	116	128089	128473
Thereafter	120	133519	133920

Grade 12			
1st year of service	126	141882	142308
Thereafter	130	148134	148578

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

Correctional Officers - Department of Corrective Services			
Classification and Grades	CSP NO.	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Probationary Correctional Officer	45	64285	64478
Correctional Officer - 1st year	47	65460	65656
2nd year and thereafter	49	66682	66882
Correctional Officer, First Class -1st year	55	70425	70636
2nd year and thereafter	63	76191	76420
Senior Correctional Officer	69	80795	81037
Overseer - 1st year	55	70425	70636
2nd year and thereafter	63	76191	76420
Senior Overseer	69	80795	81037
Industries and Maintenance Allowance - Overseer 1st year		10374	10405
Overseer 2nd year and thereafter		4604	4618
Senior Overseer		9059	9086

Incidental Allowance -		
Classification and Grades	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Probationary Correctional Officer (in training)	n/a	
Probationary Correctional Officer (on graduation)	1057	1060
Correctional Officer 1st year	1548	1553
Correctional Officer 2nd year and thereafter	2120	2126
Correctional Officer, First Class 1st year	3169	3179
Correctional Officer, First Class 2nd year and	3169	3179
Senior Correctional Officer	5283	5299
Overseer 1st year	3169	3179
Overseer 2nd year and thereafter	3169	3179
Senior Overseer	5283	5299

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

Annualised Salary Package - Kempsey, Dillwynia and Wellington Correctional Centres			
Classification and Grades		1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
General Manager		198466	199061
Manager of Security		167433	167935
Principal Correctional Officer		129366	129754
Chief Correctional Officer		121092	121455
Correctional Officers - Kempsey, Dillwynia and Wellington Correctional Centres			
	Common Salary Points	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Senior Correctional Officer	69	80795	81037

Correctional Officer 1st Class Year 2	63	76191	76420
Correctional Officer 1st Class Year 1	55	70425	70636
Correctional Officer Year 2	49	66682	66882
Correctional Officer Year 1	47	65460	65656
Correctional Officer Probationary	45	64285	64478
Correctional Officer (Training)	45	64285	64478
Incidental Allowance: Senior Correctional Officer Correctional Officer 1st Class Years 1 and 2	-	5283	5299
Correctional Officer Year 2	-	3169	3179
Correctional Officer Year 1	-	2120	2126
Correctional Officer Probationary	-	1587	1592
Correctional Officer Probationary	-	1057	1060
Principal Industry Officer Level 1	-	134902	135307
Principal Industry Officer Level 2	-	128389	128774
Chief Industry Officer	-	122290	122657
Senior Overseer	80	89855	90125
Overseer	69	80795	81037
Senior Overseer	-	5283	5299
Overseer	-	3169	3179

Crown Employees (Departmental Officers) Award

Departmental Officer			
Classifications and Grades		1.7.19	1.7.20
		Per annum 2.50% \$	Per annum 0.3% \$
General Scale	Year 1	37835	37949
	Year 2	45762	45899
	Year 3	49322	49470
	Year 4	50667	50819
	Year 5	52810	52968
	Year 6	53767	53928
	Year 7	55102	55267
	Year 8	57141	57312
	Year 9	59211	59389
	Year 10	61399	61583
Grade 1-2 (Level 1)	Year 1	64779	64973
	Year 2	66682	66882
	Year 3	68543	68749
	Year 4	70425	70636
Grade 3-4 (Level 2)	Year 1	72418	72635
	Year 2	74603	74827
	Year 3	76931	77162
	Year 4	79297	79535
Grade 5-6 (Level 3)	Year 1	85488	85744
	Year 2	88184	88449
	Year 3	91641	91916
	Year 4	94327	94610
Grade 7-8 (Level 4)	Year 1	97152	97443
	Year 2	100056	100356
	Year 3	104226	104539
	Year 4	107541	107864

Grade 9-10 (Level 5)	Year 1	110745	111077
	Year 2	113859	114201
	Year 3	118507	118863
	Year 4	122038	122404
Grade 11 (Level 6)	Year 1	128089	128473
	Year 2	133519	133920
Grade 12 (Level 7)	Year 1	141882	142308
	Year 2	148134	148578
Senior Officer Grade 1 (Level 8)	Year 1	165750	166247
	Year 2	178599	179135
Senior Officer Grade 2 (Level 9)	Year 1	181622	182167
	Year 2	194427	195010
Senior Officer Grade 3 (Level 10)	Year 1	200933	201536
	Year 2	220566	221228

Crown Employees (Sound Reporters) Award

Multi-Skilled Reporters and Sound Reporters Dual Remote			
Classification and Grade	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Trainee Multi-Skilled Sound Reporter Year 1	46	64779	64973
Multi-Skilled Sound Reporter Year 2	52	68543	68749
Multi-Skilled Sound Reporter Year 3	55	70425	70636
Multi-Skilled Sound Reporter Year 4	58	72418	72635
Multi-Skilled Sound Reporter Year 5	61	74603	74827
Sound Reporter Dual Remote	64	76931	77162

Crown Employees (Department of Justice (Juvenile Justice) - 38 Hour week Operational Staff 2015) Reviewed Award

Classification and Grades	A & C Grade Equivalent	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Unqualified Youth Officer - Level 1	GS Year 10	61399	61583
Youth Officer			
Level 2			
Year 1	Min 1	64779	64973
Year 2	Max 1	66682	66882
Year 3	Min 2	68543	68749
Level 3			
Year 1	Max 2	70425	70636
Shift Supervisor/Assistant Unit Manager - Level 4			
Year 1	Min 4	76931	77162
Year 2	Max 4	79297	79535
Year 3	Min 5	85488	85744
Year 4	Max 5	88184	88449
Unit Manager - Level 5			
Year 1	Min 6	91641	91916
Year 2	Max 6	94327	94610
Year 3	Min 7	97152	97443
Year 4	Max 7	100056	100356
Assistant Manager - Level 6			
Year 1	Min 8	104226	104539
Year 2	Max 8	107541	107864

Year 3	Min 9	110745	111077
Year 4	Max 9	113859	114201
Centre Manager - Level 7			
Year 1	Min 10	118507	118863
Year 2	Max 10	122038	122404
Centre Manager - Level 8			
Year 1	Min 11	128089	128473
Year 2	Max 11	133519	133920
Centre Manager - Level 9			
Year 1	Min 12	141882	142308
Year 2	Max 12	148134	148578
Vocational Instructor (Trade, Maintenance, Grounds)			
Level 1, Year 1	-	61399	61583
Level 2			
Year 1	-	64779	64973
Year 2	-	66682	66882
Year 3	-	68543	68749
Year 4	-	70425	70636
Kitchen Support Officer and Vocational Instructor (Cook)			
Level 1			
Year 1	-	50667	50819
Year 2	-	52810	64973
Level 2			
Year 1	-	64779	64973
Year 2	-	66682	66882
Year 3	-	68543	68749
Year 4	-	70425	70636
Vocational Instructor (Cook Supervisor)	-	73222	73442
Logistics Officer			
Level 4			
Year 1	-	85488	85744
Year 2	-	88184	88449
Level 5			
Year 3	-	91641	91916
Year 4	-	94327	94610
Court Supervisor - Level 4			
Year 1	Min 4	76931	77162
Year 2	Max 4	79297	79535
Year 3	Min 5	85488	85744
Year 4	Max 5	88184	88449
Drug Detection Security and Intelligence Officer			
Level 2			
Year 1	Min 1	64779	64973
Year 2	Max 1	66682	66882
Year 3	Min 2	68543	68749
Level 3	Max 2	70425	70636
Chokage Allowance (per day)		5.20	5.25
Uniform Allowance (per week)		5.40	5.45
Trade Allowance (per annum)		1966	1972
Supervisory Allowance (per week)		53.85	54.00
Allocated Youth Officer Additional Responsibilities Allowance (per hour)		1.39	1.40

Crown Employees (Office of Sport - Catering Officers) Award

Classification and Grades	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Level 1	59986	60166
Level 2	61883	62069
Level 3	63748	63939
Level 4	65803	66000
Level 5	68132	68336
Catering Officers - Academy Allowance		
Senior Catering Officer	5244	5260
Catering Officer	2530	2538
Apprentice	2025	2031

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Annual allowance (Clause 11)	11893	11929

Crown Employees (Office of Sport - Program Officers) Award

Program Officers - Department of the Arts, Sport and Recreation		
Classification and Grades	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Program Officers		
Level 1	60673	60855
Level 2	63049	63238
Level 3	66608	66808
Level 4	71367	71581
Level 5	73744	73965
Level 6	77324	77556
Level 7	80884	81127
Level 8	84462	84715
Level 9	88019	88283
Level 10	91598	91873
Level 11	95151	95436
Level 12	97532	97825
Program Officers - Temporary employees		
	1.7.19 Per day 2.50% \$	1.7.20 Per day 0.3% \$
Level 1	232.90	233.6
Level 2	241.40	242.1
Level 3	254.70	255.45
Level 4	274.15	274.95
Level 5	282.60	283.45
Level 6	295.95	296.85
Level 7	310.50	311.45

Level 8	323.85	324.8
Level 9	337.20	338.2
Level 10	350.55	351.6
Level 11	365.10	366.2
Level 12	373.60	374.7
Program Officers - Casual Employees	1.7.19 Per day 2.50% \$	1.7.20 Per day 0.3% \$
Level 1	261.65	262.45
Level 2	271.90	272.7
Level 3	287.25	288.1
Level 4	307.70	308.6
Level 5	318.05	319
Level 6	333.40	334.4
Level 7	348.80	349.85
Level 8	364.20	365.3
Level 9	379.55	380.7
Level 10	395.00	396.2
Level 11	410.35	411.6
Level 12	420.55	421.8
	1.7.19 Per day 2.50% \$	1.7.20 Per day 0.3% \$
Program Officer (Group Leader)	203.35 246.65	203.95 247.40
Allowances		
Sport and recreation allowance - Permanent Program Officers (per annum)	11893	11929
Sport and recreation allowance- Temporary Program Officers (per day)	45.60	45.75
Night duty allowance - Casual Program Officers (per night)	97.30	97.60
Night duty allowance - Program Officer (Group Leader) (per night)	46.95	47.10

Crown Employees (Office of Sport - Services Officers) Award

Table 1 - Salary Scale for Services Officers Prior to Competency Attainment		
Classification and Grades	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Level 1	50811	50963
Level 2	53592	53753
Level 3	55898	56066
Level *4	58208	58383
	Per Hour \$	
Level 1	25.61	25.69
Level 2	27.02	27.1
Level 3	28.20	28.28
Level 4	29.38	29.47
Table 2 - Salary Scale for Services Officers after Competency Attainment		
Classification and Grades	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Level 1	52334	52491
Level 2	55203	55369
Level 3	57580	57753

Level 4*	59955	60135
	Per hour \$	
Level 1	26.42	26.5
Level 2	27.86	27.94
Level 3	29.04	29.13
Level 4	30.23	30.32

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

Classification and Grades	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Level 1	50811	50963
Level 2	53592	53753
	Per hour \$	Per hour \$
Level 1	25.61	25.69
Level 2	27.02	27.1

Crown Employees Department of Family and Community Services NSW (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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
DPWS Professional Staff -		
General Scale 1	38357	38472
General Scale HSC 19 years	43460	43590
General Scale 2 or age 20	46388	46527
General Scale 3 or age 21	49994	50144
General Scale 4	51362	51516
General Scale 5	53529	53690
General Scale 6	54502	54666
General Scale 7	55858	56026
General Scale 8	57923	58097
General Scale 9	60022	60202
General Scale 10	62235	62422
General Scale 11	64065	64257
General Scale 12	65662	65859
General Scale 13	67593	67796
Grade 1		
Year 1	68248	68453
Year 2	72059	72275
Year 3	77231	77463
Year 4	82707	82955
Year 5	87612	87875
Grade 2		
Year 1	92898	93177
Year 2	96476	96765
Year 3	99469	99767
Year 4	102368	102675

Grade 3		
Year 1	107836	108160
Year 2	111184	111518
Year 3	115417	115763
Year 4	118949	119306
Grade 4		
Year 1	124914	125289
Year 2	128573	128959
Year 3	131139	131532
DPWS Senior Professional Staff -		
Senior 1		
Year 1	136511	136921
Year 2	139200	139618
Senior 2		
Year 1	142284	142711
Year 2	145338	145774
Senior 3		
Year 1	148505	148951
Year 2	150164	150614
DPWS Project Staff		
Grade 1		
Year 1	81020	81263
Year 2	82373	82620
Grade 2		
Year 1	87659	87922
Year 2	90186	90457
Grade 3		
Year 1	92963	93242
Year 2	95732	96019
Grade 4		
Year 1	98505	98801
DPWS Senior Management		
Grade 1		
Year 1	162794	163282
Year 2	171002	171515
Grade 2 -		
Year 1	179200	179738
Year 2	187409	187971
DPWS Staff -		
General Scale 1		
General Scale HSC 19 yrs	38357	38472
General Scale 2 or age 20	43460	43590
General Scale 3 or age 21	46388	46527
General Scale 4	49994	50144
General Scale 5	51362	51516
General Scale 6	53529	53690
General Scale 7	54502	54666
General Scale 8	55858	56026
General Scale 9	57923	58097
General Scale 10	60022	60202
* Personal	62235	62422
	64065	64257
Grade 1 -		
Year 1	65662	65859
Year 2	67593	67796
Grade 2 -		
Year 1	69484	69692
Year 2	71383	71597

Grade 3 - Year 1	73412	73632
Year 2	75629	75856
Grade 4 - Year 1	77987	78221
Year 2	80382	80623
Grade 5 - Year 1	86660	86920
Year 2	89398	89666
Grade 6 - Year 1	92898	93177
Year 2	95617	95904
Grade 7 - Year 1	98487	98782
Year 2	101434	101738
Grade 8 - Year 1	105653	105970
Year 2	109017	109344
Grade 9 - Year 1	112263	112600
Year 2	115417	115763
Grade 10 - Year 1	120138	120498
Year 2	123711	124082
Grade 11 - Year 1	129844	130234
Year 2	135350	135756
Grade 12 - Year 1	143827	144258
Year 2	150164	150614
DPWS Technical Staff (A)		
General Scale 1 or 16 years	31800	31895
General Scale 2 or 17 years	36085	36193
General Scale 3 or 18 years	38357	38472
General Scale 4 or 20 years	43460	43590
General Scale 5 or 21 years	46388	46527
General Scale 6	49994	50144
General Scale 7	51362	51516
General Scale 8	53529	53690
General Scale 9	54502	54666
General Scale 10	55858	56026
General Scale 11	57923	58097
General Scale 12	60022	60202
General Scale 13	62235	62422
General Scale 14	64065	64257
Grade I - Year 1	66910	67111
Year 2	68791	68997
Year 3	70687	70899
Year 4	72059	72275
Year 5	74180	74403
Grade II - Year 1	77987	78221
Year 2	79569	79808
Year 3	80976	81219
Year 4	82707	82955
Grade III - Year 1	88360	88625

DPWS Senior Technical (A) -		
Senior I -		
Year 1	86660	86920
Year 2	88360	88625
Year 3	91081	91354
Senior II -		
Year 1	93795	94076
Year 2	96476	96765
Senior III -		
Year 1	100453	100754
Senior Officer -		
Grade 1 -		
Year 1	167737	168240
Year 2	180587	181129
Grade 2 -		
Year 1	183608	184159
Year 2	196416	197005
Grade 3 -		
Year 1	202922	203531
Year 2	222554	223222

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

WAMC OFFICER

Grade	Year	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
WAMC Officer General Scale	1	38528	38644
WAMC Officer General Scale	2	46602	46742
WAMC Officer General Scale	3	50224	50375
WAMC Officer General Scale	4	51597	51752
WAMC Officer General Scale	5	53783	53944
WAMC Officer General Scale	6	54757	54921
WAMC Officer General Scale	7	56114	56282
WAMC Officer General Scale	8	58189	58364
WAMC Officer General Scale	9	60297	60478
WAMC Officer General Scale	10	62523	62711
WAMC Officer Grade 1	1	65967	66165
	2	67908	68112
WAMC Officer Grade 2	1	69799	70008
	2	71716	71931
WAMC Officer Grade 3	1	73749	73970
	2	75971	76199
WAMC Officer Grade 4	1	78345	78580
	2	84650	84904
WAMC Officer Grade 5	1	87059	87320
	2	89803	90072
WAMC Officer Grade 6	1	93322	93602
	2	96061	96349
WAMC Officer Grade 7	1	98937	99234
	2	101893	102199
WAMC Officer Grade 8	1	106140	106458
	2	109513	109842
WAMC Officer Grade 9	1	112781	113119
	2	115947	116295

WAMC Officer Grade 10	1	120686	121048
	2	124279	124652
WAMC Officer Grade 11	1	130439	130830
	2	135970	136378
WAMC Officer Grade 12	1	144485	144918
	2	150850	151303

WAMC SENIOR OFFICER

Grade	Year	Per annum	1.7.20
		1.7.19	Per annum
		\$	0.3%
		\$	\$
WAMC Senior Officer Grade 1	1	168796	169302
	2	181878	182424
WAMC Senior Officer Grade 2	1	184955	185510
	2	197994	198588
WAMC Senior Officer Grade 3	1	204622	205236
	2	224616	225290

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

Food Safety Officers			
Classification and Grades	Common Salary Points	1.7.19	1.7.20
		Per annum	Per annum
		2.50%	0.3%
		\$	\$
Grade 1, Year 1	-	65731	65928
Year 2	-	67613	67816
Year 3	55	70425	70636
Grade 2, Year 1	-	74678	74902
Year 2	-	81210	81454
Year 3	82	91641	91916
Grade 3, Year 1	-	98604	98900
Year 2	-	102139	102445
Year 3	98	107541	107864
Grade 4, Year 1	-	112298	112635
Year 2	-	116182	116531
Year 3	111	122038	122404
Grade 5, Year 1	116	128089	128473
Year 2	120	133519	133920
Grade 6, Year 1	126	141882	142308
Year 2	130	148134	148578

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	1.7.19	1.7.20
		Per annum	Per annum
		2.50%	0.3%
		\$	\$
Full-time Permanent - Junior	-		
On employment	-	35169	35275
After 12 months or at 20 years	-	45216	45352
Adult			
Year 1	19	50241	50392
Year 2	20	50667	50819
Year 3	22	51626	51781

Year 4	23	52810	52968
Year 5	25	53767	53928
Part-time Permanent (up to 35.5 hpw)		1.7.19 Per hour 2.50% \$	1.7.20 Per hour 2.50% \$
Junior On employment		19.51	19.57
After 12 months or at 20 years		25.08	25.16
Adult		28.65	28.74
Full-time (38 hpw) Temporary - Unloaded Junior On employment		17.75	17.80
After 12 months or at 20 years		22.81	22.88
Adult		25.32	25.40
Full-time Temporary - Loaded Junior On employment		19.23	19.29
After 12 months or at 20 years		24.68	24.75
Adult		27.48	27.56
Part-time Temporary (up to 35.5 hpw) Unloaded Junior On employment		19.51	19.57
After 12 months or at 20 years		25.08	25.16
Adult		28.65	28.74
Loaded Junior On employment		21.15	21.21
After 12 months or at 20 years		27.18	27.26
Adult		31.02	31.11

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

Rank	Annualised Salary from the first full pay period on or after 1.7.2019 2.50% \$	Annualised Salary from the first full pay period on or after 1.7.2020 0.3% \$
General Manager	198466	199061
Superintendent	182106	182652
Manager Security	167433	167935
Deputy Superintendent	155979	156447

Crown Employees (General Staff - Salaries) Award 2007

General Staff - Salaries			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Corrective Services NSW Canteen Worker	9	42871	43000
Community Liaison Officer, Department of Education	57	71711	71926
Aboriginal Community Liaison Officer, Department of Education			
Year 1			
Year 2	61	74603	74827
Year 3	64	76931	77162
Year 4	67	79297	79535

Farm Foreman, DET			
Grade A			
1st year	39	60896	61079
2nd year	41	62088	62274
3rd year	43	63196	63386
Grade B			
1st year	45	64285	64478
2nd year	47	65460	65656
3rd year	51	67853	68057
Maintenance Officer, DET			
1st year	24	53329	53489
2nd - 7th year	25	53767	53928
8th year	26	54204	54367
Matrons and Sub-Matrons, DET			
Matron			
1st year	45	64285	64478
Thereafter	46	64779	64973
Sub-Matron			
1st year	39	60896	61079
Thereafter	40	61399	61583
Technical Assistant (Art, Ceramics, TV Studio)			
Years 1 - 3	32	57141	57312
Years 4 - 6	34	58144	58318
Year 7	35	58615	58791
Assistant, Dept of Infrastructure Planning and Natural Resources (DIPNR)			
Junior - under 17 (50% of Grade 1, Yr 1)		24903	24978
Aged 17 (60% of Grade 1, Yr 1)		29884	29974
Aged 18 (70% of Grade 1, Yr 1)		34864	34969
Aged 19 (80% of Grade 1, Yr 1)		39845	39965
Aged 20 (90% of Grade 1, Yr 1)		44827	44961
Grade 1			
1st year	18	49807	49956
2nd year	22	51626	51781
3rd year	25	53767	53928
4th year	29	55669	55836
5th year	32	57141	57312
Grade 2			
1st year	34	58144	58318
2nd year	36	59211	59389
3rd year	37	59777	59956
4th year	39	60896	61079
Grade 3			
1st year	46	64779	64973
2nd year	52	68543	68749
Field Services Staff, DIPNR Field Supervisor			
1st year	48	66003	66201
2nd year	51	67853	68057
3rd year	53	69130	69337
4th year	55	70425	70636
5th year	58	72418	72635
Field Service Manager, Years 1-3 only			
Other locations (not specified)			
1st year	66	78495	78730
2nd year	67	79297	79535
3rd year	69	80795	81037

Specific locations Years 1-4 (Bathurst, Cooma, Glennies Creek, Gosford, Goulburn, Henty, Inverell, Lithgow, Manilla (f.s.), Moss Vale, Nowra, Newcastle, Parkes, Cowra RC, Parramatta, Penrith, Scone, Singleton, Wellington, Braidwood (cons.), Murwillumbah, Coffs Harbour, Kempsey, Grafton, Queanbeyan, Gunnedah RC. 4th year	75	85488	85744
Regional Field Services Manager	83	92535	92813
Overseers, DIPNR			
Grade 1 (ex Dept of Water Resources only)	60	73855	74077
Grade II	61	74603	74827
Grade III	65	77578	77811
Grade IV	73	83968	84220
Grade V	77	87169	87431
Plant Managers, DIPNR			
Grade 1 (Workshop Supervisors, Goulburn, Inverell, Scone & Wagga Wagga	65	77578	77811
Grade 2 (Workshop Manager, Wellington & Fleet Managers, Tamworth & Wagga Wagga)			
Year 1	69	80795	81037
Year 2	70	81592	81837
Assistant Education Officers, Powerhouse Museum	43	63196	63386
	47	65460	65656
House Officer, Powerhouse Museum	43	63196	63386
	44	63666	63857
Museum Officer, Powerhouse Museum	18	49807	49956
	19	50240	50391
	20	50667	50819
	21	51149	51302
	23	52810	52968
Photographer			
Grade 1 - Years 1-3 (various agencies)			
1st year	39	60896	61079
2nd year	41	62088	62274
3rd year	43	63196	63386
Grade 2*			
1st year	49	66682	66882
2nd year	51	67853	68057
*Progression from Photographer Grade 1 to Photographer Grade 2 (see Sch A of award)			
Photographers Grade 3** Years 1-3			
1st year	63	76191	76420
2nd year	65	77578	77811
3rd year	69	80795	81037
**Grade 3 requirements in Sch A of award			
Photographic Assistant	22	51626	51781
	23	52810	52968
	25	53767	53928
	26	54204	54367
Preparator, Powerhouse Museum			
Grade I - Years 1-3	45	64285	64478
	48	66003	66201
	51	67853	68057
Grade II - Years 1-2	55	70425	70636
	59	73176	73396
Senior Preparator, Powerhouse Museum	63	76191	76420
	65	77578	77811

Stores Officer, Powerhouse Museum			
Grade 1	31	56592	56762
	33	57603	57776
Grade 2	34	58144	58318
	35	58615	58791
Grade 3	36	59211	59389
	37	59777	59956
Grade 4	39	60896	61079
	41	62088	62274
Transport Officer, Powerhouse Museum	47	65460	65656
	49	66682	66882
Field Assistant, Dept of Mineral Resources			
Year 1	26	54204	54367
Year 2	28	55102	55267
Year 3	31	56592	56762
Year 4	32	57141	57312
Year 5	34	58144	58318
Regional Mining Officer, Dept of Mineral Resources	58	72418	72635
	61	74603	74827
	64	76931	77162
	67	79297	79535
Regional Mining Officer, Lightning Ridge, Dept of Mineral Resources	75	85488	85744
	79	88889	89156
	82	91641	91916
	85	94327	94610
Craftsman/Framer, Art Gallery	32	57141	57312
Gallery Services Officer, Art Gallery	18	49807	49956
	20	50667	50819
Supervisor, Gallery Services Officers, Art Gallery	23	52810	52968
Senior Gallery Services Officer	43	63196	63386
	45	64285	64478
	47	65460	65656
	49	66682	66882
Installation Officer, Art Gallery	26	54204	54367
	29	55669	55836
	32	57141	57312
Senior Installation Officer, Art Gallery	32	57141	57312
	35	58615	58791
Display Technician, Art Gallery			
Grade 1	45	64285	64478
	48	66003	66201
	51	67853	68057
Grade 2	55	70425	70636
	59	73176	73396
Senior Display Technician	63	76191	76420
	65	77578	77811
Bar Manager, Police Academy	34	58144	58318
Building Manager, NSW Police	60	73855	74077
	61	74603	74827
	63	76191	76420
Driving Instructor, NSW Police College	68	79877	80117
	69	80795	81037
	72	83108	83357
General Assistant, NSW Police College	19	50240	50391
	20	50667	50819
	22	51626	51781
	23	52810	52968
	25	53767	53928

Groom, Mounted Police	16	48110	48254
	18	49807	49956
Maintenance Attendant, Goulburn Police College	22	51626	51781
Senior Basement Attendant, Police Headquarters	29	55669	55836
	31	56592	56762
	32	57141	57312
	34	58144	58318
Storeman/Attendant, Police Headquarters	17	49322	49470
Uniform Fitter and Advisory Officer, NSW Police	37	59777	59956
Police Armourer			
Year 1	51	67853	68057
Year 2	55	70425	70636
Year 3	58	72418	72635
Year 4	59	73176	73396
General Assistant, State Library	23	52810	52968
Photographic Operator, State Library	23	52810	52968
	26	54204	54367
Museum Assistant, Historic Houses Trust			
Grade 1 Years 1 to 4	20	50667	50819
	21	51149	51302
	25	53767	53928
	27	54640	54804
Grade 2, Years 1 to 5	30	56144	56312
	31	56592	56762
	34	58144	58318
	35	58615	58791
	36	59211	59389
Museum Guide, Historic Houses Trust	28	55102	55267
Years 1 to 6	30	56144	56312
	32	57141	57312
	34	58144	58318
	36	59211	59389
	39	60896	61079
Chief Guide, Historic Houses Trust	48	66003	66201
	51	67853	68057
Entrance Attendant, Royal Botanic Gardens	30	56144	56312
Herbarium Assistants, Royal Botanic Gardens			
Grade 1	18	49807	49956
	22	51626	51781
	25	53767	53928
	29	55669	55836
	32	57141	57312
Grade 2	34	58144	58318
	36	59211	59389
	37	59777	59956
	39	60896	61079
Centre Supervisor, State Sports Centre	37 (+10% all purpose allow.)	59777	59956
Centre Supervisor, State Sports Centre	40	61399	61583
Events Technical Officer, State Sports Centre	58	72418	72635
Maintenance Officer, State Sports Centre	55	70425	70636
Facilities Manager, State Sports Centre	111	122038	122404
Assistant Facilities Manager, State Sports Centre	67	79297	79535
General Assistant, WorkCover	19	50240	50391
	20	50667	50819
	22	51626	51781
	23	52810	52968

	25	53767	53928
Day Attendant, Australian Museum	18	49807	49956
	19	50240	50391
	20	50667	50819
	21	51149	51302
	23	52810	52968
Preparator Australian Museum Assistant Preparator (55)	29	55669	55836
	34	58144	58318
	39	60896	61079
	43	63196	63386
Cadet Preparator (56)	21	51149	51302
	25	53767	53928
Chief Preparator	82	91641	91916
	84	93349	93629
Preparator (57) Grade I Grade II	46	64779	64973
	49	66682	66882
	52	68543	68749
	56	71084	71297
	60	73855	74077
Senior Preparator	63	76191	76420
	65	77578	77811
Cleaner/Messenger/Courtkeeper - Sheriff's Office, Attorney-General's Dept	30	56144	56312
Courtkeeper and Cleaner, Darlinghurst, Attorney-General's Dept	27	54640	54804
Courtkeeper/Cleaner and Messenger Bathurst, Attorney-General's Dept	25	53767	53928
Courtkeeper/Cleaner and Messenger	25	53767	53928
Queanbeyan, (Local Court), Attorney-General's Dept Security Attendant, Attorney-General's Dept (formerly Assistant Service Officer)	17	49322	49470
	18	49807	49956
	20	50667	50819
	22	51626	51781
Basement Attendant, Attorney-General's Dept (formerly Assistant Service Officer)	23	52810	52968
Property Inspector, Public Trust Office	64	76931	77162
	67	79297	79535
	69	80795	81037
	73	83968	84220

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

Classification and Grades	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Horticultural/Trades Officer		
Level One	47561	47704
Level Two Year 1	52810	52968
Level Two Year thereafter	54204	54367
Level Three Year 1	56144	56312
Level Three Year thereafter	58144	58318
Level Four Year 1	60273	60454
Level Four Year thereafter	62088	62274
Level Five Year 1	64285	64478
Level Five Year thereafter	66003	66201
Level Six Year 1	67853	68057
Level Six Year thereafter	69733	69942

Level Seven Year 1	71711	71926
Level Seven Year thereafter	73855	74077
Level Eight Year 1	76191	76420
Level Eight Year thereafter	79297	79535
Level Nine Year 1	82406	82653
Level Nine Year thereafter	85488	85744
Level Ten Year 1	88184	88449
Level Ten Year thereafter	90661	90933
Level Eleven Year 1	98129	98423
Level Eleven Year thereafter	104226	104539

Crown Employees (Interpreters and Translators, Multicultural NSW) Award

Table 1 - Rates of Pay

Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50%	1.7.20 Per annum 0.3% \$
Interpreting/Translating Officer			
Year 1	49	66682	66882
Year 2	56	71084	71297
Year 3	63	76191	76420
Interpreter/Translator			
Year 1	56	71084	71297
Year 2	63	76191	76420
Year 3	70	81592	81837
Year 4	76	86430	86689
Year 5	81	90661	90933
Senior Interpreter/Translator			
Year 1	84	93349	93629
Year 2	87	96194	96483
Year 3	91	100056	100356

Table 2 - Casual Rates of Pay

Casual Interpreter	1.7.19	1.7.20
Year 1		
Base Hourly Rate (Unloaded)	38.91	39.03
Hourly Rate (Base + 20% + 34.5%)	60.13	60.31
Base Overtime Rate (Base + 34.5%)	52.36	52.52
Year 2		
Base Hourly Rate (Unloaded)	41.73	41.86
Hourly Rate (Base + 20% + 34.5%)	64.46	64.65
Base Overtime Rate (Base + 34.5%)	56.13	56.3
Year 3		
Base Hourly Rate (Unloaded)	44.68	44.81
Hourly Rate (Base + 20% + 34.5%)	68.99	69.20
Base Overtime Rate (Base + 34.5%)	60.1	60.28
Year 4		
Base Hourly Rate (Unloaded)	47.33	47.47
Hourly Rate (Base + 20% + 34.5%)	73.12	73.34
Base Overtime Rate (Base + 34.5%)	63.65	63.84
Year 5		
Base Hourly Rate (Unloaded)	49.62	49.77
Hourly Rate (Base + 20% + 34.5%)	76.67	76.90
Base Overtime Rate (Base + 34.5%)	66.75	66.95

Casual Translator		
Year 1		
Standard Document Translation	30.06	30.15
Non-Standard Document Translation		
First 200 words or part thereof	60.13	60.31
Then 100 words thereafter or part thereof	30.06	30.15
Editing		
First 200 words or part thereof	45.1	45.24
Then 100 words thereafter or part thereof	22.55	22.62
Proof Reading		
First 200 words or part thereof	30.06	30.15
Then 100 words thereafter or part thereof	15.03	15.08
Checking		
First 200 words or part thereof	45.10	45.24
Then 100 words thereafter or part thereof	22.55	22.62
Year 2		
Standard Document Translation	32.24	32.34
Non-Standard Document Translation		
First 200 words or part thereof	64.46	64.65
Then 100 words thereafter or part thereof	32.24	32.34
Editing		
First 200 words or part thereof	48.36	48.51
Then 100 words thereafter or part thereof	24.17	24.24
Proof Reading		
First 200 words or part thereof	32.24	32.34
Then 100 words thereafter or part thereof	16.10	16.15
Checking		
First 200 words or part thereof	48.36	48.51
Then 100 words thereafter or part thereof	24.17	24.24
Year 3		
Standard Document Translation	34.51	34.61
Non-Standard Document Translation		
First 200 words or part thereof	68.99	69.2
Then 100 words thereafter or part thereof	34.51	34.61
Editing		
First 200 words or part thereof	51.75	51.91
Then 100 words thereafter or part thereof	25.89	25.97
Proof Reading		
First 200 words or part thereof	34.51	34.61
Then 100 words thereafter or part thereof	17.26	17.31
Checking		
First 200 words or part thereof	51.75	51.91
Then 100 words thereafter or part thereof	25.89	25.97
Year 4		
Standard Document Translation	36.57	36.68
Non-Standard Document Translation		
First 200 words or part thereof	73.12	73.34
Then 100 words thereafter or part thereof	36.57	36.68
Editing		
First 200 words or part thereof	54.83	54.99
Then 100 words thereafter or part thereof	27.43	27.51
Proof Reading		
First 200 words or part thereof	36.57	36.68
Then 100 words thereafter or part thereof	18.27	18.32
Checking		
First 200 words or part thereof	54.83	54.99
Then 100 words thereafter or part thereof	27.43	27.51

Year 5		
Standard Document Translation	38.38	38.5
Non-Standard Document Translation		
First 200 words or part thereof	76.66	76.89
Then 100 words thereafter or part thereof	38.38	38.5
Editing		
First 200 words or part thereof	57.53	57.7
Then 100 words thereafter or part thereof	28.75	28.84
Proof Reading		
First 200 words or part thereof	38.38	38.5
Then 100 words thereafter or part thereof	19.19	19.25
Checking		
First 200 words or part thereof	57.53	57.7
Then 100 words thereafter or part thereof	28.75	28.84

Crown Employees (Jenolan Caves Reserve Trust) Salaries Award 2016

Jenolan Caves Reserve Trust Officers		
Classification and Grades	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Administration Officer	60651	60833
Administration Officer (Special)	62858	63047
Business Development Manager	113860	114202
Caretaker Jenolan Cottages	58355	58530
Manager Caving Operations	91641	91916
Director	165750	166247
Guide - Grade 1	58355	58530
Guide - Grade 2	60651	60833
Maintenance Officer	55027	55192
Karst Resources Officer	87557	87820
Senior Finance Officer	97147	97438
Guide - Grade 3	65171	65367
System Administrator/Finance Officer	87557	87820
Team Leader - Electrical	75865	76093
Team Leader - Maintenance	75865	76093
Trades Officer	62858	63047
Trades Officer - Electrical (W/ends)	71568	71783
Visitor Services Officer (Tickers - PT)*	58355	58530

*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 2016

Legal Officers			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Legal Officers			
Grade I			
1st year of service	51	67853	68057
2nd year of service	55	70425	70636
3rd year of service	58	72418	72635
4th year of service	61	74603	74827
5th year of service	65	77578	77811

Grade II			
1st year of service	73	83968	84220
2nd year of service	78	88184	88449
3rd year of service	84	93349	93629
4th year of service	89	98129	98423
5th year of service	93	102043	102349
Grade III			
1st year of service	98	107541	107864
2nd year of service	101	110745	111077
3rd year of service	105	115017	115362
Grade IV			
1st year of service	112	123229	123599
2nd year of service	114	125600	125977
Grade V			
1st year of service	119	132078	132474
2nd year of service	121	134667	135071
Grade VI			
1st year of service	126	141882	142308
2nd year of service	128	144871	145306

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

Classification and Grades	Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Librarians and Archivists			
Grade 1			
Year 1	46	64779	64973
Year 2	52	68543	68749
Year 3	58	72418	72635
Year 4	64	76931	77162
Year 5	69	80795	81037
Year 6	74	84635	84889
Grade 2			
Year 1	78	88184	88449
Year 2	82	91641	91916
Year 3	87	96194	96483
Year 4	91	100056	100356
Grade 3			
Year 1	96	105318	105634
Year 2	99	108573	108899
Year 3	103	112835	113174
Year 4	107	117343	117695
Grade 4			
Year 1	110	120857	121220
Year 2	113	124413	124786
Year 3	116	128089	128473
Year 4	119	132078	132474
Grade 5			
Year 1	122	135807	136214
Year 2	125	140358	140779
Year 3	128	144871	145306
Year 4	-	149787	150236
Library Assistant			
Year 1	20	50667	50819
Year 2	25	53767	53928
Year 3	32	57141	57312

Year 4	40	61399	61583
Year 5	44	63666	63857
Library Technician			
Grade 1			
Year 1	46	64779	64973
Year 2	52	68543	68749
Year 3	58	72418	72635
Year 4	64	76931	77162
Grade 2			
Year 1	75	85488	85744
Year 2	78	88184	88449
Year 3	82	91641	91916
Year 4	87	96194	96483

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

Classification	Grade	Year	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
LHI Officer	1	1	55011	55176
		2	57463	57635
		3	58885	59062
LHI Officer	2	1	60452	60633
		2	61053	61236
		3	63697	63888
LHI Officer	3	1	64764	64958
		2	66585	66785
		3	68790	68996
LHI Officer	4	1	70788	71000
		2	74149	74371
		3	76988	77219
LHI Officer	5	1	78625	78861
		2	80871	81114
		3	85564	85821
LHI Officer	5A	1	85565	85822
		2	88074	88338
		3	98787	99083
		4	102783	103091
		5	105958	106276
		6	109472	109800
LHI Officer	6	1	88074	88338
		2	98787	99083
		3	102783	103091
LHI Officer	7	1	105958	106276
		2	109472	109800
		3	116471	116820
LHI Officer	8	1	119849	120209
		2	125648	126025
		3	130853	131246
LHI Senior Officer	1	1	144651	145085
		2	150903	151356

Crown Employees (NSW Department of Family and Community Services - Community Services Division)
After Hours Service Award 2016

After Hour Service		
	1.7.19 Per day 2.50% \$	1.7.20 Per day 0.3% \$
Monday 5.00 pm to Saturday 9.00 am	106.99	107.31
Saturday 9.00 am to Sunday 9.00 am	160.48	160.96
Sunday 9.00 am to Monday 9.00 am	160.48	160.96
Public Holiday	160.48	160.96
Other Rates and Allowances Disturbance Rate	32.05	32.15

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

Classification	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Graphic Service Operator Class 2			
Commencing Salary	46	64779	64973
After completion of stage 1 training	49	66682	66882
After completion of stage 2 training	52	68543	68749
After completion of stage 3 training	55	70425	70636
Graphic Service Operator Class 1			
Commencing Salary	58	72418	72635
After completion of stage 1 training	61	74603	74827
After completion of stage 2 training	64	76931	77162
After completion of stage 3 training	67	79297	79535
After completion of stage 4 training	75	85488	85744
After completion of stage 5 training	78	88184	88449
Graphic Services Operator - Shift Supervisor			
Commencement salary	88	97152	97443
Year 2	91	100056	100356
Year 3	95	104226	104539
Year 4	98	107541	107864

Crown Employees (NSW Department of Justice) Casino Inspectors Transferred from Department of Gaming
and Racing Award

Casino Inspectors			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Preliminary Training Rates - Inspectors			
Inspector - 1st Year of Service	64	76931	77162
Inspector - 2nd Year of Service	67	79297	79535
Inspector - 3rd Year of Service	75	85488	85744
Thereafter	78	88184	88449
Salary Rates - Inspectors			
Inspector - 1st Year of Service		100013	100313
Inspector - 2nd Year of Service		103083	103392
Inspector - 3rd Year of Service		111135	111468
Thereafter		114640	114984

Preliminary Training Rates - Supervising Inspectors			
Supervising Inspector - 1st year of Service	88	97152	97443
Supervising Inspector - 2nd year of Service	91	100056	100356
Supervising Inspector - 3rd year of Service	95	104226	104539
Thereafter	98	107541	107864
Salary Rates - Supervising Inspector			
Supervising Inspector - 1st year of Service		126297	126676
Supervising Inspector - 2nd year of Service		130074	130464
Supervising Inspector - 3rd year of Service		135496	135902
Thereafter		139803	140222

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

Domestic Services Officers			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
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	49322	49470
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	52810	52968
Level 3 Security Officer Grade 2, Assistant House Supervisor Supervisor, Security Officer Grade 3	31	56592	56762
Level 4 House Supervisor	44	63666	63857
Level 5 Manager Catering and Accommodation	70	81592	81837
Apprentice Cook (Per week)			
1st Year		523.30	524.9
2nd Year		690.70	692.8
3rd Year		854.30	856.9
4th Year		999.90	1002.9
Other Rates and Allowances			
Qualification Commercial Cookery Trade Course Stage I (per annum)		918.00	921
Qualification Commercial Cookery Trade Course Stage II and III (per annum)		1843	1849
Broken Shift (per day)		15.50	15.55

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

Exhibition Project Managers and Project Officers Australian Museum			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Exhibition Project Officer			
Skill Level 1	46	64779	64973
Skill Level 2	52	68543	68749
Skill Level 3	58	72418	72635
Skill Level 4	64	76931	77162
Skill Level 5	67	79297	79535
Skill Level 6	78	88184	88449
Skill Level 7	83	92535	92813
Skill Level 8	88	97152	97443
Exhibition Project Manager			
Year 1	95	104226	104539
Year 2	98	107541	107864
Year 3	102	111805	112140

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

Fisheries Staff			
Administrative and Clerical Officers	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
General Scale			
Year 1	9	42871	43000
Year 2	17	49322	49470
Year 3	25	53767	53928
Year 4	32	57141	57312
Year 5	40	61399	61583
Clerical Officers - Grade 1/2			
Year 1	9	42871	43000
Year 2	17	49322	49470
Year 3	25	53767	53928
Year 4	32	57141	57312
Year 5	40	61399	61583
Fisheries Officers - Grade 1			
Year 1	52	68543	68749
Grade 2			
Year 1	58	72418	72635
Year 2	64	76931	77162
Grade 3			
Year 1	64	76931	77162
Year 2	67	79297	79535
District Fisheries Officer			
Year 1	78	88184	88449
Year 2	85	94327	94610
Supervising Fisheries Officer			
Year 1	101	110745	111077
Year 2	104	113859	114201
Clause 4 (i)(a) Fisheries Officers receive a salary loading of 13.7%			

Fisheries Scientific Technicians			
Grade 1			
Year 1	-	47347	47489
Year 2	-	50528	50680
Year 3	-	53767	53928
Year 4	-	56908	57079
Year 5	-	60096	60276
Year 6	-	63277	63467
Grade 2			
Year 1	-	65823	66020
Year 2	-	69284	69492
Year 3	-	72751	72969
Grade 3			
Year 1	-	76214	76443
Year 2	-	80139	80379
Year 3	-	86426	86685
Grade 4			
Year 1	-	87992	88256
Year 2	-	90648	90920
Year 3	-	93349	93629
Grade 5			
Year 1	-	96772	97062
Year 2	-	100237	100538
Year 3	-	104226	104539
Fisheries Maintenance Technician			
Grade 1			
Year 1	-	47347	47489
Year 2	-	50528	50680
Year 3	-	53767	53928
Year 4	-	56908	57079
Year 5	-	60096	60276
Year 6	-	63277	63467
Grade 2			
Year 1	-	65823	66020
Year 2	-	69284	69492
Year 3	-	72751	72969
Grade 3			
Year 1	-	76214	76443
Year 2	-	80139	80379
Year 3	-	86426	86685
Grade 4			
Year 1	-	87992	88256
Year 2	-	90648	90920
Year 3	-	93349	93629
Grade 5			
Year 1	-	96772	97062
Year 2	-	100237	100538
Year 3	-	104226	104539
Fish Hatchery Staff			
Assistant Manager			
Year 1	-	65823	66020
Year 2	-	69284	69492
Year 3	-	72753	72971
Manager			
Year 1	-	76214	76443
Year 2	-	80139	80379
Year 3	-	86430	86689

Clause 4 (i)(c) Fish Hatchery Staff receive a salary loading of 11.05%			
Senior Manager	-		
Year 1	-	153918	154380
Year 2	-	168784	169290
Other Rates and Allowances			
Brief Description			
Regional Dive Coordinator		2196	2203
Regional Dive Officer		1541	1546

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

Geoscientists			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Geoscientists			
Grade I			
1st year of service	47	65460	65656
2nd year of service	51	67853	68057
3rd year of service	57	71711	71926
4th year of service	64	76931	77162
5th year of service	71	82406	82653
6th year of service and thereafter	77	87169	87431
Grade II			
1st year of service	82	91641	91916
2nd year of service	85	94327	94610
3rd year of service	89	98129	98423
4th year of service and thereafter	94	103140	103449
Senior			
1st year of service	97	106378	106697
2nd year of service	99	108573	108899
3rd year of service	102	111805	112140
4th year of service and thereafter	105	115017	115362
Principal			
1st year of service	111	122038	122404
2nd year of service and thereafter	114	125600	125977
Assistant Director, Geological Survey			
1st year of service	119	132078	132474
2nd year of service	124	138830	139246
3rd year of service and thereafter	128	144871	145306

Crown Employees (Department of Industry, Skills and Regional Development) Land Information Officers Award

Land Information Officers			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Land Information Officer Level 1			
Year 1	20	50667	50819
Year 2	27	54640	54804
Year 3	36	59211	59389
Year 4	46	64779	64973

Land Information Officer Level 2			
Year 1	52	68543	68749
Year 2	57	71711	71926
Year 3	62	75306	75532
Land Information Officer Level 3			
Year 1	67	79297	79535
Year 2	71	82406	82653
Year 3	75	85488	85744
Year 4	78	88184	88449
Land Information Officer Level 4			
Year 1	82	91641	91916
Year 2	85	94327	94610
Year 3	88	97152	97443
Land Information Officer Level 5			
Year 1	91	100056	100356
Year 2	94	103140	103449
Year 3	98	107541	107864
Land Information Officer Level 6			
Year 1	101	110745	111077
Year 2	105	115017	115362
Year 3	108	118507	118863
Year 4	111	122038	122404
Land Information Officer Level 7			
Year 1	116	128089	128473
Year 2	120	133519	133920
Year 3	126	141882	142308
Year 4	130	148134	148578

Crown Employees (Department of Industry, Skills and Regional Development) Local Coordinator Allowance Award

	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Staff Administered by Local Office Coordinator		
Full Allowance -		
Up to three staff	2549	2557
Up to six staff	3820	3831
Up to ten staff	5095	5110
More than ten staff	7644	7667
Partial Allowance -		
Up to three staff	1273	1277
Up to six staff	1909	1915
Up to ten staff	2549	2557
More than ten staff	3822	3833

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

Classification and Grades	Classification and Grade	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Inspector Grade 1				
Mine Safety Officer	Level 1	50	67330	67532
Inspector (Information and Analysis)	Level 2	57	71711	71926
Inspector (Mining)	Level 3	63	76191	76420

Inspector (Environment)	Level 4	69	80795	81037
	Level 5	75	85488	85744
	Level 6	80	89855	90125
	Level 7	92	100982	101285
	Level 8	102	111805	112140
	Level 9	112	123229	123599
Inspector Grade 2 - Inspector (Review, Enforcement and Systems) Inspector (Environment) Inspector (Mining) Mine Safety Officer	Level 1	-	140299	140720
	Level 2	-	145015	145450
	Level 3	-	149626	150075
	Level 4	-	153390	153850
	Level 5	-	158494	158969
	Level 6	-	162393	162880
Inspector Grade 3 - Inspector (Management and/or Systems) Inspector (Mining) Inspector (Environment)	Level 1		179010	179547
	Level 2		185641	186198
	Level 3		192886	193465
	Level 4		200030	200630
	Level 5		207176	207798
Inspector Grade 4- Regional Manager Grade 4 Assistant Director Deputy Chief Inspector Grade 4	Level 1		209981	210611
	Level 2		217762	218415

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

Operational Staff			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Junior Under 17 at 17 years	-	36594	36704
	-	44433	44566
Grade 1			
Step 1	-	52271	52428
Step 2	26	54204	54367
Step 3	29	55669	55836
Step 4	33	57603	57776
Grade 2			
Step 1	36	59211	59389
Step 2	39	60896	61079
Step 3	43	63196	63386
Step 4	46	64779	64973
Grade 3			
Step 1	46	64779	64973
Step 2	50	67330	67532
Step 3	53	69130	69337
Grade 4			
Step 1	56	71084	71297
Step 2	60	73855	74077
Step 3	63	76191	76420
Grade 5			
Step 1	63	76191	76420
Step 2	66	78495	78730
Step 3	70	81592	81837

Grade 6			
Step 1	73	83968	84220
Step 2	76	86430	86689
Step 3	80	89855	90125
Apprentices Full-time (Weekly Rate)			
Year 1	-	523.5	525.1
Year 2	-	690.7	692.8
Year 3	-	880	882.6
Year 4	-	1000	1003
Chokage, etc. (per day), allowance per day or part thereof	-	9.80	9.85
Maintenance Operator - Licence and Registration Allowances (Per annum)			
Electricians Licence A Grade	-	2722	2730
B Grade	-	1464	1468
Registration Allowance	-	2049	2055
(a) Plumber's Licence	-	2691	2699
(b) Gasfitter's Licence	-	2691	2699
(c) Drainer's Licence	-	2322	2329
(d) Plumber's/Gasfitter's Licence	-	3590	3601
(e) Gasfitter's/Drainer's Licence	-	3590	3601
(f) Plumber's/Drainer's Licence	-	3590	3601
(g) Plumber's/Gasfitter's/Drainer's Licence	-	4956	4971
Leading Hand Allowance	-	2373	2380
Broken Shift (per day)	-	15.10	15.15
Occupational First Aid Per week)	-	26.85	26.95
First Aid Allowance (per week)	-	18.05	18.1
Refrigeration Allowance (per annum)	-	719	721

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

Casual Guide Lecturers - Museum of Applied Arts and Sciences		
Classification	1.7.19 Per hour 2.5% \$	1.7.20 Per hour 0.3% \$
Casual Guide Lecturer	47.94	48.08

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

Professional Officers			
Classification and Grades	Salary Class	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Grade 1			
Year 1	46	64779	64973
Year 2	50	67330	67532
Year 3	56	71084	71297
Year 4	64	76931	77162
Year 5	70	81592	81837
Year 6	76	86430	86689
Grade 2			
Year 1	81	90661	90933
Year 2	84	93349	93629
Year 3	87	96194	96483
Year 4	91	100056	100356

Grade 3			
Year 1	95	104226	104539
Year 2	98	107541	107864
Year 3	100	109682	110011
Year 4	103	112835	113174
Grade 4			
Year 1	107	117343	117695
Year 2	110	120857	121220
Year 3	113	124413	124786
Grade 5			
Year 1	116	128089	128473
Year 2	118	130647	131039
Grade 6			
Year 1	121	134667	135071
Year 2	124	138830	139246
Grade 7			
Year 1	127	143370	143800
Year 2	130	148134	148578
Grade 8			
Year 1	132	155370	155836
Year 2	133	163198	163688
Grade 9			
Year 1	134	171457	171971
Year 2	135	180135	180675
OIC Veterinary Laboratory Allowance		7644	7667

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

Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Grade 1, Year 1	29	55669	55836
Grade 1, Year 2	33	57603	57776
Grade 1, Year 3	37	59777	59956
Grade 2, Year 1	42	62576	62764
Grade 2, Year 2	50	67330	67532
Grade 2, Year 3	56	71084	71297
Grade 3, Year 1	62	75306	75532
Grade 3, Year 2	70	81592	81837
Grade 3, Year 3	74	84635	84889
Grade 4, Year 1	78	88184	88449
Grade 4, Year 2	81	90661	90933
Grade 5, Year 1	85	94327	94610
Grade 5, Year 2	88	97152	97443
Grade 6, Year 1	95	104226	104539
Grade 6, Year 2	98	107541	107864
Grade 7, Year 1	100	109682	110011
Grade 7, Year 2	103	112835	113174
Grade 8, Year 1	107	117343	117695
Grade 8, Year 2	110	120857	121220
Grade 8, Year 3	113	124413	124786
Allowances			
One person crossing relief allowance	-	5969	5987
One person crossing telephone allowance	-	2949	2958

Crown Employees (NSW Department of Justice) State Library Security Staff Award

Security Staff - State Library		
Classification	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
1st year of service	67830	68033
2nd year of service	70248	70459
3rd year of service	72240	72457
4th year of service	74415	74638

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

Technical Staff			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Technical Assistant - Junior			
Under 17	n/a	27103	27184
Age 17	n/a	32522	32620
Age 18	n/a	37943	38057
Age 19	n/a	43367	43497
Age 20	n/a	48786	48932
Grade 1			
1st Year	26	54204	54367
2nd Year	29	55669	55836
3rd Year and thereafter	33	57603	57776
Grade 2			
1st Year	36	59211	59389
2nd Year and thereafter	39	60896	61079
Grade 3			
1st Year	43	63196	63386
2nd Year and thereafter	46	64779	64973
Technical Officer - Grade 1			
1st Year	46	64779	64973
2nd Year	50	67330	67532
3rd Year	53	69130	69337
4th Year and thereafter	56	71084	71297
Grade 2			
1st Year	64	76931	77162
2nd Year	67	79297	79535
3rd Year	70	81592	81837
4th Year and thereafter	76	86430	86689
Grade 3			
1st Year	81	90661	90933
2nd Year	84	93349	93629
3rd Year	87	96194	96483
4th Year and thereafter	91	100056	100356
Grade 4			
1st Year	95	104226	104539
2nd Year	98	107541	107864
3rd Year	100	109682	110011
4th Year and thereafter	103	112835	113174

Grade 5			
1st Year	107	117343	117695
2nd Year	110	120857	121220
3rd Year and thereafter	113	124413	124786
Technical Co-ordinator Allowance	-	2910	2919

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

Administrative Officer and Temporary Employee Classifications		
Classification and Grades	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Armourer, Police		
1st year of service	76191	76420
2nd year of service	77578	77811
3rd year of service	79297	79535
4th year of service and thereafter	80795	81037
Senior Armourer, Police		
1st year of service	84635	84889
2nd year of service	86430	86689
3rd year of service and thereafter	88889	89156
Administrative and Clerical Clerks General Scale		
Clerks General Scale step 1	31366	31460
Clerks General Scale step 2	35595	35702
Clerks General Scale step 3 - 1st year of service or 18 years	37835	37949
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	42871	43000
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	45762	45899
Clerks General Scale step 6 Minimum for employee 21 years of age	49322	49470
Clerks General Scale step 7	50667	50819
Clerks General Scale step 8	52810	52968
Clerks General Scale step 9	53767	53928
Clerks General Scale step 10	55102	55267
Clerks General Scale step 11	57141	57312
Clerks General Scale step 12	59211	59389
Clerks General Scale step 13	61399	61583
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	64024	64216
Grade 1		
1st year of service	64779	64973
Thereafter	66682	66882
Grade 2		
1st year of service	68543	68749
Thereafter	70425	70636
Grade 3		
1st year of service	72418	72635
Thereafter	74603	74827

Grade 4		
1st year of service	76931	77162
Thereafter	79297	79535
Grade 5		
1st year of service	85488	85744
Thereafter	88184	88449
Grade 6		
1st year of service	91641	91916
Thereafter	94327	94610
Grade 7		
1st year of service	97152	97443
Thereafter	100056	100356
Grade 8		
1st year of service	104226	104539
Thereafter	107541	107864
Grade 9		
1st year of service	110745	111077
Thereafter	113859	114201
Grade 10		
1st year of service	118507	118863
Thereafter	122038	122404
Grade 11		
1st year of service	128089	128473
Thereafter	133519	133920
Grade 12		
1st year of service	141882	142308
Thereafter	148134	148578
Bar Manager, Police College		
1st year of service	64285	64478
Thereafter	65460	65656
Building Manager (Sydney Police Centre)		
1st year of service	81592	81837
2nd year of service	82406	82653
PT Building Manager Allowance	1492	1496
Clerical Officer - translated to Administrative and Clerical Clerks classification - see Table 2 of the award		
Clinical Pharmacologist	160821	161303
Computer Systems Officer (CSO)		
CSO Level 1 - Non-Graduate		
Year 1A	37835	37949
Year 1B	45762	45899
Year 1C	49322	49470
Year 1D	50667	50819
Year 1E	52810	52968
Year 1F	53767	53928
Year 2	57140	57311
Year 3	66682	66882
Year 4	70425	70636
CSO Level 1 - Graduate		
Year 1A (Any degree)	57141	57312
Year 1B (Degree - Computer Sciences)	59211	59389
Year 2	66689	66889
Year 3	70425	70636
CSO Level 2		
Year 1	74603	74827
Year 2	79297	79535
Year 3	88184	88449

CSO Level 3		
Year 1	91641	91916
Year 2	94327	94610
Year 3	97152	97443
Year 4	100056	100356
Year 5	104226	104539
Year 6	107541	107864
CSO Level 4		
Year 1	110745	111077
Year 2	113859	114201
Year 3	118507	118863
Year 4	122038	122404
CSO Level 5		
Year 1	128089	128473
Year 2	133519	133920
CSO Level 6		
Year 1	141882	142308
Year 2	148134	148578
Departmental Professional Officer		
Grade I -		
1st year of service	64779	64973
2nd year of service	67330	67532
3rd year of service	71084	71297
4th year of service	76191	76420
5th year of service	81592	81837
6th year of service and thereafter	86430	86689
Grade II -		
1st year of service	90661	90933
2nd year of service	93349	93629
3rd year of service	96194	96483
4th year of service and thereafter	100056	100356
Grade III -		
1st year of service	104226	104539
2nd year of service	107541	107864
3rd year of service	109682	110011
4th year of service and thereafter	113859	114201
Grade IV -		
1st year of service	118507	118863
2nd year of service and thereafter	120857	121220
Grade V -		
1st year of service	125600	125977
2nd year of service and thereafter	128089	128473
Grade VI -		
1st year of service	132078	132474
2nd year of service and thereafter	134667	135071
Grade VII -		
1st year of service	138830	139246
2nd year of service and thereafter	141882	142308
Grade VIII -		
1st year of service	146499	146938
2nd year of service and thereafter	148134	148578
Director of Music (Police Band)		
1st year	88184	88449
2nd year	90661	90933
3rd year	93349	93629
4th year	96194	96483
5th year and thereafter	99102	99399
Loading		
1st year	8819	8845

2nd year	9066	9093
3rd year	9335	9363
4th year	9620	9649
5th year and thereafter	9911	9941
Car Drivers		
Driver/General Assistant	57603	57776
Departmental - Driver/Assistant	60896	61079
Police Executive Driver/Assistant		
1st year and thereafter	60860	61043
All incidence of employment allowance	56317	56486
Clothing Allowance \$600 per annum		
Driving Instructor		
1st year	79877	80117
2nd year	80795	81037
3rd year and thereafter	83108	83357
Engineer		
Grade I Diplomate Experience Since Qualifying		
In first year	64779	64973
After one year	67330	67532
After two years	71084	71297
After three years	76191	76420
After four years	81592	81837
After five years	86430	86689
Grade I Graduate Experience Since Qualifying		
In first year	67330	67532
After one year	71084	71297
After two years	76191	76420
After three years	81592	81837
After four years	86430	86689
Grade II		
1st year of service	91641	91916
2nd year of service	95171	95457
3rd year of service	98129	98423
4th year of service and thereafter	100982	101285
Grade III		
1st year of service	106378	106697
2nd year of service	109682	110011
3rd year of service	113859	114201
4th year of service and thereafter	117343	117695
Grade IV		
1st year of service	123229	123599
2nd year of service	126843	127224
3rd year of service and thereafter	129360	129748
Grade V		
1st year of service	134667	135071
2nd year of service and thereafter	137319	137731
Grade VI		
1st year of service	140358	140779
2nd year of service and thereafter	143370	143800
General Assistant (NSW Police Academy)		
1st year	50241	50392
2nd year	50667	50819
3rd year	51626	51781
4th year	52810	52968
5th year and thereafter	53767	53928
Groom, Mounted Police		
1st year	48110	48254
2nd year and there after	49807	49956

Imaging Technician		
1st year	72418	72635
2nd year	74603	74827
3rd year	76931	77162
4th year and thereafter	79297	79535
Interpreters and Translators		
Interpreter/Translator		
Year 1	71084	71297
Year 2	76191	76420
Year 3	81592	81837
Year 4	86430	86689
Year 5	90661	90933
Senior Interpreter/Translator		
Year 1	93349	93629
Year 2	96194	96483
Year 3	100056	100356
Legal Officers		
Grade I		
1st year of service	67853	68057
2nd year of service	70425	70636
3rd year of service	72418	72635
4th year of service	74603	74827
5th year of service	77578	77811
Grade II		
1st year of service	83968	84220
2nd year of service	88184	88449
3rd year of service	93349	93629
4th year of service	98129	98423
5th year of service	102043	102349
Grade III		
1st year of service	107541	107864
2nd year of service	110745	111077
3rd year of service	115017	115362
Grade IV		
1st year of service	123229	123599
2nd year of service	125600	125977
Grade V		
1st year of service	132078	132474
2nd year of service	134667	135071
Grade VI		
1st year of service	141882	142308
2nd year of service	144871	145306
Librarians and Archivists		
Grade 1		
Year 1	64779	64973
Year 2	68543	68749
Year 3	72418	72635
Year 4	76931	77162
Year 5	80795	81037
Year 6	84635	84889
Grade 2		
Year 1	88184	88449
Year 2	91641	91916
Year 3	96194	96483
Year 4	100056	100356
Grade 3		
Year 1	105318	105634
Year 2	108573	108899

Year 3	112835	113174
Year 4	117343	117695
Grade 4		
Year 1	120857	121220
Year 2	124413	124786
Year 3	128089	128473
Year 4	132078	132474
Grade 5		
Year 1	135807	136214
Year 2	140358	140779
Year 3	144871	145306
Year 4	149787	150236
Library Assistant		
Year 1	50667	50819
Year 2	53767	53928
Year 3	57141	57312
Year 4	61399	61583
Year 5	63666	63857
Library Technician		
Grade 1		
Year 1	64779	64973
Year 2	68543	68749
Year 3	72418	72635
Year 4	76931	77162
Grade 2		
Year 1	85488	85744
Year 2	88184	88449
Year 3	91641	91916
Year 4	96194	96483
Maintenance Attendant, Police Academy	51626	51781
Maintenance Officer Trades	76931	77162
Manager Trades		
1st year	107541	107864
2nd year and there after	108573	108899
On call Allowance (per hour)	1.00	1.01
Assistant Manager Trades		
1st year	88184	88449
2nd year and there after	89855	90125
On call Allowance (per hour)	1.00	1.01
Pathology Exhibit Courier	59211	59389
Photogrammetrist		
General Scale		
1st year	37835	37949
2nd year	45762	45899
3rd year	49322	49470
4th year	50667	50819
5th year	52810	52968
6th year	53767	53928
7th year	55102	55267
8th year	57141	57312
9th year	59211	59389
10th year	61399	61583
11th year	64779	64973
12th year	66682	66882
13th year	68543	68749
14th year	70425	70636

Officer with HSC aged 19 and over paid not less than	42871	43000
Class 1		
1st year	72418	72635
2nd year	74603	74827
3rd year	76931	77162
4th year	79297	79535
Class 2		
1st year	85488	85744
2nd year	88184	88449
Class 3		
1st year	91641	91916
2nd year	94327	94610
Class 4		
1st year	97152	97443
2nd year	100056	100356
Class 5		
1st year	104226	104539
2nd year	107541	107864
Class 6		
1st year	110745	111077
2nd year	113859	114201
Class 7		
1st year	118507	118863
2nd year	122038	122404
Public Relations Officer		
Assistant Publicity Officers		
1st year of service	73176	73396
2nd year of service	75306	75532
Publicity Officers		
1st year of service	80795	81037
2nd year of service	83108	83357
3rd year of service and thereafter	84635	84889
Public Relations Officer		
Grade II		
1st year of service	96194	96483
2nd year of service	98129	98423
3rd year of service and thereafter	100056	100356
Grade I		
1st year of service	112835	113174
2nd year of service	115017	115362
3rd year of service and thereafter	117343	117695
Allowance in lieu of overtime (per annum)	14241	14284
Radio Technician,		
1st year of service	65460	65656
2nd year of service	66003	66201
3rd year of service and thereafter	67330	67532
Radio Technician, Senior		
1st year of service	71711	71926
2nd year of service and thereafter	72418	72635
Scientific Officer		
Grade I		
1st year of service	64779	64973
2nd year of service	67330	67532
3rd year of service	71084	71297
4th year of service	76191	76420
5th year of service	81592	81837
6th year of service and thereafter	86430	86689

Grade II		
1st year of service	90661	90933
2nd year of service	93349	93629
3rd year of service	96194	96483
4th year of service and thereafter	100056	100356
Grade III		
1st year of service	104226	104539
2nd year of service	107541	107864
3rd year of service and thereafter	109682	110011
Grade IV		
1st year of service	115017	115362
2nd year of service	118507	118863
3rd year of service and thereafter	120858	121221
Grade V		
1st year of service	125600	125977
2nd year of service and thereafter	129360	129748
Grade VI		
1st year of service	133519	133920
2nd year of service	137319	137731
Senior Basement Attendant, Police Headquarters		
1st year of service	55669	55836
2nd year of service	56592	56762
3rd year of service	57141	57312
4th year of service and thereafter	58144	58318
Senior Officers		
Grade 1		
Year 1	165750	166247
Year 2	178599	179135
Grade 2		
Year 1	181622	182167
Year 2	194427	195010
Grade 3		
Year 1	200933	201536
Year 2	220566	221228
Stenographers and Machine Operators (Present Occupants Only)		
1st year (up to 17 years)	28101	28185
2nd year (or 17 years)	33358	33458
3rd year (or 18 years)	37835	37949
4th year (or 19 years)	42871	43000
5th year (or 20 years)	45347	45483
6th year (or 21 years)	50241	50392
7th year	51626	51781
8th year	53329	53489
9th year	57603	57776
10th year	58615	58791
11th year	60273	60454
12th year	61399	61583
Grade 1		
1st year	64779	64973
2nd year	66682	66882
Grade 2		
1st year	68543	68749
2nd year	70425	70636
Grade 3		
1st year	72418	72635
2nd year	74603	74827
Storeman Attendant	49322	49470

Stores Officers		
Grade 1		
1st year of service	56592	56762
2nd year of service and thereafter	57603	57776
Grade 2		
1st year of service	58144	58318
2nd year of service and thereafter	58615	58791
Grade 3		
1st year of service	59211	59389
2nd year of service and thereafter	59777	59956
Grade 4		
1st year of service	60896	61079
2nd year of service	62088	62274
3rd year of service and thereafter	62088	62274
Technical Officer		
Grade 1		
1st year of service	66003	66201
2nd year of service	67853	68057
3rd year of service	69733	69942
4th year of service	71084	71297
5th year of service	73176	73396
Grade 2		
1st year of service	76931	77162
2nd year of service	78495	78730
3rd year of service	79877	80117
4th year of service	81592	81837
Grade 3		
1st year of service and thereafter	87169	87431
Senior Technical Officer		
Grade 1		
1st year of service	85488	85744
2nd year of service	87169	87431
3rd year of service	89855	90125
Grade 2		
1st year of service	92535	92813
2nd year of service	95171	95457
Grade 3		
	99102	99399
Technical Officer, Maintenance Services	90661	90933
Technician		
Class 1		
1st year of service	61399	61583
2nd year of service	63195	63385
Class 2		
1st year of service	66682	66882
2nd year of service	68543	68749
Class 3		
1st year of service	72418	72635
2nd year of service	73855	74077
Class 4		
1st year of service	75306	75532
2nd year of service	76191	76420
Transport Officer	62088	62274
Transport Officer, Mechanical		
Year 1	72418	72635
Year 2	73176	73396
Year 3	73855	74077
Year 4	74603	74827

Uniform Fitter and Advisory Officer	59777	59956
Allowances		
On call allowances (per hour)	1.00	1.01
Community Language Allowance Scheme (per annum)		
Base level rate	1448	1452
Higher level rate	2177	2184
Flying Allowance (per hour)	21.80	21.87
First Aid Allowance (per annum)		
Holders of basic qualification	933.00	936
Holders of current occupational first aid certificate	1402.00	1406

Crown Employees (NSW Police Force Communications Officers) Award

Communications Officer - NSW Police Force Classifications	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Communications Officer			
Trainee	35	58615	58791
1st year	40	61399	61583
2nd year	46	64779	64973
3rd year	49	66682	66882
4th year	55	70425	70636
5th year	58	72418	72635
Senior Communications Officer			
1st year	64	76931	77162
2nd year	67	79297	79535
Shift Co-ordinators			
1st year	75	85488	85744
2nd year	78	88184	88449
3rd year	82	91641	91916
4th year	85	94327	94610
Radio and Communications Operators			
4th year	52	68543	68749
5th year	55	70425	70636

Crown Employees (NSW Police Force Police Band) Award

Special Constables (Police Bands) NSW Police Force Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Bandsperson			
1st year of service	41	62088	62274
2nd year of service	43	63196	63386
3rd year of service	45	64285	64478
4th year of service	47	65460	65656
5th year of service	52	68543	68749
6th year of service and thereafter	54	69733	69942
Senior Special Constable	-	72357	72574
Allowance - Doubling		1151	1154

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

Special Constables (Security) NSW Police Force		
Classification and Grades	1.7.19 Per week 2.50% \$	1.7.20 Per week 0.3% \$
Special Constable (Security) 1st year of service	1038.30	1041.4
2nd year of service	1055.80	1059
3rd year of service and thereafter	1076.30	1079.5
Special Constable (Security) First Class 1st year of service and Thereafter	1094.70	1098
Senior Special Constable (Security) 1st year of service	1171.60	1175.1
2nd year of service and Thereafter	1198.20	1201.8
Special Constable (Security), Field Supervisor 1st year of service	1340.70	1344.7
2nd year of service and Thereafter	1369.40	1373.5
Other rates and allowances Full time Special Constables (Security) Monday to Friday Shift Allowance	70.80	71
Full time Special Constables (Security), Saturday and Sunday Shift Allowance	200.05	200.65

Crown Employees (Office of Environment and Heritage and the Office of Environment Protection Authority)
General Award 2015

Environment Officers - Department of Environment and Climate Change New South Wales		
Classification and Grades	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Class 1		
1	38201	38316
2	46151	46289
3	50655	50807
4	53752	53913
5	56131	56299
6	59191	59369
7	65408	65604
Class 2		
1	65408	65604
2	67330	67532
3	69117	69324
4	71698	71913
Class 3		
1	69117	69324
2	71698	71913
3	75284	75510
4	77549	77782
Class 4		
1	75284	75510
2	77549	77782
3	80771	81013
4	83943	84195

Class 5		
1	80771	81013
2	83943	84195
3	87150	87411
4	89832	90101
Class 6		
1	87150	87411
2	89832	90101
3	93326	93606
4	96163	96451
Class 7		
1	93326	93606
2	96163	96451
3	99072	99369
4	103113	103422
Class 8		
1	99072	99369
2	103113	103422
3	106346	106665
4	111774	112109
Class 9		
1	106346	106665
2	111774	112109
3	114986	115331
4	118468	118823
Class 10		
1	114986	115331
2	118468	118823
3	123193	123563
4	126805	127185
Class 11		
1	123193	123563
2	126805	127185
3	130601	130993
4	135768	136175
Class 12		
1	130601	130993
2	135768	136175
3	140323	140744
4	143335	143765
Class 13		
1	140323	140744
2	143335	143765
3	148089	148533
4	150304	150755
Class 14		
1	148089	148533
2	150304	150755
3	157265	157737
4	164232	164725
Class 15		
1	157265	157737
2	164232	164725
3	171195	171709
4	178154	178688
Other Rates and Allowances - Brief Description		
AHIS weekly allowance: inconvenience and 6 incoming calls after/before normal working hours		
	493.00	494.5

For each call above 6 incoming calls in an AHIS roster period; not limited	24.10	24.15
Extra per public holiday falling on a weekday	151.20	151.65
Out of hours disturbance (AHIS Supervising Officers)	48.60	48.75

Crown Employees (Office of Environment and Heritage – National Parks and Wildlife Service) Conditions of Employment Award 2015

Ranger Classifications		
Classification and Grades	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Trainee Rangers		
1st year of service	58020	58194
2nd year of service	59062	59239
3rd year of service	60841	61024
4th year of service	61932	62118
5th year of service	62576	62764
6th year of service	63482	63672
Rangers		
Grade 1		
1st level	63482	63672
2nd level	65979	66177
3rd level	69660	69869
4th level	74660	74884
5th level	82290	82537
6th level	87107	87368
Grade 2		
1st year	88840	89107
2nd year	91478	91752
3rd year	94261	94544
4th year	98053	98347
Senior Ranger		
1st year & thereafter	105382	105698
Assistant District Manager		
Grade 1	108522	108848
Grade 2	116129	116477
Grade 3	125517	125894
Grade 4	130839	131232
District Manager		
Grade 1	111577	111912
Grade 2	119594	119953
Grade 3	130839	131232
Grade 4	139038	139455
Grade 5	145164	145599
Project/Research Officer Classification		
Grade 1		
1st year	65745	65942
2nd year	67854	68058
3rd year	74019	74241
4th year	79807	80046
5th year	85552	85809
Grade 2*		
1st year	91641	91916
2nd year	94322	94605
3rd year	97152	97443

Grade 3*		
1st year	102043	102349
2nd year	105318	105634
3rd year	108579	108905
4th year	110742	111074
Grade 4*		
1st year	111802	112137
2nd year	115017	115362
Grade 5		
1st year	120852	121215
2nd year	125978	126356
Grade 6		
1st year	133867	134269
2nd year	135272	135678
* Progression criteria applies		
Project Officer (Aboriginal Positions)		
Grade 1		
1st year	65745	65942
2nd year	67854	68058
3rd year	74019	74241
4th year	79807	80046
5th year	85552	85809
Grade 2*		
1st year	91641	91916
2nd year	94322	94605
3rd year	97152	97443
Grade 3*		
1st year	102043	102349
2nd year	105318	105634
3rd year	108579	108905
4th year	110742	111074
Grade 4*		
1st year	111802	112137
2nd year	115017	115362
Grade 5		
1st year	120852	121215
2nd year	125978	126356
Grade 6		
1st year	133867	134269
2nd year	135272	135678
*Progression criteria applies		
Field Officer Classification		
Field Officer Base Grade 1/2		
Employees Engaged on or after 1 July 2007		
Grade 1		
Year 1	49868	50018
Year 2	51128	51281
Grade 2		
Year 1	52307	52464
Year 2	54746	54910
Field Officer Grade 1/4		
Employees Engaged on or after 1 July 2007		
Grade 1		
1st year	49868	50018
2nd year	51128	51281
Grade 2		
1st year	52307	52464
2nd year	54746	54910

Grade 3 (A) 1st year 2nd year	62469 63570	62656 63761
Grade 4 (A) 1st year 2nd year Field Officer Grade B3/B4 Employees engaged on or before 30 June 2007	65350 66529	65546 66729
Grade 3 (B) 1st year 2nd year	62469 63570	62656 63761
Grade 4 (B) 1st year 2nd year	65350 66529	65546 66729
Senior Field Officer and Senior Field Officer (Plant)		
Grade 1 1st year 2nd year	68008 69164	68212 69371
Grade 2 1st year 2nd year	70562 72039	70774 72255
Field Supervisor Classification and Grades Grade 1 1st year 2nd year Grade 2 1st year 2nd year	74510 76218 77926 79635	74734 76447 78160 79874
Senior Field Supervisor Classification and Grades Grade 1 1st year 2nd year Grade 2 1st year 2nd year	86397 88519 90644 92766	86656 88785 90916 93044

Crown Employees (Department of Finance, Services and Innovation – SafeWork NSW Inspectors 2007) Award

Inspectors - WorkCover Authority			
Classification		1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Inspectorial Stream	Managerial Stream		
Progression Level			
Level 1		99521	99820
Level 2		102246	102553
Level 3		108067	108391
Senior Inspector 1		112290	112627
Senior Inspector 2		113346	113686
Principal Inspector 1		115654	116001
Principal Inspector 2		116737	117087
		District Coordinator 2	117941
			118295
Assistant State		122060	122426
Inspector 1			
Assistant State		123208	123578

Inspector 2			
State Inspector 1	Team Coordinator 1	130361	130752
State Inspector 2		131586	131981
	Team Coordinator 2	132939	133338
	State Coordinator 1	136500	136909
	State Coordinator 2	137788	138201
	Team Manager 1	153660	154121
	Team Manager 2	169758	170267

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

Classification and Grades		1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Horticultural Apprentice Year 1	-	28928	29015
Horticultural Apprentice Year 2	-	38571	38687
Horticultural Apprentice Year 3	-	48214	48359
Horticultural Apprentice Year 4	27	54640	54804
Level 1	15	47561	47704
Level 2, Year 1 (Minimum)	23	52810	52968
Level 2, (Maximum)	26	54204	54367
Level 3 Year 1, (Minimum)	30	56144	56312
Level 3, (Maximum)	34	58144	58318
Level 4, Year 1, (Minimum)	38	60273	60454
Level 4, (Maximum)	41	62088	62274
Level 5, Year 1, (Minimum)	45	64285	64478
Level 5, (Maximum)	48	66003	66201
Level 6, Year 1, (Minimum)	51	67853	68057
Level 6, (Maximum)	54	69733	69942
Level 7, Year 1, (Minimum)	57	71711	71926
Level 7, (Maximum)	60	73855	74077
Level 8, Year 1, (Minimum)	63	76191	76420
Level 8, Maximum	67	79297	79535
Level 9, Year 1, (Minimum)	71	82406	82653
Level 9, (Maximum)	75	85488	85744
Level 10, Year 1, (Minimum)	78	88184	88449
Level 10, (Maximum)	81	90661	90933
Level 11, Year 1, (Minimum)	89	98129	98423
Level 11, (Maximum)	95	104226	104539
Level 12, Year 1, (Minimum)	109	119685	120044
Level 12, (Maximum)	112	123229	123599
Level 13, Year 1, (Minimum)	115	126843	127224
Level 13, (Maximum)	118	130647	131039
Level 14, Year 1, (Minimum)	121	134667	135071
Level 14, (Maximum)	124	138830	139246
Level 15, Year 1, (Minimum)	127	143370	143800
Level 15, (Maximum)	130	148134	148578

Crown Employees (Parliament House Conditions of Employment) Award 2015

Allowances	1.7.19 2.50% \$	1.7.20 0.3% \$
Allowance in lieu of overtime Sessional Staff Above Clerk Grade 8 (per occasion)	412.20	413.45

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Physiotherapists -			
Grade 1			
1st year of service	46	64779	64973
2nd year of service	50	67330	67532
3rd year of service	56	71084	71297
4th year of service	63	76191	76420
5th year of service	70	81592	81837
6th year of service	76	86430	86689
7th year of service	81	90661	90933
Grade 2	85	94327	94610
Grade 3	92	100982	101285
Grade 4	95	104226	104539
Grade 5	98	107541	107864
Grade 6	100	109682	110011
Grade 7	103	112835	113174
Occupational Therapists			
Grade 1			
1st year of service	46	64779	64973
2nd year of service	50	67330	67532
3rd year of service	56	71084	71297
4th year of service	63	76191	76420
5th year of service	70	81592	81837
6th year of service	76	86430	86689
7th year of service	81	90661	90933
Grade 2	85	94327	94610
Grade 3	92	100982	101285
Grade 4	95	104226	104539
Grade 5	98	107541	107864
Grade 6	100	109682	110011
Speech Pathologist -			
Grade 1			
1st year of service	46	64779	64973
2nd year of service	50	67330	67532
3rd year of service	56	71084	71297
4th year of service	63	76191	76420
5th year of service	70	81592	81837
6th year of service	76	86430	86689
7th year of service	81	90661	90933
Grade 2	85	94327	94610
Grade 3	92	100982	101285
Grade 4	95	104226	104539
Grade 5	98	107541	107864
Music Therapists			
1st year of service	31	56592	56762
2nd year of service	38	60273	60454
3rd year of service	43	63196	63386
4th year of service	49	66682	66882
5th year of service	54	69733	69942
6th year of service	59	73176	73396
7th year of service	63	76191	76420

Sole Allowance - 3(ii)(a)		2725	2733
Part-time Student Unit Supervisor Allowance for each student per supervised shift - refer formula in award at 3(ii)(b)		9.89	9.92

Crown Employees (Planning Officers) Award 2016

Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Student Planner			
Year 1	CSP 23	52810	52968
Year 2	CSP 28	55102	55267
Year 3	CSP 32	57141	57312
Year 4	CSP 40	61399	61583
Planning Officer (Professional)			
Level 1(a)			
Year 1	CSP 59	73176	73396
Year 2	CSP 69	80795	81037
Year 3	CSP 76	86430	86689
Year 4	CSP 80	89855	90125
Year 5	CSP 84	93349	93629
Progression/ promotion soft barrier (clause 4.7.2)			
Level 1(b)			
Year 1	CSP 90	99102	99399
Year 2	CSP 94	103140	103449
Year 3	CSP 97	106378	106697
Year 4	-	111671	112006
Level 2			
Year 1	CSP 108	118507	118863
Year 2	-	121943	122309
Year 3	CSP115	126843	127224
Level 3			
Year 1	CSP 117	129360	129748
Year 2	-	134784	135188
Year 3	CSP 124	138830	139246
Progression/ promotion soft barrier (clause 4.9.2)			
Year 4	CSP 128	144871	145306
Year 5	-	150647	151099
Level 4			
Year 1	-	166088	166586
Year 2	-	173046	173565
Year 3	-	180145	180685
Level 5			
Year 1	-	189706	190275
Year 2	-	194427	195010

Crown Employees (Psychologists) Award

Classification and Grade	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Psychologist - 1st year	68084	68288
2nd year	71768	71983

3rd year	75445	75671
4th year	80045	80285
5th year	84648	84902
6th year	89249	89517
7th year	93849	94131
8th year	97530	97823
9th year and thereafter	101207	101511
Senior Psychologist -		
1st year	106730	107050
2nd year	111332	111666
3rd year and thereafter	115930	116278
Specialist Psychologist -		
1st year	97530	97823
2nd year	103047	103356
3rd year	108570	108896
4th year	114091	114433
5th year and thereafter	119607	119966
Senior Specialist Psychologist -		
1st year	125131	125506
2nd year	128810	129196
3rd year and thereafter	132494	132891
Chief Psychologist -	138900	139317
1st year		
Principal Psychologist -	150893	151346
1st year and thereafter		
Environmental Allowance (Corrective Services and Juvenile Justice)	3117	3126

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

Allowances	1.7.19 2.50% \$	1.7.20 0.3% \$
On call allowance	1.00	1.01
Community Language Allowance Scheme		
Base level rate	1448	1452
Higher level rate	2177	2184
Flying Allowance	21.70	21.75
First Aid Allowance		
Holders of basic qualification	933	936
Holders of current occupational first aid certificate	1401	1405

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 2019)

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	1.7.19 Per week 2.50% \$	1.7.20 Per week 0.30% \$
Trainee - Diploma Level	743.6	745.80
Skill Level A	1.7.19	1.7.20
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:	Per week 2.50% \$	Per week 0.30% \$
Highest Year of Schooling Completed		
Year 10		
School leaver	328.2	329.20
Plus 1 year out of school	361.8	362.90
Plus 2 years	433.8	435.10
Plus 3 years	505.9	507.40
Plus 4 years	586.9	588.70
Plus 5 years or more	671.4	673.40
Year 11		
School leaver	361.5	362.60
Plus 1 year out of school	433.8	435.10
Plus 2 years	505.9	507.40
Plus 3 years	586.9	588.70
Plus 4 years	671.4	673.40
Plus 5 years or more	671.4	673.40
Year 12		
School leaver	433.8	435.10
Plus 1 year out of school	505.9	507.40
Plus 2 years	586.9	588.70
Plus 3 years	671.4	673.40
Plus 4 years	671.4	673.40
Plus 5 years or more	671.4	673.40
Skill Level B	1.7.19	1.7.20
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:	Per week 2.50% \$	Per week 0.30% \$
Highest Year of Schooling Completed		
Year 10		
School leaver	328.2	329.20
Plus 1 year out of school	361.5	362.60
Plus 2 years	420.4	421.70
Plus 3 years	483.7	485.20
Plus 4 years	568.2	569.90
Plus 5 years or more	647.7	649.60
Year 11		
School leaver	361.7	362.80
Plus 1 year out of school	420.4	421.70
Plus 2 years	483.7	485.20
Plus 3 years	568.2	569.90
Plus 4 years	647.7	649.60
Plus 5 years or more	647.7	649.60

Year 12		
School leaver	420.4	421.70
Plus 1 year out of school	483.7	485.20
Plus 2 years	568.2	569.90
Plus 3 years	647.7	649.60
Plus 4 years	647.7	649.60
Plus 5 years or more	647.7	649.60
Skill Level C	1.7.19	1.7.20
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:	Per week 2.50% \$	Per week 0.30% \$
Highest Year of Schooling Completed		
Year 10		
School leaver	328.2	329.20
Plus 1 year out of school	361.7	362.80
Plus 2 years	416.6	417.80
Plus 3 years	468.8	470.20
Plus 4 years	493.6	495.10
Plus 5 years or more	584.4	586.20
Year 11		
School leaver	361.7	362.80
Plus 1 year out of school	416.6	417.80
Plus 2 years	468.8	470.20
Plus 3 years	522	523.60
Plus 4 years	584.4	586.20
Plus 5 years or more	584.4	586.20
Year 12		
School leaver	416.6	417.80
Plus 1 year out of school	468.8	470.20
Plus 2 years	522	523.60
Plus 3 years	584.4	586.20
Plus 4 years	584.4	586.20
Plus 5 years or more	584.4	586.20
School-Based Traineeships -		
	1.7.19 2.5%	1.7.20 0.30%
Year of Schooling		
School based traineeships Skill Levels A, B and C		
Year 11	328.2	329.20
Year 12	366	367.10

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	1.7.19 Per week 2.50% \$	1.7.20 Per week 0.30% \$
Trainee		
Diploma Level – part-time	26.5	26.58
Skill Level A	1.7.19	1.7.20
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:	Per week 2.50% \$	Per week 0.30% \$
Highest Year of Schooling Completed		
Year 10		
School leaver	11.8	11.84
Plus 1 year out of school	12.9	12.94
Plus 2 years	15.6	15.65
Plus 3 years	18	18.05
Plus 4 years	21	21.06
Plus 5 years or more	24	24.07
Year 11		
School leaver	12.9	12.94
Plus 1 year out of school	15.6	15.65
Plus 2 years	18	18.05
Plus 3 years	21	21.06
Plus 4 years	24	24.07
Plus 5 years or more	24	24.07
Year 12		
School leaver	15.6	15.65
Plus 1 year out of school	18	18.05
Plus 2 years	21	21.06
Plus 3 years	24	24.07
Plus 4 years	24	24.07
Plus 5 years or more	24	24.07
Skill Level B	1.7.19	1.7.20
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:	Per week 2.50% \$	Per week 0.30% \$
Highest Year of Schooling Completed		
Year 10		
School leaver	11.8	11.84
Plus 1 year out of school	12.9	12.94
Plus 2 years	15	15.04
Plus 3 years	17.3	17.35
Plus 4 years	20.4	20.46
Plus 5 years or more	23.1	23.17
Year 11		
School leaver	12.9	12.94
Plus 1 year out of school	15	15.04
Plus 2 years	17.3	17.35
Plus 3 years	20.4	20.46
Plus 4 years	23.1	23.17
Plus 5 years or more	23.1	23.17
Year 12		
School leaver	15	15.04
Plus 1 year out of school	17.3	17.35
Plus 2 years	20.4	20.46
Plus 3 years	23.1	23.17

Plus 4 years	23.1	23.17
Plus 5 years or more	23.1	23.17
Skill Level C	1.7.19	1.7.20
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:	Per week 2.50% \$	Per week 0.30% \$
Highest Year of Schooling Completed		
Year 10		
School leaver	11.8	11.84
Plus 1 year out of school	12.9	12.94
Plus 2 years	14.9	14.94
Plus 3 years	16.8	16.85
Plus 4 years	18.6	18.66
Plus 5 years or more	20.9	20.96
Year 11		
School leaver	12.9	12.94
Plus 1 year out of school	14.9	14.94
Plus 2 years	16.8	16.85
Plus 3 years	18.6	18.66
Plus 4 years	20.9	20.96
Plus 5 years or more	20.9	20.96
Year 12		
School leaver	14.9	14.94
Plus 1 year out of school	16.8	16.85
Plus 2 years	18.6	18.66
Plus 3 years	20.9	20.96
Plus 4 years	20.9	20.96
Plus 5 years or more	20.9	20.96
School Based Trainees	1.7.19 2.5%	1.7.20 0.30%
Wage Levels A, B and C		
Year 11	11.8	11.84
Year 12	12.9	12.94

Crown Employees (Research Scientists) Award 2007

Research Scientists			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Research Scientist -			
1st year of service	86	95171	95457
2nd year of service	91	100056	100356
3rd year of service	96	105318	105634
4th year of service	100	109682	110011
Efficiency Barrier -			
5th year of service	105	115017	115362
6th year of service	109	119685	120044
7th year of service	113	124413	124786
Senior Research Scientist -			
1st year of service	115	126843	127224
2nd year of service	118	130647	131039
3rd year of service	121	134667	135071

Efficiency Barrier - 4th year of service	124	138830	139246
5th year of service	127	143370	143800
Principal Research Scientist - 1st year of service	130	148134	148578
2nd year of service	-	151523	151978
3rd year of service	-	155370	155836
Senior Principal Research Scientist - 1st year of service	-	166571	167071
2nd year of service	-	178688	179224
Efficiency Barrier - 3rd year of service	-	193913	194495

Crown Employees (Rural Fire Service) Award

RFS Officers

These rates are inclusive of Annual Leave Loading

Classification and Grades	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
RFS Officer Level 1		
Year 1	38348	38463
Year 2	46379	46518
Year 3	49986	50136
Year 4	51354	51508
Year 5	53524	53685
Year 6	54493	54656
Year 7	55844	56012
Year 8	57914	58088
Year 9	60008	60188
Year 10	62223	62410
RFS Officer Level 2		
Year 1	65652	65849
Year 2	67582	67785
RFS Officer Level 3		
Year 1	69467	69675
Year 2	71371	71585
RFS Officer Level 4		
Year 1	73397	73617
Year 2	75608	75835
RFS Officer Level 5		
Year 1	77971	78205
Year 2	80366	80607
RFS Officer Level 6		
Year 1	86639	86899
Year 2	89374	89642
RFS Officer Level 7		
Year 1	92876	93155
Year 2	95598	95885
RFS Officer Level 8		
Year 1	98465	98760
Year 2	101409	101713
RFS Officer Level 9		
Year 1	105632	105949
Year 2	108988	109315

RFS Officer Level 10		
Year 1	112240	112577
Year 2	115398	115744
RFS Officer Level 11		
Year 1	120107	120467
Year 2	123684	124055
RFS Officer Level 12		
Year 1	129814	130203
Year 2	135325	135731
RFS Officer Level 13		
Year 1	143798	144229
Year 2	150130	150580

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

Classification and Grades	1.7.19 Per annum 2.50%	1.7.20 Per annum 0.3%
RFS Officer Level A (OCC Operator)		
Year 1	42871	43000
Year 2	45762	45899
Year 3	49322	49470
Year 4	50667	50819
Year 5	52810	52968
Year 6	53767	53928
Year 7	55102	55267
Year 8	57140	57311
Year 9	59211	59389
Year 10	61399	61583
RFS Officer Level B (OCC Operational Communications Officer)		
Year 1	64779	64973
Year 2	66682	66882
Year 3	68543	68749
Year 4	70425	70636
RFS Officer Level C (OCC Senior Operational Communications Officer)		
Year 1	72418	72635
Year 2	74602	74826
Year 3	74723	74947
Year 4	79297	79535

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

Classification	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Commissioned Correctional Officers:		
Senior Assistant Superintendent - 7 day or any 5/7 days	129366	129754
Assistant Superintendent - 7 day or any 5/7 days	121092	121455
Senior Assistant Superintendent - 5 day	122290	122657
Assistant Superintendent - 5 day	114014	114356
Commissioned Industries Officers:		
Regional Business Manager - 5 day		
Year 1	137384	137796
Year 2	140914	141337

Year 3	146963	147404
Year 4	152394	152851
Operations Manager	146198	146637
Manager of Industries Level 1 - 5 day	134902	135307
Manager of Industries Level 2 - Any 5 of 7 days	135469	135875
Manager Centre Services and Employment Manager of Industries Level 2 - 5 day	128389	128774
Manager Business Unit - any 5/7 days	129366	
Manager Business Unit - 5 day	122290	129754

Crown Employees (Senior Officers Salaries) Award 2012

Senior Officers		
Classification and Grades	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Grade 1		
Year 1	165750	166247
Year 2	178599	179135
Grade 2		
Year 1	181622	182167
Year 2	194427	195010
Grade 3		
Year 1	200933	201536
Year 2	220566	221228

Crown Employees (Sheriff's Officers) Award

Sheriff's Officers			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Chief Inspector			
Year 2	85	94327	94610
Year 1	82	91641	91916
Inspector			
Year 2	78	88184	88449
Year 1	75	85488	85744
Sergeant			
Year 4	67	79297	79535
Year 3	64	76931	77162
Year 2	61	74603	74827
Year 1	58	72418	72635
Sheriff's Officer			
Year 4	55	70425	70636
Year 3	52	68543	68749
Year 2	49	66682	66882
Year 1	46	64779	64973
Probationary Sheriff's Officer	36	59211	59389

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

Learning and Development Officers - Full-time, State Emergency Service			
Classification	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
1st year of service	82	91641	91916
2nd year of service	85	94327	94610
3rd year of service	88	97152	97443
Thereafter	91	100056	100356

Crown Employees (State Emergency Service) Region Staff Award 2018

Classification	Fpp 1.7.19 Per annum \$	1.7.20 Per annum 0.3% \$
Full Time Region Controllers – Clerk Grade 9/10		
1st year of service	110,745	111077
2nd year of service	113,859	114201
3rd year of service	118,507	118863
Thereafter	122,038	122404
Deputy Region Controller - Clerk Grade 7/8		
1st year of service	97,152	97443
2nd year of service	10,056	10086
3rd year of service	104,226	104539
Thereafter	107,541	107864
Business Manager - Clerk Grade 5/6		
1st year of service	85,488	85744
2nd year of service	88,184	88449
3rd year of service	91,641	91916
Thereafter	94,327	94610
Community Engagement Officer - Clerk Grade 5/6		
1st year of service	85,488	85744
2nd year of service	88,184	88449
3rd year of service	91,641	91916
Thereafter	94,327	94610
Volunteer Support Officer - Clerk Grade 3/4		
1st year of service	72,418	72635
2nd year of service	74,603	74827
3rd year of service	76,931	77162
Thereafter	79,297	79535
Region Learning and Development Officer - Clerk Grade 5/6		
1st year of service	85,488	85744
2nd year of service	88,184	88449
3rd year of service	91,641	91916
Thereafter	94,327	94610

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

Classifications and Grades	Common Salary Point	1.7.19 Per annum 2.5% \$	1.7.20 Per annum 0.3% \$
Duty Operations Officers Clerk Grade 7/8			
1st year of service	88	97,152	97443
2nd year of service	91	100,056	100356
3rd year of service	95	104,226	104539
Thereafter	98	107,541	107864
State Operations Centre Team Leader, Clerk Grade 3/4			
1st year of service	58	72,418	72635
2nd year of service	61	74,603	74827
3rd year of service	64	76,931	77162
Thereafter	67	79,297	79535
State Operations Centre Communications Officers, Clerk Grade 1/2			
1st year of service	46	64,779	64973
2nd year of service	49	66,682	66882
3rd year of service	52	68,543	68749
Thereafter	55	70,425	70636

Crown Employees (Tipstaves to Justices) Award 2007

Tipstaff - Attorney General's Department			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
1st year of service	40	61399	61583
2nd year of service	42	62576	62764
3rd year of service	44	63666	63857
Tipstaff to the Chief Justice	46	64779	64973

Crown Employees (Trades Assistants) Award

Trades Assistants			
Classification and Grades		1.7.19 Per week 2.50% \$	1.7.20 Per week 0.3% \$
Blacksmith's striker		963.20	966.1
Cold saw operator		970.70	973.6
Driller (stationary machines)		963.20	966.1
Dresser and grinder (portable machines)		980.10	983
Dresser, shot blast or sand blast-			
(a) who operates from outside a properly enclosed cabin		970.70	973.6
(b) other		1012.50	1015.5
Dogman and/or crane chaser		980.10	983

Forger's assistant	963.20	966.1
Assistant Furnace person	970.70	973.6
Hammer driver	970.70	973.6
Heat treater operative	980.10	983
Machinist second class (Metal Trades)	1022.30	1025.4
Operator of straight line oxy-acetylene Cutting machine	980.10	983
Pipe fitter	1022.30	1025.4
Rigger and/or splicer (other than construction work)	1055.80	1059
Rigger and/or splicer (construction work)	1075.50	1078.7
Spray painter (ironwork) and/or brush hand	980.10	983
Tool and/or material storeman	1012.50	1015.5
Trades assistant (Metal Trades)	963.20	966.1
Trades assistant (Electrical Trades)	989.30	992.3
Trades assistant	970.70	973.6
Cupola furnace person (foundries)	1022.30	1025.4
Allowances:		
Cold Places per hour	0.83	0.84
Confined Spaces per hour	1.04	1.05
Dirty Work per hour	0.83	0.84
Height Money per hour:		
- At a height of 7.5 m	0.83	0.84
- For every additional 3m	0.26	0.27
Hot Places per hour:		
- 46C-54C	0.83	0.84
- Above 54C	1.04	1.05
Insulation Material per hour:		
- Pumice or other recognised insulator	0.83	0.83
- Silicate	1.04	1.04
Smoke Boxes etc. per hour:		
- Working on repairs to smoke boxes, furnaces etc	0.53	0.53
- Working on repairs inside oil-fired boilers	2.07	2.08
Wet Places per hour	0.83	0.84
Working on a boat or punt per day	3.22	3.23
Working knee deep in mud or water per day	6.59	6.61
Acid, furnaces, stills, etc. per hour	4.24	4.25
Towers per hour	0.83	0.84
Depth money per hour	0.83	0.84
Swing Scaffolds:		
- First four hours (fixed rate)	6.15	6.17
- Each hour thereafter	1.25	1.26
- Solid plasterers per hour	0.26	0.27
Septic Tanks per day	9.90	9.93
Distant Places per day:		
- Area re paragraph 4.17.1	1.63	1.64
- Area re paragraph 4.17.2	2.63	2.64
- Area re paragraph 4.17.3	2.63	2.64
Epoxy Materials per hour	1.04	1.05
- Applying to air-conditioned buildings per hour	0.73	0.74
- Employees in close proximity per hour	0.83	0.84
Foundry per hour	0.60	0.61
Asbestos Eradication per hour	2.78	2.79
First Aid per day	3.64	3.65

Taronga Conservation Society Australia Salaried Employees Award

Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Clerks -			
General Scale -			
1st year (up to 18 years)	7	37835	37949
2nd year (or 20 years)	11	45762	45899
3rd year	17	49322	49470
4th year	20	50667	50819
5th year	23	52810	52968
6th year	25	53767	53928
7th year	28	55102	55267
8th year	32	57141	57312
9th year	36	59211	59389
10th year	40	61399	61583
At 19 years + (HSC)	9	42871	43000
Grade 1 -			
1st year	46	64779	64973
2nd year	49	66682	66882
Grade 2 -			
1st year	52	68543	68749
2nd year	55	70425	70636
Grade 3 -			
1st year	58	72418	72635
2nd year	61	74603	74827
Grade 4 -			
1st year	64	76931	77162
2nd year	67	79297	79535
Grade 5 -			
1st year	75	85488	85744
2nd year	78	88184	88449
Grade 6 -			
1st year	82	91641	91916
2nd year	85	94327	94610
Grade 7 -			
1st year	88	97152	97443
2nd year	91	100056	100356
Grade 8 -			
1st year	95	104226	104539
2nd year	98	107541	107864
Grade 9 -			
1st year	101	110745	111077
2nd year	104	113859	114201
Grade 10 -			
1st year	108	118507	118863
2nd year	111	122038	122404
Grade 11 -			
1st year	116	128089	128473
2nd year	120	133519	133920
Grade 12 -			
1st year	126	141882	142308
2nd year	130	148134	148578
Clerical Assistants -			
1st year (or under 17 years)	1	26337	26416
2nd year (or 17 years)	3	29585	29674

3rd year (or 18 years)	6	35595	35702
4th year (or 19 years)	8	40429	40550
5th year (or 20 years)	9	42871	43000
6th year (or 21 years)	15	47561	47704
7th year	17	49322	49470
8th year	20	50667	50819
9th year	22	51626	51781
Class 1 - 1st year	25	53767	53928
2nd year	28	55102	55267
Class 2 - 1st year	32	57141	57312
2nd year	35	58615	58791
Class 3 - 1st year	37	59777	59956
2nd year	40	61399	61583
Class 4 - 1st year	42	62576	62764
2nd year	44	63666	63857
Horticulturalist Labourer - (Applies to employees engaged prior 1 July 2010)			
Grade 1	25	53767	53928
Grade 2	30	56144	56312
Grade 3	35	58615	58791
Horticulturalist Level 1 - (Applies to employees engaged prior 1 July 2010)			
Grade 1	42	62576	62764
Grade 2	45	64285	64478
Horticulturalist Level 2 (Applies to employees engaged prior 1 July 2010)			
Grade 1	48	66003	66201
Grade 2	50	67330	67532
Horticultural Technician (Applies to employees engaged prior 1 July 2010)			
Grade 1	55	70425	70636
Grade 2	57	71711	71926
Senior Horticultural Technician (Applies to employees engaged prior 1 July 2010)			
Grade 1	63	76191	76420
Grade 2	67	79297	79535
Horticultural Apprentice (Applies to employees engaged post 1 July 2010)			
1st Year		26158	26236
2nd Year		30917	31010
3rd Year		35671	35778
4th Year		42808	42936
Gardener (Applies to employees engaged post 1 July 2010)			
Grade 1	15	47561	47704
Grade 2	18	49807	49956
Grade 3	21	51149	51302
Horticulturalist (Applies to employees engaged post 1 July 2010)			
Grade 1		60533	60715
Grade 2		62349	62536
Grade 3		64220	64413
Grade 4		67329	67531
Horticultural Supervisor (Applies to employees engaged post 1 July 2010)			
Grade 1		71488	71702

Grade 2		73633	73854
Grade 3		75842	76070
Keeper Grade 4 (Specialist) Level 2 (only available to employees employed permanently as a Keeper on 8 December 2005)	75	85488	85744
Trainee Keeper -			
Level 1	-	45402	45538
Level 2	-	48427	48572
Level 3	-	51455	51609
Level 4	-	54481	54644
Keeper -			
Level 1	-	60534	60716
Level 2	-	63560	63751
Level 3	-	66586	66786
Level 4	-	69616	69825
Senior Keeper -			
Level 1	-	72641	72859
Level 2	-	78694	78930
Keeping Unit Supervisor -			
Year 1	-	87776	88039
Year 2	-	89592	89861
Year 3	-	91405	91679
Keeper before Jan 06			
Grade 1			
Level 01		56591	56761
Level 02		57140	57311
Level 03		58084	58258
Level 04		59210	59388
Grade 2			
Level 01		75685	75912
Level 02		83401	83651
Gate Receptionists	38	60273	60454
Junior Designer			
Grade 1		51596	51751
Grade 2		53660	53821
Grade 3		55805	55972
Grade 4		58035	58209
Designer			
Grade 1		59777	59956
Grade 2		62463	62650
Grade 3		65275	65471
Grade 4		68215	68420
Grade 5		71282	71496
Senior Designer			
Grade 1		74852	75077
Grade 2		78592	78828
Grade 3		82520	82768
Allowances:			
Casual first aid allowance (per shift)		17.90	17.95
Laundry Allowance for staff other than Gate Receptionists (per week)		7.45	7.50
Laundry Allowance for Gate Receptionists (per week)		13.50	13.55

Agreements and Determinations

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

Adventure Facilitator	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Year 1	97152	97443
Year 2	100056	100356
Year 3	104226	104539
Year 4	107541	107864

Architects etc. Agreement No. 1733 of 1971

Architects			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Grade I			
1st year of service	46	64779	64973
2nd year of service	50	67330	67532
3rd year of service	56	71084	71297
4th year of service	63	76191	76420
5th year of service	70	81592	81837
6th year of service and thereafter	76	86430	86689
Grade II			
1st year of service	82	91641	91916
2nd year of service	86	95171	95457
3rd year of service	89	98129	98423
4th year of service and thereafter	92	100982	101285
Grade III			
1st year of service	97	106378	106697
2nd year of service	100	109682	110011
3rd year of service	104	113859	114201
4th year of service and thereafter	107	117343	117695
Grade IV			
1st year of service	112	123229	123599
2nd year of service	115	126843	127224
3rd year of service and thereafter	117	129360	129748
Grade V			
1st year of service	121	134667	135071
2nd year of service and thereafter	123	137319	137731
Grade VI			
1st year of service	125	140358	140779
2nd year of service	127	143370	143800

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Artists Australian Museum and Museum of Applied Arts and Sciences			
Grade I			
1st year of service	28	55102	55267
2nd year of service	31	56592	56762
3rd year of service	34	58144	58318
4th year of service	37	59777	59956
5th year of service	39	60896	61079
6th year of service	43	63196	63386
7th year of service and thereafter	46	64779	64973
Grade II			
1st year of service	49	66682	66882
2nd year of service	51	67853	68057
3rd year of service and thereafter	53	69130	69337
Grade III			
1st year of service	58	72418	72635
2nd year of service and thereafter	61	74603	74827
Keeper of Exhibits (Non-Graduate)			
Museum of Applied Arts & Sciences			
1st year of service	44	63666	63857
2nd year of Service	47	65460	65656
3rd year of service	51	67853	68057
4th year of service	53	69130	69337
5th year of service	58	72418	72635
6th year of service and thereafter	58	72418	72635
Designers (Exhibitions and Publications)			
1st year of service	37	59777	59956
2nd year of service	39	60896	61079
3rd year of service	42	62576	62764
4th year of service	46	64779	64973
5th year of service	49	66682	66882
6th year of service	51	67853	68057
7th year of service	53	69130	69337
8th year of service	56	71084	71297
9th year of service	60	73855	74077
10th year of service	64	76931	77162
11th year of service	67	79297	79535
12th year of service	71	82406	82653
Senior Designer (Exhibitions and Publications) National Parks and Wildlife Service			
On Appointment	77	87169	87431
Exhibitions Officer, Australian Museum			
Grade I			
1st year of service	56	71084	71297
2nd year of service	60	73855	74077
3rd year of service	64	76931	77162
4th year of service	67	79297	79535
5th year of service and thereafter	71	82406	82653

Grade II			
1st year of service	75	85488	85744
2nd year of service	77	87169	87431
Chief, Exhibitions Department Museum of Applied Arts and Sciences			
1st year of service	92	100982	101285

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Level 1 At 18 years of age	7	37835	37949
Level 1 At 19 years of age with HSC	9	42871	43000
Level 2 Or minimum at 20 years	11	45762	45899
Level 3 Or minimum at 21 years	17	49322	49470
Level 4	20	50667	50819
Level 5	23	52810	52968
Level 6	25	53767	53928
Level 7	28	55102	55267
Level 8	32	57141	57312
Level 9	36	59211	59389
Level 10	40	61399	61583

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
General Scale			
1st year	7	37835	37949
2nd year	11	45762	45899
3rd year	17	49322	49470
4th year	20	50667	50819
5th year	23	52810	52968
6th year	25	53767	53928
7th year	28	55102	55267
8th year	32	57141	57312
9th year	36	59211	59389
10th year	40	61399	61583
11th year	46	64779	64973
12th year	49	66682	66882
13th year	52	68543	68749
14th year	55	70425	70636

Officer with HSC aged 19 and over paid not less than	9	42871	43000
Class 1			
1st year	58	72418	72635
2nd year	61	74603	74827
3rd year	64	76931	77162
4th year	67	79297	79535
Class 2			
1st year	75	85488	85744
2nd year	78	88184	88449
Class 3			
1st year	82	91641	91916
2nd year	85	94327	94610
Class 4			
1st year	88	97152	97443
2nd year	91	100056	100356
Class 5			
1st year	95	104226	104539
2nd year	98	107541	107864
Class 6			
1st year	101	110745	111077
2nd year	104	113859	114201
Class 7			
1st year	108	118507	118863
2nd year	111	122038	122404

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

Department of Corrective Services			
Classification and Grades		1.7.19	1.7.20
		Per Hour	Per Hour
		2.50%	0.3%
		\$	\$
Sessional Specialist HIV/Health Promotion (The rates are inclusive of a 15% casual loading for Monday to Friday work, plus 1/12th in lieu of recreation leave.		83.08	83.33
Environmental Allowance for working within a correctional centre		1.92	1.93

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	1.7.19	1.7.20
		Per annum 2.50%	Per annum 0.3%
		\$	\$
Throughcare and Placement Officer:			
1st year	88	97152	97443
2nd year	91	100056	100356
3rd year	95	104226	104539
Thereafter	98	107541	107864
Accommodation Support Worker:			
1st year	75	85488	85744
2nd year	78	88184	88449
3rd year	82	91641	91916
Thereafter	85	94327	94610
Assistant Support Worker:			
1st year	46	64779	64973
2nd year	49	66682	66882

3rd year	52	68543	68749
Thereafter	55	70425	70636

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Trainee Computer Operator			
At 18 and under	7	37835	37949
At 19	9	42871	43000
At 20	11	45762	45899
At 21	17	49322	49470
Computer Operator - Grade 1			
1st year of service	20	50667	50819
2nd year of service	23	52810	52968
3rd year of service	25	53767	53928
4th year of service and thereafter	28	55102	55267
Computer Operator - Grade 2			
1st year of service	32	57141	57312
2nd year of service	36	59211	59389
3rd year of service and thereafter	40	61399	61583
Senior Computer Operator - Grade 1			
1st year of service	46	64779	64973
2nd year of service	49	66682	66882
3rd year of service	52	68543	68749
4th year of service	55	70425	70636
Senior Computer Operator - Grade 2			
1st year of service	58	72418	72635
2nd year of service	61	74603	74827
3rd year of service	64	76931	77162
4th year of Service	67	79297	79535

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

Classification and Grades	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Operations Manager - Clerk 11/12		
1st year of service	128089	128473
2nd year of service	133519	133920
3rd year of service	141882	142308
Thereafter	148134	148578
Assistant Operations Manager - Clerk 9/10		
1st year of service	110745	111077
2nd year of service	113859	114201
3rd year of service	118507	118863
Thereafter	122038	122404
Senior Case Worker - Clerk 5/6		
1st year of service	85488	85744
2nd year of service	88184	88449
3rd year of service	91641	91916
Thereafter	94327	94610

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

Classification and Grades	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Assistant Manager		
1st year of service	102389	102696
2nd year of service	105269	105585
3rd year of service	109566	109895
Thereafter	112831	113169
Co-ordinator Program Support & Security		
1st year of service	89821	90090
2nd year of service	92509	92787
3rd year of service	96362	96651
Thereafter	99426	99724
Senior Program Support Officer		
1st year of service	79038	79275
2nd year of service	81531	81776
3rd year of service	84725	84979
Thereafter	87211	87473
Program Support Officer		
1st year of service	66954	67155
2nd year of service	68973	69180
3rd year of service	71126	71339
Thereafter	73313	73533

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

Classification and Grades	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Co-ordinator Program Support & Security		
1st year of service	97152	97443
2nd year of service	100056	100356
3rd year of service	104226	104539
Thereafter	107541	107864
Senior Program Support Officer		
1st year of service	85488	85744
2nd year of service	88184	88449
3rd year of service	91641	91916
Thereafter	94327	94610
Program Support Officer		
1st year of service	72418	72635
2nd year of service	74603	74827
3rd year of service	76931	77162
Thereafter	79297	79535
Mobile Work Camps Allowance (per day)	154.05	154.5

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

Classification and Grades	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Senior Program Support Officer		
1st year of service	85488	85744
2nd year of service	88184	88449
3rd year of service	91641	91916
Thereafter	94327	94610
Program Support Officer		
1st year of service	72418	72635
2nd year of service	74603	74827
3rd year of service	76931	77162
Thereafter	79297	79535

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Team Leader (Administrative and Clerical Officer Grade 7/8)		
1st year of service	97152	97443
Thereafter	100056	100356
Grade 8		
1st year of service	104226	104539
Thereafter	107541	107864
Allowance	27153	27234
Bail Coordinator (Administrative and Clerical Officer Grade 5/6)		
Grade 5		
1st year of service	85488	85744
Thereafter	88184	88449
Grade 6		
1st year of service	91641	91916
Thereafter	94327	94610
Allowance	24566	24640

Conservators, Cultural Institutions Agreement No.2504 of 1987

Conservators, Cultural Institutions			
Classifications and Grade	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Assistant Conservator - Class 1			
1st year of service	40	61399	61583
2nd year of service	42	62576	62764
3rd year of service	44	63666	63857
4th year of service	47	65460	65656
5th year of service	49	66682	66882
6th year of service	52	68543	68749
Class 2			
1st year of service	55	70425	70636
2nd year of service	56	71084	71297

3rd year of service	58	72418	72635
Conservator - Grade 1			
1st year of service	62	75306	75532
2nd year of service	64	76931	77162
3rd year of service	66	78495	78730
4th year of service	68	79877	80117
5th year of service	70	81592	81837
Grade 2			
1st year of service	74	84635	84889
2nd year of service	79	88889	89156
3rd year of service	83	92535	92813
4th year of service	87	96194	96483
5th year of service	91	100056	100356
Grade 3			
1st year of service	94	103140	103449
2nd year of service	97	106378	106697
3rd year of service	99	108573	108899
Head Conservator			
1st year of service	105	115017	115362
2nd year of service	108	118507	118863
3rd year of service	110	120857	121220

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Co-ordinator	61	74603	74827
Director	104	113859	114201

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Co-ordinator, Visual Arts	102	111805	112140
Environmental Allowance	-	3117	3126
All Incidents Allowance	-	10721	10753

Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987

Curatorial Staff			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Assistant Curator/Assistant Registrar - Grade I			
1st year of service	40	61399	61583
2nd year of service	46	64779	64973
3rd year of service	51	67853	68057
4th year of service	57	71711	71926

5th year of service and thereafter	62	75306	75532
Assistant Curator/Assistant Registrar - Grade II			
1st year of service	64	76931	77162
2nd year of service	67	79297	79535
3rd year of service	70	81592	81837
4th year of service	73	83968	84220
5th year of service and thereafter	75	85488	85744
Curator/Registrar - Grade I			
1st year of service	77	87169	87431
2nd year of service	82	91641	91916
3rd year of service	86	95171	95457
4th year of service	91	100056	100356
5th year of service and thereafter	95	104226	104539
Curator/Registrar - Grade II			
1st year of service	99	108573	108899
2nd year of service	102	111805	112140
3rd year of service	105	115017	115362
4th year of service	108	118507	118863
5th year of service	110	120857	121220
Senior Curator Senior Registrar	114	125600	125977

Departmental Professional Officers Determination No.866 of 1987

Departmental Professional Officers - All Departments			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Grade I -			
1st year of service	46	64779	64973
2nd year of service	50	67330	67532
3rd year of service	56	71084	71297
4th year of service	63	76191	76420
5th year of service	70	81592	81837
6th year of service and thereafter	76	86430	86689
Grade II -			
1st year of service	81	90661	90933
2nd year of service	84	93349	93629
3rd year of service	87	96194	96483
4th year of service and thereafter	91	100056	100356
Grade III -			
1st year of service	95	104226	104539
2nd year of service	98	107541	107864
3rd year of service	100	109682	110011
4th year of service and thereafter	104	113859	114201
Grade IV -			
1st year of service	108	118507	118863
2nd year of service and thereafter	110	120857	121220
Grade V -			
1st year of service	114	125600	125977
2nd year of service and thereafter	116	128089	128473
Grade VI -			
1st year of service	119	132078	132474
2nd year of service and thereafter	121	134667	135071
Grade VII -			
1st year of service	124	138830	139246
2nd year of service and thereafter	126	141882	142308

Grade VIII - 1st year of service	129	146499	146938
2nd year of service and thereafter	130	148134	148578

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

Transport Officers				
Classification and Grades	1.7.19		1.7.20	
	Per annum 2.50% \$		Per annum 0.3% \$	
Grade I -				
One	49251		49399	
Two	50971		51124	
Three	52754		52912	
Four	54600		54764	
Five	56512		56682	
Grade 2				
One	56512		56682	
Two	58496		58671	
Three	60536		60718	
Four	62663		62851	
Five	64852		65047	
Grade 3				
One	64852		65047	
Two	67121		67322	
Three	69467		69675	
Four	71900		72116	
Five	74423		74646	
Grade 4				
One	74423		74646	
Two	77022		77253	
Three	79718		79957	
Four	82511		82759	
Five	85504		85761	
Grade 5				
One	85504		85761	
Two	88385		88650	
Three	91663		91938	
Four	94683		94967	
Five	97998		98292	
Grade 6				
One	97998		98292	
Two	101430		101734	
Three	104975		105290	
Four	108647		108973	
Five	112453		112790	
Grade 7				
One	112453		112790	
Two	116390		116739	
Three	120462		120823	
Four	124676		125050	
Five	129042		129429	
Grade 8				
One	129042		129429	
Two	133559		133960	
Three	141910		142336	
Four	148161		148605	

Five	153345	153805
Grade 9		
One	153345	153805
Two	161583	162068
Three	169933	170443
Four	176182	176711
Five	181370	181914

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Education Officer -			
1st year of service	43	63196	63386
2nd year of service	48	66003	66201
3rd year of service	54	69733	69942
4th year of service	60	73855	74077
5th year of service	66	78495	78730
6th year of service	71	82406	82653
7th year of service	75	85488	85744
8th year of service	79	88889	89156
9th year of service and thereafter	84	93349	93629
Senior Education Officer -			
1st year of service	98	107541	107864
2nd year of service and thereafter	101	110745	111077
Allowance after 12 months on the 9th year of service: \$ per annum	-	2926	2935
After a further 12 months: \$ per annum	-	2926	2935

Engineers Agreement No. 1734 of 1971

Engineers			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Grade I Diplomate Experience Since Qualifying			
In first year	46	64779	64973
After one year	50	67330	67532
After two years	56	71084	71297
After three years	63	76191	76420
After four years	70	81592	81837
After five years	76	86430	86689
Grade I Graduate Experience Since Qualifying			
In first year	50	67330	67532
After one year	56	71084	71297
After two years	63	76191	76420
After three years	70	81592	81837
After four years	76	86430	86689
Grade II			
1st year of service	82	91641	91916
2nd year of service	86	95171	95457
3rd year of service	89	98129	98423

4th year of service and thereafter	92	100982	101285
Grade III			
1st year of service	97	106378	106697
2nd year of service	100	109682	110011
3rd year of service	104	113859	114201
4th year of service and thereafter	107	117343	117695
Grade IV			
1st year of service	112	123229	123599
2nd year of service	115	126843	127224
3rd year of service and thereafter	117	129360	129748
Grade V			
1st year of service	121	134667	135071
2nd year of service and thereafter	123	137319	137731
Grade VI			
1st year of service	125	140358	140779
2nd year of service and thereafter	127	143370	143800

Escorts and Travelling Attendants Agreement No.2270 of 1980

Escorts and Travelling Attendants			
Classification and Grades	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$	
Travelling Attendant			
1st Year	50068	50218	
2nd Year	50068	50218	
3rd Year	50547	50699	
4th Year	52209	52366	
Travelling Attendant (Hourly Rate)			
1st Year	25.26	25.34	
2nd Year	25.26	25.34	
3rd Year	25.50	25.58	
4th Year	26.32	26.4	
Escorts			
1st Year	59666	59845	
2nd Year	59666	59845	
3rd Year	60207	60388	
4th Year	62240	62427	
Rate A Applicable Mon-Fri and all overtime/travelling time/weekdays and public holidays = Hrly rate of Travelling Attendant + 10% +4/48ths			
1st Year	30.11	30.2	
2nd Year	30.11	30.2	
3rd Year	30.38	30.47	
4th Year	31.38	31.47	
Rate B Applicable first 8 hours on Saturday = Hrly rate of Travelling Attendant + 50% +4/48ths			
1st Year	41.05	41.17	
2nd Year	41.05	41.17	
3rd Year	41.42	41.54	
4th Year	42.79	42.92	
Rate C Applicable first 8 hours on Sunday = Hrly rate of Travelling Attendant + 75% +4/48ths			
1st Year	47.87	48.01	
2nd Year	47.87	48.01	
3rd Year	48.33	48.47	
4th Year	49.92	50.07	

Rate D Applicable first 8 hours on a Public Holiday = Hrly Rate of Travelling Attendant + 150%+4/48ths		
1st Year	68.39	68.6
2nd Year	68.39	68.6
3rd Year	69.02	69.23
4th Year	71.33	71.54

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Gardener Tradesman	37	59777	59956
Gardener Experienced	30	56144	56312
Garden Labourer	20	50667	50819
Garden Labourer, 1st class	23	52810	52968
Chief Propagator (Royal Botanical Gardens)	43	63196	63386
Groundsman	33	57603	57776
Horticultural and Landscape Officers:			
Horticultural Assistants -			
1st year of service	33	57603	57776
2nd year of service	36	59211	59389
3rd year of service	38	60273	60454
4th year of service	40	61399	61583
5th year of service	42	62576	62764
6th year of service	44	63666	63857
7th year of service	46	64779	64973
Promotion beyond 3rd year rate dependent upon possession of the Certificate of Horticulture			
Ranger	30	56144	56312
Senior Ranger (plus appropriate Leading Hand Allowance)	30	56144	56312
Foreman	61	74603	74827
Foreman Special Grade	65	77578	77811
Superintendent, Centennial Park Supervisor	77	87169	87431
Royal Botanic Gardens and Mount Tomah			
1st year of service	68	79877	80117
2nd year of service	71	82406	82653
3rd year of service	73	83968	84220
Development Officer (Horticulture)	81	90661	90933
	82	91641	91916
	84	93349	93629
Living Collections Registrar	46	64779	64973
Mount Tomah	50	67330	67532
	53	69130	69337
	56	71084	71297

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

Car Drivers/Assistants			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Car Drivers - Driver/General Assistant	33	57603	57776
Departmental - Driver/Assistant	39	60896	61079

Departmental - Driver/Assistant (in Charge), Public Works Department	43	63196	63386
Ministerial Driver/Assistant * Salary Class 52 with allowance to Salary Class 122	39 80	60896 89855	61079 90125

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Artificer, Australian Museum and Art Gallery of NSW			
1st year of service	43	63196	63386
2nd year of service and thereafter	45	64285	64478
Clerk of Works - Various Departments			
1st year of service	68	79877	80117
2nd year of service	70	81592	81837
3rd year of service	73	83968	84220
4th year of service	75	85488	85744
5th year of service and thereafter	77	87169	87431
(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	88184	88449
2nd year of service	80	89855	90125
Electrical Foreman, Various			
Grade 2	64	76931	77162
Grade 3	68	79,877	80117
Grade 5	77	87169	87431
Electrical Inspectors, Various			
1st year of service	75	85488	85744
2nd year of service	77	87169	87431
Estimator, Various Departments			
1st year of service	68	79877	80117
2nd year of service	70	81592	81837
Fitter Operators, Various			
On appointment	51	67853	68057
(i) NSW Electrician's Licence		55.66	55.83
(ii) Department of Industrial Relations First Class Refrigeration Certificate		17.61	17.66
(iii) Department of Industrial Relations Electrically Fired Boiler Attendant's Certificate		9.37	9.4
(iv) Department of Industrial Relations Open All Class Boiler Attendant's Certificate		17.62	17.67
(v) Refrigeration Mechanic's Certificate Course of the Sydney Technical College		17.62	17.67
Provided that, in addition to the above salary, allowances shall be paid to a Fitter Operator who has a licence or certificate specified hereunder and who is required to act upon such licence			

or certificate during the course of his duties.			
Food and Beverage Controller			
(S.C. 53) 1st year		60896	61079
(S.C. 57) 2nd year		62576	62764
Food School Assistant			
(S.C. 23) 1st year		49807	49956
(S.C. 24) 4th year		50240	50391
(S.C. 26) 7th year		50667	50819
Foreman Electrical			
Grade 2 (T83)	64	76931	77162
Grade 3 (T96)	68	79877	80117
Grade 5 (T126)	77	87169	87431
Other than Electrical -			
Grade 1 (T59)	57	71711	71926
Grade 2 (T72)	61	74603	74827
Grade 3 (T85)	65	77578	77811
Grade 4 (T111)	73	83968	84220
Grade 5 (T125)	77	87169	87431
Assistant Mechanical Foreman - (T72)	61	74603	74827
Property and Maintenance Officer, Youth and Community Services			
1st year of service	77	87169	87431
2nd year of service and thereafter	80	89855	90125
Property Inspector, Public Trust Office			
1st year of service	64	76931	77162
2nd year of service	67	79297	79535
3rd year of service	69	80795	81037
4th year of service and thereafter	73	83968	84220
Radio Technician, Police			
1st year of service	47	65460	65656
2nd year of service	48	66003	66201
3rd year of service and thereafter	50	67330	67532
Scientific Instrument Maker, Various Departments			
1st year of service and thereafter	51	67853	68057
Senior Apprenticeship Supervisor, Department of Industrial Relations			
On appointment	78	88184	88449
Senior Electrical Inspector, Various Departments			
1st year of service	83	92535	92813
2nd year of service	85	94327	94610
Senior Estimator, Various Departments	71	82406	82653
Senior Mechanical Inspector			
1st year of service	83	92535	92813
2nd year of service and thereafter	85	94327	94610
Senior Radio Technician, Police and Forestry Commission			
1st year of service	57	71711	71926
2nd year of service and thereafter	58	72418	72635
Senior Works Supervisors, Various Departments			
1st year of service	83	92535	92813
2nd year of service and thereafter	85	94327	94610
Textile Maintenance Officer			
1st year	44	63666	63857
2nd year	46	64779	64973
3rd year	47	65460	65656
4th year	49	66682	66882
Works Supervisors, Various Departments			
1st year of service	78	88184	88449
2nd year of service and thereafter	80	89855	90125

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

Department of Education			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Gardener Glenfield Park SSP	27	54640	54804

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
(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	63196	63386
2nd year of service	48	66003	66201
3rd year of service	54	69733	69942
4th year of service	60	73855	74077
5th year of service	66	78495	78730
6th year of service	71	82406	82653
7th year of service	75	85488	85744
8th year of service	79	88889	89156
9th year of service and thereafter	84	93349	93629
Clinical Psychologist Department of Health, Family and Community Services, Department of Attorney General			
1st year of service	79	88889	89156
2nd year of service	86	95171	95457
3rd year of service	91	100056	100356
4th year of service	96	105318	105634
5th year of service and thereafter	101	110745	111077
A Clinical Psychologist appointed to one of the following positions shall be paid as follows:			
Program Co-ordinator			
1st year of service	101	110745	111077
2nd year of service and thereafter	105	115017	115362
Senior Program Co-ordinator			
1st year of service	105	115017	115362
2nd year of service and thereafter	108	118507	118863

Program Director			
1st year of service	108	118507	118863
2nd year of service and thereafter	110	120857	121220
Project Director Department of Health NSW			
1st year of service	91	100056	100356
2nd year of service and thereafter	96	105318	105634
Rehabilitation Counsellor Workers Compensation Commission			
1st year of service	66	78495	78730
2nd year of service	71	82406	82653
3rd year of service and thereafter	75	85488	85744
Senior Rehabilitation Counsellor Workers Compensation Commission			
1st year of service	79	88889	89156
2nd year of service and thereafter	84	93349	93629
(B) Classified Positions (Group a)			
Senior Guidance Officer, District Guidance Officer, Grade I, Careers Research Officer, Division of Vocational Guidance Services, Department of Industrial Relations, Senior Research Psychologist Department of Health NSW			
On Appointment	101	110745	111077
Group (b)			
Deputy Senior Psychologist, Family and Community Services, Chief Research Psychologist, Department of Health NSW, Senior Research Officer, Senior Psychologist, Corrective Services, District Guidance Officer, Grade II, OIC Research Section, OIC			
Special Section for Handicapped Persons, Division of Vocational Guidance Services, Principal Counsellor, Youth Counselling Service, Department of Industrial Relations			
On Appointment	105	115017	115362
Group (c)			
Senior Clinical Psychologist, Department of Health NSW, and Family and Community Services, Regional Psychologist New England Region, Department of Health NSW, Psychologist in charge Department of Health NSW			
On Appointment	105	115017	115362
Group (d)			
Chief Guidance Officer Department of Industrial Relations			
On Appointment	110	120857	121220
Chief Psychologist Corrective Services			
On Appointment	114	125600	125977
Assistant Director Division of Vocational Guidance Services Department of Industrial Relations			
On Appointment	115	126843	127224
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	133519	133920
Deputy Director, Division of Vocational Guidance Services			
Department of Industrial Relations			
On Appointment	125	140358	140779

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Interpretive Assistants			
Year 1	43	63196	63386
Year 2	47	65460	65656

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Laboratory Attendant (Junior)			
At 16 and under	4	31366	31460
At 17	6	35595	35702
At 18	8	40429	40550
At 19	11	45762	45899
At 20	18	49807	49956
Laboratory Attendant General Scale (Adult)			
1st year of service	24	53329	53489
2nd year of service	26	54204	54367
3rd year of service and thereafter	28	55102	55267
Laboratory Attendant Grade 1 (Adult)			
1st year of service	28	55102	55267
2nd year of service	31	56592	56762
3rd year of service and thereafter	33	57603	57776
Technical Officer (Scientific) Grade 1			
1st year of service	36	59211	59389
2nd year of service	38	60273	60454
3rd year of service	41	62088	62274
4th year of service	43	63196	63386
5th year of service	46	64779	64973
6th year of service and thereafter	50	67330	67532
7th year of service	53	69130	69337
8th year of service and thereafter	56	71084	71297
Technical Officer (Scientific) Grade II			
1st year of service	63	76191	76420
2nd year of service	66	78495	78730
3rd year of service	70	81592	81837
4th year of service	76	86430	86689
Senior Technical Officer (Scientific) Grade 1			
1st year of service	81	90661	90933
2nd year of service	83	92535	92813
3rd year of service and thereafter	84	93349	93629

Senior Technical Officer (Scientific) Grade II			
1st year of service	84	93349	93629
2nd year of service	87	96194	96483
3rd year of service	89	98129	98423
4th year of service	92	100982	101285
5th year of service and thereafter	95	104226	104539
Trainee Technical Officer (Scientific)			
1st year	5	33358	33458
2nd year	7	37835	37949
3rd year	9	42871	43000
4th year	13	46633	46773

Legal Officers, Various Departments Agreement No.2375 of 1982

Legal Officers, Various Departments			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Legal Officers			
Grade I			
1st year of service	51	67853	68057
2nd year of service	55	70425	70636
3rd year of service	58	72418	72635
4th year of service	61	74603	74827
5th year of service	65	77578	77811
Grade II			
1st year of service	73	83968	84220
2nd year of service	78	88184	88449
3rd year of service	84	93349	93629
4th year of service	89	98129	98423
5th year of service	93	102043	102349
Grade III			
1st year of service	98	107541	107864
2nd year of service	101	110745	111077
3rd year of service	105	115017	115362
Grade IV			
1st year of service	112	123229	123599
2nd year of service	114	125600	125977
Grade V			
1st year of service	119	132078	132474
2nd year of service	121	134667	135071
Grade VI			
1st year of service	126	141882	142308
2nd year of service	128	144871	145306

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

Maintenance Officer State Library of NSW		
Classification	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Maintenance Officer		
1st year of service	64623	64817
2nd year of service	68064	68268

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

Media Monitors			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Media Monitor, Level 1			
1st year of service	61	74603	74827
2nd year of service	65	77578	77811
3rd year of service	69	80795	81037
4th year of service	74	84635	84889
Senior Media Monitor, Level 2			
1st year of service	78	88184	88449
2nd year of service	82	91641	91916
3rd year of service	86	95171	95457
4th year of service	89	98129	98423

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

Ministerial Drivers			
	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Ministerial Driver	39	60896	61079
Out of Hours Work Allowance (calculated as 34 hours at ordinary time of base salary)	-	54485	54648

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Cadets/Trainees			
1st year of service	8	40429	40550
2nd year of service	11	45762	45899
3rd year of service	17	49322	49470
4th year of service	25	53767	53928
5th year of service	32	57141	57312
6th year of service	37	59777	59956
General Scale			
1st year of service	37	59777	59956
2nd year of service	44	63666	63857
3rd year of service	51	67853	68057
4th year of service	58	72418	72635
5th year of service	64	76931	77162
6th year of service	71	82406	82653
Grade 1			
1st year of service	72	83108	83357
2nd year of service	75	85488	85744
3rd year of service	78	88184	88449
Thereafter	81	90661	90933

Grade 2			
1st year of service	85	94327	94610
Thereafter	87	96194	96483
Grade 3			
1st year of service	90	99102	99399
Thereafter	95	104226	104539
Grade 4			
1st year of service	99	108573	108899
Thereafter	102	111805	112140
Grade 5			
1st year of service	108	118507	118863
Thereafter	111	122038	122404
Grade 6			
1st year of service	116	128089	128473
Thereafter	121	134667	135071

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

Administrative and Clerical Officers, Parliament House			
Classification and Grades	Common Salary Points	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Clerks General Scale			
1st year of service or 18	7	37835	37949
2nd year of service min. at 20	11	45762	45899
3rd year of service min. at 21	17	49322	49470
4th year of service	20	50667	50819
5th year of service	23	52810	52968
6th year of service	25	53767	53928
7th year of service	28	55102	55267
8th year of service	32	57141	57312
9th year of service	36	59211	59389
10th year of service	40	61399	61583
Officer with HSC at 19 paid not less than	9	42871	43000
Grade 1 -			
1st year of service	46	64779	64973
Thereafter	49	66682	66882
Grade 2 -			
1st year of service	52	68543	68749
Thereafter	55	70425	70636
Grade 3 -			
1st year of service	58	72418	72635
Thereafter	61	74603	74827
Grade 4 -			
1st year of service	64	76931	77162
Thereafter	67	79297	79535
Grade 5 -			
1st year of service	75	85488	85744
Thereafter	78	88184	88449
Grade 6 -			
1st year of service	82	91641	91916
Thereafter	85	94327	94610
Grade 7 -			
1st year of service	88	97152	97443
Thereafter	91	100056	100356

Grade 8 - 1st year of service	95	104226	104539
Thereafter	98	107541	107864
Grade 9 - 1st year of service	101	110745	111077
Thereafter	104	113859	114201
Grade 10 - 1st year of service	108	118507	118863
Thereafter	111	122038	122404
Grade 11 - 1st year of service	116	128089	128473
Thereafter	120	133519	133920
Grade 12 - 1st year of service	126	141882	142308
Thereafter	130	148134	148578

Parliament House, Other Clerical Officers Determinations of the Presiding Officers

Other Clerical Officers, Parliament House			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Grade 1 - Group A - 1st year of service or under 17	1	26337	26416
2nd year of service or 17	4	31366	31460
3rd year of service or 18	6	35595	35702
Group B - 1st year of service or under 17	2	28101	28185
2nd year of service or 17	4	31366	31460
3rd year of service	6	35595	35702
Grade 1 - 4th year of service 19	9	42871	43000
5th year of service 20	11	45762	45899
6th year of service	17	49322	49470
7th year of service	20	50667	50819
8th year of service	23	52810	52968
9th year of service	25	53767	53928
10th year of service	28	55102	55267
Grade 1/2 - Group C - 1st year of service or under 17	3	29585	29674
2nd year of service or 17	6	35595	35702
3rd year of service or 18	9	42871	43000
Group D only - Officer with HSC at 19 paid not less than	9	42871	43000
4th year of service or 19	11	45762	45899
5th year of service or 20	17	49322	49470
6th year of service	20	50667	50819
7th year of service	23	52810	52968
8th year of service	25	53767	53928
9th year of service	28	55102	55267
10th year of service	32	57141	57312
11th year of service	36	59211	59389
12th year of service	40	61399	61583

Grade 3 -			
1st year of service	46	64779	64973
2nd year of service	49	66682	66882
Grade 3/4 -			
1st year of service	46	64779	64973
2nd year of service	49	66682	66882
3rd year of service	52	68543	68749
4th year of service	55	70425	70636
Grade 4 -			
1st year of service	52	68543	68749
2nd year of service	55	70425	70636
Grade 5 -			
1st year of service	58	72418	72635
2nd year of service	61	74603	74827
Grade 6 -			
1st year of service	64	76931	77162
2nd year of service	67	79297	79535
Grade 7 -			
1st year of service	75	85488	85744
2nd year of service	78	88184	88449
Grade 8 -			
1st year of service	82	91641	91916
2nd year of service	85	94327	94610

Parliamentary Attendant Staff, Determinations of the Presiding Officers

Parliamentary Attendant Staff			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Parliamentary Officer - Attendant, Grade 1			
1st year of service	32	57141	57312
2nd year of service	36	59211	59389
Thereafter	40	61399	61583
Grade 2			
1st year of service	41	62088	62274
Thereafter	43	63196	63386
Grade 3			
1st year of service (Level 1)	46	64779	64973
Thereafter (Level 2)	49	66682	66882
Grade 4	55	70425	70636
Grade 5	61	74603	74827

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
**Parliamentary Officers Chef - Grade 4 (Head Chef)			
1st year	82	91641	91916
2nd year and thereafter	85	94327	94610

**Parliamentary Officer Chef - Grade 3 (Chef)	47	65460	65656
**Parliamentary Officer Chef - Grade 2 - (Assistant Chef)	37	59777	59956
Parliamentary Steward			
1st year	48	66003	66201
2nd year and thereafter	50	67330	67532
Dining Room Supervisor	40	61399	61583
Assistant Dining Room Supervisor	32	57141	57312
**Catering Supervisor (Cafeteria Supervisor)	34	58144	58318
**Catering Supervisor (Room Service Supervisor)	32	57141	57312
Senior Dining Room Attendant/Cleaner	29	55669	55836
Dining Room Attendant/Cleaner	27	54640	54804
Senior Bartender	30	56144	56312
Bartender	-	53305	53465
Kitchen Attendant	27	54640	54804
Kitchen Assistant	-	51552	51707
Stock Clerk -			
1st year	38	60273	60454
2nd year	40	61399	61583
3rd year and thereafter	43	63196	63386
Pantry Supervisor	34	58144	58318
Assistant Pantry Supervisor	30	56144	56312
**Cleaning Supervisor (Foreman Cleaner)	30	56144	56312
**Assistant Cleaning Supervisor			
(Assistant Foreman Cleaner)	-	53305	53465
General Useful	-	51552	51707
Stores Officer			
1st year	-	60896	61079
2nd year and thereafter	-	62088	62274
Housekeeper	-	50135	50285
*Senior Laundry Assistant	-	49682	49831
Laundry Assistant	-	49189	49337
Cleaner	-	49189	49337
**Horticulturalist Grade 2	32	57141	57312
(Gardener - experienced)			
*Attendant/Gatekeeper	-	51552	51707
*Parliament House Security Officer	41	62088	62274
*Position deleted from establishment.			
**Title of position changed - old title appears in brackets.			

Parole Officers, Department of Corrective Services, Industrial Authority Determination

Parole Officers, Department of Corrective Services			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Parole Officer			
Min 3	58	72418	72635
Max 3	61	74603	74827
Min 4	64	76931	77162
Max 4	67	79297	79535
Min 5	75	85488	85744
Max 5	78	88184	88449
Min 6	82	91641	91916
Max 6	85	94327	94610
Unit Leader			
Min 7	88	97152	97443

Max 7	91	100056	100356
Min 8	95	104226	104539
Max 8	98	107541	107864
District Manager 4			
Min 7	88	97152	97443
Max 7	91	100056	100356
Min 8	95	104226	104539
District Manager 3			
Min 8	95	104226	104539
Max 8	98	107541	107864
Min 9	101	110745	111077
Max 9	104	113859	114201
District Manager 2			
Min 9	101	110745	111077
Max 9	104	113859	114201
Min 10	108	118507	118863
Max 10	111	122038	122404
District Manager 1			
Min 10	108	118507	118863
Max 10	111	122038	122404
Min 11	116	128089	128473
Max 11	120	133519	133920

Petty Sessions Officers - Local Courts Administration Determination 741 of 1982

Petty Sessions Officers - Local Courts Administration			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Grade 1/2			
1st year of service	7	37835	37949
2nd year of service	11	45762	45899
3rd year of service	17	49322	49470
4th year of service	20	50667	50819
5th year of service	23	52810	52968
6th year of service	25	53767	53928
7th year of service	28	55102	55267
8th year of service	32	57141	57312
9th year of service	36	59211	59389
10th year of service	40	61399	61583
Officer with HSC at 19 paid not less than	9	42871	43000
General Scale			
Grade 3			
1st year of service Max 1	49	66682	66882
2nd year of service Min 2	52	68543	68749
Thereafter Max 2	55	70425	70636
Grade 4			
1st year of service Max 3	61	74603	74827
2nd year of service Min 4	64	76931	77162
Thereafter Max 4	67	79297	79535
Grade 5			
1st year of service Max 5	78	88184	88449
2nd year of service Min 6	82	91641	91916
Thereafter Max 6	85	94327	94610
Grade 6			
1st year of service Min 8	95	104226	104539
Thereafter Max 9	104	113859	114201

Grade 7			
1st year of service Min 11	116	128089	128473
Thereafter Min 12	126	141882	142308

Pharmacists Agreement 2441 of 1982

Pharmacists				
Classification and Grade	1.7.19		1.7.20	
	Per annum 2.50% \$		Per annum 0.3% \$	
Pharmacist - Grade 1				
1st year		61990		62176
2nd year		64306		64499
3rd year		68243		68448
4th year		72944		73163
5th year		78004		78238
6th year		82958		83207
7th year		86978		87239
8th year		89779		90048
Pharmacist - Grade 2 After 2 yrs on maximum				
		92459		92736
Part-time Pharmacist (per hour)				
		49.41		49.56
Pharmaceutical Advisor, Pharmaceutical Services Branch				
1st year		100445		100746
2nd year		103814		104125
3rd year		106715		107035
4th year		109621		109950
Principal Pharmaceutical Advisor Pharmaceutical Services Branch				
1st year		120027		120387
2nd year		123055		123424
Deputy Chief Pharmacist Pharmaceutical Services Branch				
1st year		127132		127513
2nd year		130296		130687
Chief Pharmacist Pharmaceutical Services Branch				
1st year		140325		140746
2nd year		143619		144050
Chief Pharmacist Group 1 & 3, Grade 5 Corrections Health Service				
1st year		120021		120381
2nd year		123056		123425

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	1.7.19		1.7.20	
		Per annum 2.50% \$		Per annum 0.3% \$	
Senior Psychologist Year 1	-	123034		123403	
Senior Psychologist Year 2	-	128209		128594	
Senior Psychologist Year 3 and thereafter	-	133383		133783	
Senior Specialist Psychologist Year 1	-	143735		144166	
Senior Specialist Psychologist Year 2	-	147865		148309	

Senior Specialist Psychologist Year 3 and thereafter	-	152034	152490
Community Based Incidental Allowance	-	3117	3126

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

Publicity Officers and Public Relations Officers			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Assistant Publicity Officers			
1st year of service	59	73176	73396
2nd year of service	62	75306	75532
Publicity Officers			
1st year of service	69	80795	81037
2nd year of service	72	83108	83357
3rd year of service and thereafter	74	84635	84889
Senior Publicity Officers, Dept of Education & Training			
1st year of service and thereafter	100	109682	110011
Public Relations Officer			
Grade II			
1st year of service	87	96194	96483
2nd year of service	89	98129	98423
3rd year of service and thereafter	91	100056	100356
Grade I			
1st year of service	103	112835	113174
2nd year of service	105	115017	115362
3rd year of service and thereafter	107	117343	117695
Allowance in lieu of overtime (per annum)	-	12660	12698

Scientific Officers Various Departments Agreement No. 2433 of 1982

Scientific Officers, Various Departments			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Grade I			
1st year of service	46	64779	64973
2nd year of service	50	67330	67532
3rd year of service	56	71084	71297
4th year of service	63	76191	76420
5th year of service	70	81592	81837
6th year of service and thereafter	76	86430	86689
Grade II			
1st year of service	81	90661	90933
2nd year of service	84	93349	93629
3rd year of service	87	96194	96483
4th year of service and thereafter	91	100056	100356
Grade III			
1st year of service	95	104226	104539
2nd year of service	98	107541	107864
3rd year of service and thereafter	100	109682	110011
Grade IV			
1st year of service	105	115017	115362
2nd year of service	108	118507	118863
3rd year of service and thereafter	110	120857	121220

Grade V			
1st year of service	114	125600	125977
2nd year of service and thereafter	117	129360	129748
Grade VI			
1st year of service	120	133519	133920
2nd year of service	123	137319	137731

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Security Officer	25	53767	53928
Senior Security Officer	30	56144	56312
Chief Security Controller - Sydney			
1st year	75	85488	85744
2nd year	78	88184	88449
Chief Security Officer - Sydney			
(S.C. 85) 1st year	60	73855	74077
(S.C. 92) 2nd year	64	76931	77162
Newcastle - (S.C. 80)	57	71711	71926

Social Workers, Various Departments Agreement No.2374 of 1982

Social Workers, Various Departments			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Social Worker, Community Services			
Consultant			
1st year of service	44	63666	63857
2nd year of service	49	66682	66882
3rd year of service	55	70425	70636
4th year of service	61	74603	74827
5th year of service	67	79297	79535
6th year of service	71	82406	82653
7th year of service	75	85488	85744
8th year of service	79	88889	89156
9th year of service and thereafter	84	93349	93629
Senior Allotment Officer	89	98129	98423
Community Services Officer	96	105318	105634
Social Worker Grade I	89	98129	98423
Senior Social Worker	96	105318	105634
Regional Social Work Adviser			
South Eastern, Orana and Far West and South Western Health Regions	89	98129	98423
Central Western, North Coast, Illawarra and New England Health Regions	96	105318	105634
Southern Metropolitan, Northern Metropolitan, Western Metropolitan and Hunter Health Regions	107	117343	117695

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Stores Officers			
Grade 1			
1st year of service	31	56592	56762
2nd year of service and thereafter	33	57603	57776
Grade 2			
1st year of service	34	58144	58318
2nd year of service and thereafter	35	58615	58791
Grade 3			
1st year of service	36	59211	59389
2nd year of service and thereafter	37	59777	59956
Grade 4			
1st year of service	39	60896	61079
2nd year of service	41	62088	62274
3rd year of service and thereafter	41	62088	62274
Stores and Despatch Officer Art Gallery of N.S.W.			
1st year of service	39	60896	61079
2nd year of service	40	61399	61583
3rd year of service and thereafter	41	62088	62274
Drug Checker and Counter Hand Commercial Services Group			
1st year of service	37	59777	59956
2nd year of service and thereafter	38	60273	60454
Area Supervisors Commercial Services Group			
1st year of service	46	64779	64973
2nd year of service and thereafter	48	66003	66201
Second O.I.C. (Other Areas) Commercial Services Group			
1st year of service	37	59777	59956
2nd year of service and thereafter	38	60273	60454
Area Supervisors (Shea's Creek Stores) Despatch Section, Government Supply Department			
1st year of service	52	68543	68749
2nd year of service and thereafter	55	70425	70636
Packing Section and Sheds 68-72 Commercial Services Group			
1st year of service	49	66682	66882
2nd year of service and thereafter	51	67853	68057
Section O.I.C. (Areas) Commercial Services Group			
1st year of service	41	62088	62274
2nd year of service and thereafter	43	63196	63386
Packing Section and Sheds 68-72 Commercial Services Group			
1st year of service	39	60896	61079
2nd year of service and thereafter	40	61399	61583
Assistant Inspector of Packing and Quality Control, Commercial Services Group	56	71084	71297
Inspector of Packing and Quality Control, Commercial Services Group	59	73176	73396
Controller of Order Processing, Commercial Services Group	59	73176	73396
Stores Controller, CMA	46	64779	64973
Assistant Stores Controller, CMA	40	61399	61583
Chief Stores Officer, Government Motor Garage			
1st year of service	46	64779	64973
2nd year of service	48	66003	66201

3rd year of service and thereafter	49	66682	66882
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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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Grade I			
1st year of service	50	67330	67532
2nd year of service	56	71084	71297
3rd year of service	63	76191	76420
4th year of service	70	81592	81837
5th year of service and thereafter	76	86430	86689
Grade II			
1st year of service	82	91641	91916
2nd year of service	86	95171	95457
3rd year of service	89	98129	98423
4th year of service and thereafter	92	100982	101285
Grade III			
1st year of service	97	106378	106697
2nd year of service	100	109682	110011
3rd year of service	104	113859	114201
4th year of service and thereafter	107	117343	117695
Grade IV			
1st year of service	112	123229	123599
2nd year of service	115	126843	127224
3rd year of service and thereafter	117	129360	129748
Grade V			
1st year of service	121	134667	135071
2nd year of service and thereafter	123	137319	137731

Technical Officers (Engineering) Determination No.803 of 1983

Technical Officers (Engineering)			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Grade 1			
1st year of service	48	66003	66201
2nd year of service	51	67853	68057
3rd year of service	54	69733	69942
4th year of service	56	71084	71297
5th year of service	59	73176	73396
Grade 2			
1st year of service	64	76931	77162
2nd year of service	66	78495	78730
3rd year of service	68	79877	80117
4th year of service	70	81592	81837
Grade 3			
1st year of service and thereafter	77	87169	87431
Senior Technical Officer			
Grade 1			
1st year of service	75	85488	85744
2nd year of service	77	87169	87431

3rd year of service	80	89855	90125
Grade 2			
1st year of service	83	92535	92813
2nd year of service	86	95171	95457
Grade 3	90	99102	99399

Technical Surveyors, All Departments Agreement No. 2494 of 1986

Technical Surveyors, All Departments			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Assistant Technical Surveyors			
1st year of service	2	28101	28185
2nd year of service	5	33358	33458
3rd year of service	7	37835	37949
4th year of service	11	45762	45899
5th year of service	17	49322	49470
6th year of service	20	50667	50819
7th year of service	23	52810	52968
8th year of service	25	53767	53928
9th year of service	28	55102	55267
10th year of service	32	57141	57312
11th year of service	36	59211	59389
12th year of service	40	61399	61583
13th year of service	46	64779	64973
14th year of service	49	66682	66882
15th year of service	52	68543	68749
16th year of service	55	70425	70636
Officer with HSC at 19 paid not less than	9	42871	43000
Technical Surveyor			
Grade 1			
1st year of service	58	72418	72635
2nd year of service	61	74603	74827
3rd year of service	64	76931	77162
4th year of service	67	79297	79535
Grade 2			
1st year of service	73	83968	84220
2nd year of service	76	86430	86689
3rd year of service	80	89855	90125
4th year of service	83	92535	92813
Grade 3			
1st year of service	88	97152	97443
2nd year of service	91	100056	100356

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Grade 1			
Year 1	59	73176	73396
Thereafter	60	73855	74077

Grade 2			
Year 1	62	75306	75532
Thereafter	63	76191	76420
On call allowance (per week)	-	276.55	277.4

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	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Timekeeper and/or Storekeeper			
Grade I			
1st year of service	34	58144	58318
2nd year of service	37	59777	59956
Grade II			
1st year of service	39	60896	61079
2nd year of service	42	62576	62764
Assistant to Supervisory Timekeeper			
On Appointment	43	63196	63386
Special Grade			
1st year of service	45	64285	64478
2nd year of service	46	64779	64973

Tracers, Various Departments Agreement No.2192 of 1975

Tracers, Various Departments			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
General Scale			
1st year of service or under 17	2	28101	28185
2nd year of service or 17	4	31366	31460
3rd year of service or 18	6	35595	35702
4th year of service or 19	8	40429	40550
5th year of service or 20	10	45347	45483
6th year of service or 21	17	49322	49470
7th year of service	19	50240	50391
8th year of service	23	52810	52968
9th year of service	25	53767	53928
Grade 1			
1st year of service	26	54204	54367
2nd year of service	28	55102	55267

Grade 2			
1st year of service	31	56592	56762
2nd year of service	33	57603	57776
Grade 3			
1st year of service	35	58615	58791
2nd year of service	37	59777	59956
Grade 4			
1st year of service	39	60896	61079
2nd year of service	40	61399	61583

N. CONSTANT, *Chief Commissioner*

Printed by the authority of the Industrial Registrar.

WIN SPORTS AND ENTERTAINMENT CENTRES AUSTRALIAN WORKERS' UNION (STATE) AWARD 2021

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Office of Sport.

(Case No. 19811 of 2021)

Before Chief Commissioner Constant

2 March 2021

VARIATION

SCHEDULE A - OFFICE OF SPORT WIN SPORTS AND ENTERTAINMENT CENTRES AUSTRALIAN WORKERS UNION (STATE) AWARD 2020

1. Change the title, "Office of Sport WIN Sports and Entertainment Centres Australian Workers' Union (State) Award 2020" of the award published 29 May 2020 (388 I.G. 778) and wherever it appears throughout the body of the award and insert in lieu thereof the following:

WIN SPORTS AND ENTERTAINMENT CENTRES AUSTRALIAN WORKERS' UNION (STATE) AWARD 2021

2. Delete the definition of Employee in clause 2, Definitions and insert in lieu thereof the following:

"Employee" means a person employed by the Venues NSW Staff Agency at the WIN Sports and Entertainment Centres on an ongoing full-time, ongoing part-time, temporary or casual basis.

3. Delete subclause 3.1 of clause 3, Parties and insert in lieu thereof the following:

3.1 The parties to this award are:

- a. Venues NSW
- b. The Venues NSW Staff Agency
- c. The Industrial Relations Secretary; and
- d. The Australian Workers' Union, New South Wales (the Union)."

4. Delete subclause 6.1 of clause 6, Application and insert in lieu thereof the following:

6.1 This Award is binding on Venues NSW, the Venues NSW Staff Agency, WSEC, employees of the Venues NSW Staff Agency working for the WSEC, and the Australian Workers Union (New South Wales Branch) representing their members employed at the WSEC, in respect of the employment conditions and rates of pay for the Venues NSW Staff Agency employees engaged in the operation, maintenance and administration of grounds and facilities operated and/or controlled by the WIN Sports and Entertainment Centres."

5. Delete clause 7, Period of Operation and insert in lieu thereof the following:

7. Period of Operation

7.1 This award will operate from 22 January 2020 and will remain in force for a period of one year, and rescinds and replaces the *Office of Sport WIN Sports and Entertainment Centres Australian Workers Union (State) Award 2018* published 6 September 2019 (385 I.G. 26), and any variation thereof. This

Variation to the *WIN Sports and Entertainment Centres Australian Workers Union (State) Award 2020*, published on 29 May 2020 (388 I.G 778), shall take effect from 22 January 2021.

- 7.2 The award stands alone. All other agreements and awards are excluded from having any application to employees of the Venues NSW Staff Agency working for the WSEC while performing the work covered by the award.
6. Delete Part D, Monetary Rates and insert in lieu thereof the following:

PART D

MONETARY RATES

Table 1 - General Employees Non-annualised Rates of Pay

Non-annualised rate of pay for a week not exceeding 38 ordinary hours.

Increases are effective from the beginning of the first pay period to commence on or after the dates in the column headings.

Classification	Step	Ordinary Non-annualised Rate 22 January 2020 \$ Per Annum	Ordinary Non-annualised Rate 22 January 2021 +0.3% \$ Per Annum
Level 1	1	44,020	44,152
Level 2	1	45,806	45,943
	2	46,363	46,502
	3	47,874	48,018
Level 3	1	49,273	49,421
	2	50,583	50,735
	3	52,924	53,083
Level 4	1	53,763	53,924
	2	55,735	55,902
	3	58,073	58,247
	4	64,422	64,615
	5	70,761	70,973
Level 5	1	76,807	77,037
	2	84,303	84,556
	3	90,860	91,133
	4	99,946	100,246
	5	109,943	110,273

Employees engaged under Table 1, above shall be paid 1.125 times the appropriate ordinary hourly rate for each hour, or part thereof, worked between the hours of midnight and 6am on all days, excepting Public Holidays as described in clause 8 of Part B herein.

Table 2 - Casual Employees Rates of Pay

Casual Hourly Rates for Employees engaged on all occasions except for Public Holidays.

Increases are effective from the beginning of the first pay period to commence on or after the dates in the column headings.

Classification	Step	Ordinary Hourly Rate 22 January 2020 \$	Ordinary Hourly Rate 22 January 2021 +0.3% \$
Level 1	1	27.76	27.84
Level 2	1	28.87	28.96
	2	29.24	29.33
	3	30.34	30.43

Level 3	1	31.07	31.16
	2	31.88	31.98
	3	33.36	33.46
Level 4	1	33.92	34.02
	2	35.16	35.27
	3	36.60	36.71

Casual employees shall be paid the hourly rate at the Steps in each Level upon the accumulation of ordinary hours worked over time at the site. The maximum period of employment at Level 1 shall be 380 hours. In the succeeding Levels 2 through 3; progression to each Step will occur at the accumulation of 800 hours per Step for all employees, except ushers. Ushers shall progress to each Step after working 380 hours per Step.

Employees engaged under Table 2, above shall be paid 1.125 times the appropriate ordinary hourly rate for each hour, or part thereof, worked between the hours of midnight and 6am on all days, excepting Public Holidays as described in clause 8 of Part B herein.

JUNIOR RATES

Employees engaged as non-annualised employees or as casuals under the provisions of Table 1 or Table 2, above, who are less than 18 years of age shall be paid according to the following scale:

Under 17 years of age - 80% of the appropriate rate.

Under 18 years but more than 17 years - 90% in the appropriate rate.

18 years and older - 100% of the appropriate rate.

Provided that the scale contained above relates to employees engaged at Levels 1 and 2, performing functions other than cleaning and labouring as defined in clause 2 of Part B, here-in.

Table 3 - Annualised Salary Employees Rates of Pay

Employees engaged under annualised salary packages for all incidents or work under this award.

Increases are effective from the beginning of the first pay period to commence on or after the dates in the column headings

Classification	Step	Salary per Annum 22 January 2020 \$	Salary per Annum 22 January 2021 +0.3% \$
Level 1		N/A	N/A
Level 2	1	57,636	57,809
	2	58,343	58,518
	3	60,584	60,766
Level 3	1	61,997	62,183
	2	63,649	63,840
	3	66,595	66,795
Level 4	1	67,656	67,859
	2	70,131	70,341
	3	73,078	73,297
	4	81,060	81,303
	5	89,043	89,310
Level 5	1	96,651	96,941
	2	106,080	106,398
	3	114,331	114,674

Table 4 - Management Employees Rates of Pay

Increases are effective from the beginning of the first pay period to commence on or after the dates in the column headings.

Level	Pay Point	Salary per Annum 22 January 2020 \$	Salary per Annum 22 January 2021 +0.3% \$
2	Maximum	150,263	150,714
	Minimum	132,389	132,786
1	Maximum	127,890	128,274
	Minimum	119,152	119,509

Table 5 - Other Rates and Allowances

	Allowance	22 January 2020		22 January 2021	
		Ongoing/temporary employee \$	Casual employee \$	Ongoing/temporary employee \$	Casual employee \$
1	Laundry Allowance	17.70 Per week	1.63 Per shift	17.76 Per week	1.63 Per shift
2	Meal Allowance	12.88	12.88	12.92	12.92
3	First Aid Allowance	3.32 Per shift	3.32 Per shift	3.33 Per shift	3.33 Per shift
4	Offensive Matter Cleaning Allowance	4.14 Per day	4.14 Per shift	4.15 Per day	4.15 Per shift
5	Leading Hand Allowance				
	3 to 10 employees	44.07 Per week	1.39 Per hour	44.20 Per week	1.39 Per hour
	11 to 20 employees	52.33 Per week	1.72 Per hour	52.48 Per week	1.73 Per hour
	More than 20 employees	62.78 Per week	2.07 Per hour	62.97 Per week	2.07 Per hour

7. This variation will take effect from the first full pay period to commence on or after 22 January 2021.

N. CONSTANT, *Chief Commissioner*

Printed by the authority of the Industrial Registrar.

**ENTERPRISE AGREEMENTS APPROVED
BY THE INDUSTRIAL RELATIONS COMMISSION**

(Published pursuant to s.45(2) of the *Industrial Relations Act 1996*)

EA21/01 - Strathfield Municipal Council 4 Day Week Enterprise Agreement 2020

Made Between: Strathfield Municipal Council -&- the New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union.

New/Variation: New

Approval and Commencement Date: Approved 1 February 2021 and commenced 1 February 2021.

Description of Employees: The agreement applies to all employees employed by Strathfield Municipal Council, located at 65 Homebush Road, Strathfield NSW 2135, who are engaged in a position that would, under the Award, be required to work a thirty eight (38) hour working week, who fall within the coverage of the Local Government (State) Award 2020.

Nominal Term: 36 Months.

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**CONTRACT AGREEMENTS APPROVED
BY THE INDUSTRIAL RELATIONS COMMISSION**

(Published pursuant to s.331(2) of the *Industrial Relations Act 1996*)

CA21/01 - Wollongong City Council Contract Carriers' Agreement 2018-2021

Made Between: Wollongong City Council -&- the Transport Workers' Union of New South Wales.

New/Variation: Replaces CA16/01.

Approval and Commencement Date: Approved 2 February 2021 and commenced 30 January 2019.

Description of Employees: The agreement applies to all contract carriers engaged by Wollongong City Council, located at 41 Burelli Street, Wollongong, who fall within the coverage of the Transport Industry - General Carriers Contract Determination 2017.

Nominal Term: 36 Months.

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