



NEW SOUTH WALES
INDUSTRIAL GAZETTE

Printed by the authority of the
Industrial Registrar
10-14 Smith Street, Parramatta, N.S.W.

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CROWN EMPLOYEES (PUBLIC SECTOR - SALARIES 2024) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Industrial Relations Secretary.

(Case No. 342428 of 2024)

Before Vice President Chin

15 November 2024

AWARD

PART A

Arrangement

Clause No.	Subject Matter
1.	Title
2.	Definitions
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PART B

MONETARY RATES

AWARDS

AGREEMENTS AND DETERMINATIONS

1. Title

This award will be known as the Crown Employees (Public Sector - Salaries 2024) Award.

2. Definitions

In this Award:

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

3. Salaries

- (i) The salaries under this Award are payable to employees appointed to or performing the duties of any of the positions covered by the Awards, Agreements and Determinations listed in Schedule A to this Award.
- (ii) The salaries payable are prescribed in Part B, Monetary Rates, of this Award.
- (iii) The salaries prescribed in Part B reflect:
 - (a) a 4% increase to salaries payable with effect from the first full pay period to commence on or after 1 July 2024; and
 - (b) a further 3% increase to salaries payable with effect from the first full pay period to commence on or after 1 July 2025; and
 - (c) a further 3% increases to salaries payable with effect from the first full pay period to commence on or after 1 July 2026.
- (iv) The percentage increases to salaries prescribed at subclause (iii) above will not be applied to the following industrial instruments/classifications as alternate increases will be applied as a result of separate agreement between the parties:
 - (a) Crown Employees (Sheriff's Officers) Award – increase of 3% to be applied from the first full pay period to commence on or after 1 July 2024, and then further increases of 3% in accordance with subclause 3(iii)(b) and (c) above following a consent variation to the Crown Employees (Sheriff's Officers) Award
 - (b) Crown Employees (NSW Police Force Special Constables) (Security) Award 2024 – increase of 11% (comprising of 3% for salaries and 8% for work value) to be applied from the first full pay period to commence on or after 1 July 2024, and then further increases of 3 per cent in accordance with subclause 3(iii)(b) and (c) above.
 - (c) The classification of 'Groom, Mounted Police' within the Crown Employees (NSW Police Administrative Officers and Temporary Employees) Award 2009 – this classification is to receive an increase of 3% to be applied from the first full pay period to commence on or after 1 July 2024, and then further increases of 3% in accordance with subclause 3(iii)(b) and (c) above following a consent variation to the Crown Employees (NSW Police Administrative Officers and Temporary Employees) Award 2009.
 - (d) Crown Employees (Psychologists) Award – an interim increase of 3% to be applied from the first full pay period to commence on or after 1 July 2024 with increases effective from the first full pay period to commence on or after 1 July 2025 and 1 July 2026 to be determined following resolution of negotiations between the parties for a new award.
 - (e) Crown Employees (Department of Industry, Skills and Regional Development) Fisheries Employees Award - an interim increase of 3% to be applied from the first full pay period to commence on or after 1 July 2024 for the classifications of Fisheries Officer and Fisheries Technician with increases effective from the first full pay period to commence on or after 1 July 2025 and 1 July 2026 to be determined following resolution of negotiations between the parties for a new award.

4. Allowances

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

Additional Responsibilities Allowance

All Incidents of Employment Allowance

Charge Hand Allowance

Community Language Allowance

Environmental Allowance

First Aid Allowance

Flying Allowance

In-Lieu of Overtime Allowance

Leading Hand Allowance

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

Officer-in-Charge Allowance

On-Call Allowance

Part-Time Building Managers/House Officers Allowance

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

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

Resident Officers Allowance

Shift Allowances

Special Rates Allowance

Supervision Allowance

Service Increments expressed as a separate sum

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

5. Salary Packaging Arrangements, Including Salary Sacrifice to Superannuation

- (i) The entitlement to salary package in accordance with this clause is available to:
 - (a) ongoing full-time and part-time employees;
 - (b) temporary employees, subject to the Department or agency's convenience; and
 - (c) casual employees, subject to the Department or agency's convenience, and limited to salary sacrifice to superannuation in accordance with subclause (vii).
- (ii) For the purposes of this clause:

- (a) "salary" means the salary or rate of pay prescribed for the employee's classification by clause 3, Salaries, Part B of this Award, and any other payment that can be salary packaged in accordance with Australian taxation law.
 - (b) "post compulsory deduction salary" means the amount of salary available to be packaged after payroll deductions required by legislation or order have been taken into account. Such payroll deductions may include, but are not limited to, taxes, compulsory superannuation payments, HECS payments, child support payments, and judgement debtor/garnishee orders.
- (iii) By mutual agreement with the Secretary, an employee may elect to package a part or all of their post compulsory deduction salary in order to obtain:
- (a) a benefit or benefits selected from those approved by the Secretary; and
 - (b) an amount equal to the difference between the employee's salary, and the amount specified by the Secretary for the benefit provided to or in respect of the employee in accordance with such agreement.
- (iv) An election to salary package must be made prior to the commencement of the period of service to which the earnings relate.
- (v) The agreement shall be known as a Salary Packaging Agreement.
- (vi) Except in accordance with subclause (vii), a Salary Packaging Agreement shall be recorded in writing and shall be for a period of time as mutually agreed between the employee and the Secretary at the time of signing the Salary Packaging Agreement.
- (vii) Where an employee makes an election to sacrifice a part or all of their post compulsory deduction salary as additional employer superannuation contributions, the employee may elect to have the amount sacrificed:
- (a) paid into the superannuation fund established under the *First State Superannuation Act 1992*; or
 - (b) where the employer is making compulsory employer superannuation contributions to another complying superannuation fund, paid into the same complying fund; or
 - (c) subject to the Department or agency's agreement, paid into another complying superannuation fund.
- (viii) Where the employee makes an election to salary sacrifice, the employer shall pay the amount of post compulsory deduction salary, the subject of election, to the relevant superannuation fund.
- (ix) Where the employee makes an election to salary package and where the employee is a member of a superannuation scheme established under the:
- (a) *Police Regulation (Superannuation) Act 1906*;
 - (b) *Superannuation Act 1916*;
 - (c) *State Authorities Superannuation Act 1987*; or
 - (d) *State Authorities Non-contributory Superannuation Act 1987*,
- the employee's Department or agency must ensure that the employee's superable salary for the purposes of the above Acts, as notified to the SAS Trustee Corporation, is calculated as if the Salary Packaging Agreement had not been entered into.
- (x) Where the employee makes an election to salary package, and where the employee is a member of a superannuation fund other than a fund established under legislation listed in subclause (ix) of this clause, the employee's Department or agency must continue to base contributions to that fund on the salary

payable as if the Salary Packaging Agreement had not been entered into. This clause applies even though the superannuation contributions made by the Department or agency may be in excess of superannuation guarantee requirements after the salary packaging is implemented.

- (xi) Where the employee makes an election to salary package:
 - (a) subject to Australian Taxation law, the amount of salary packaged will reduce the salary subject to appropriate PAYG taxation deductions by the amount packaged; and
 - (b) any allowance, penalty rate, payment for unused leave entitlements, weekly worker's compensation or other payment, other than any payments for leave taken in service, to which an employee is entitled under this Award or any applicable Award, Act or statute which is expressed to be determined by reference to the employee's rate of pay, shall be calculated by reference to the rate of pay which would have applied to the employee under clause 3, Salaries, or Part B of this Award if the Salary Packaging Agreement had not been entered into.
- (xii) The Secretary may vary the range and type of benefits available from time to time following discussion with the Association. Such variations shall apply to any existing or future Salary Packaging Agreement from date of such variation.
- (xiii) The Secretary will determine from time to time the value of the benefits provided following discussion with the Association. Such variations shall apply to any existing or future Salary Packaging Agreement from the date of such variation. In this circumstance, the employee may elect to terminate the Salary Packaging Agreement.

6. Grievance and Dispute Settling Procedure

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

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

- (ix) The employee, Association, Department and Secretary shall agree to be bound by any lawful recommendation, order or determination by the Industrial Relations Commission of New South Wales in relation to the dispute.
- (x) Whilst the procedures outlined in (i) to (ix) are being followed, normal work undertaken prior to notification of the grievance or dispute shall continue unless otherwise agreed between the parties, or, in the case involving Occupational Health and Safety, if practicable, normal work shall proceed in such a manner as to avoid any risk to the health and safety of any employee or member of the public.

7. Anti-Discrimination

- (i) It is the intention of the parties bound by this award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- (ii) It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the award which, by its terms or operation, has a direct or indirect discriminatory effect.
- (iii) Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- (iv) Nothing in this clause is to be taken to affect:
 - (a) Any conduct or act which is specifically exempted from anti-discrimination legislation;
 - (b) Offering or providing junior rates of pay to persons under 21 years of age;
 - (c) Any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
 - (d) A party to this award from pursuing matters of unlawful discrimination in any State or federal jurisdiction.
- (v) This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.
 - (a) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
 - (b) Section 56(d) of the *Anti-Discrimination Act 1977* provides:

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

8. No Extra Claims

- (i) The Industrial Relations Commission recognises that the parties have provided an undertaking that other than as provided for in the *Industrial Relations Act 1996*, there will be no further claims/demands or proceedings instituted before the NSW Industrial Relations Commission for extra or reduced wages, salaries, rates of pay, allowances or conditions of employment with respect to the Employees covered by the Award that take effect prior to the nominal expiry of the Award unilaterally made by a party to this Award unless otherwise agreed by the parties. Leave is reserved to the parties to make an application to commence proceedings in the Industrial Relations Commission of New South Wales, after all efforts have been exhausted, to resolve salaries and conditions claims for Psychologists, Child Protection Employees and Fisheries Employees.

- (ii) This undertaking does not prevent the Parties from continuing collaborative discussions during the life of the Award to deliver additional enhancements to remuneration and/or conditions of employment, and to achieve additional industry wide and systemic efficiencies and productivity improvements to the delivery of Government services to the public. Changes to conditions or salaries may be jointly progressed and, if agreed, an application to vary the Award may be made by consent prior to the nominal expiry of the Award.
- (iii) This clause does not prevent the parties from seeking the assistance of the Industrial Relations Commission of New South Wales in accordance with clause 6.8 of the Memorandum of the Understanding between the parties dated 16 October 2024.
- (iv) Parties are not prevented from commencing any proceedings with respect to the interpretation, application or enforcement of existing award provisions, or the Memorandum.

9. Area, Incidence and Duration

- (i) This Award shall apply to employees employed in the classifications covered by the Awards, Agreements and Determinations listed in Schedule A of this Award.
- (ii) This Award shall not apply to:
 - (a) persons falling within the operation of the Livestock Health and Pest Authorities Salaries and Conditions Award and
 - (b) persons employed by Transport for NSW.
- (iii) This Award rescinds and replaces the Crown Employees (Public Sector - Salaries 2022) Award, published on 28 July 2023 (394 I.G. 1020) and all variations thereof and takes effect from 1 July 2024, and remains in force until 30 June 2027.

SCHEDULE A

LIST OF AWARDS, AGREEMENTS AND DETERMINATIONS

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

Awards:

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

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

Crown Employees (Departmental Officers) Award

Crown Employees Sound Reporters Award

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

Crown Employees (Office of Sport - Catering Officers) Award

Crown Employees (Office of Sport - Centre Managers) Award

Crown Employees (Office of Sport - Program Officers) Award

Crown Employees (Office of Sport - Services Officers) Award

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

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

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

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

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

Crown Employees (General Staff - Salaries) Award 2007

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

Crown Employees (Interpreters and Translators, Multicultural NSW) Award

Crown Employees (Jenolan Caves Reserve Trust) Salaries Award 2020

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

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

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

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

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

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

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

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

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

Crown Employees (Department of Industry) Local Coordinator Allowance Award

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

Crown Employees (Department of Regional NSW) Operational Staff Award

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

Crown Employees (Department of Regional NSW) Professional Officers Award

Crown Employees (Department of Industry) Regulatory Officers Award

Crown Employees (Ministerial Drivers) Award 2023

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

Crown Employees (Department of Industry) Technical Staff Award

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

Crown Employees (NSW Police Force Communications Officers) Award

Crown Employees (NSW Police Force Police Band) Award 2018

Crown Employees (NSW Police Force Special Constables) (Security) Award 2024

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

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

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

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

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

Crown Employees (Parliament House Conditions of Employment) Award 2015

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

Crown Employees (Planning Officers) Award 2021

Crown Employees (Psychologists) Award

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

Crown Employees (Public Service Training Wage) Reviewed Award 2008

Crown Employees (Research Scientists) Award 2007

Crown Employees (Rural Fire Service) Award

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

Crown Employees (Sheriff's Officers) Award

Crown Employees (State Emergency Service) Zone Staff Award 2021

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

Crown Employees (Tipstaves to Justices) Award

Crown Employees (Trades Assistants) Award 2019

Taronga Conservation Society Australia Salaried Employees Award

Agreements and Determinations:

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

Architects etc. Agreement No. 1733 of 1971

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

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

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

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

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

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

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

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

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

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

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

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

Conservators, Cultural Institutions Agreement No. 2504 of 1987

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

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

Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987

Departmental Professional Officers Determination No. 866 of 1987

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

Education Officers, etc., Department of Culture, Sport and Recreation, Public Service Board Determination No. 473 of 1975

Engineers Agreement No. 1734 of 1971

Escorts and Travelling Attendants Agreement No. 2270 of 1980

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

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

General Division (Trade Based Groups) Agreement No. 2301 of 1980; Amending Agreement No. 2317 of 1981; Determination No. 764 of 1982

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

Guidance Officer, Department of Industrial Relations; Research Officers, Division of Vocational Guidance Services, Department of Industrial Relations, Department of Corrective Services, Department of Family and Community Services, Department of Health NSW; Research Officers (Non-Legally Qualified) Law Reform Commission, Department of Attorney General; Psychologists, Department of Health NSW, Department of Corrective Services, Department of Family and Community Services; Research Anthropologists, Department of Health NSW; Rehabilitation Counsellor Workers Compensation Commission Agreement No. 2405 of 1982; Amending Agreement No. 2520 of 1989

Interpretive Assistants, National Parks and Wildlife Service, Industrial Authority Determination

Laboratory Attendants, Trainee Technical Officers (Scientific), Technical Officers (Scientific) and Senior Technical Officer (Scientific), Various Departments Agreement No. 2369 of 1982

Legal Officers, Various Departments Agreement No. 2375 of 1982

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

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

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

SCHEDULE B

COMMON SALARY POINTS

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

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

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

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

Summary of the Crown Employees (Common Salary Points) Award

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

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

Table 1: Organisations

Table 2: Awards

Table 3: Classifications (by organisation) excluded

Table 4: Common salary points

(ii) Current Common Salary Points

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

		1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Common Salary Point:	1	28,742	29,892	30,789	31,713
	2	30,668	31,895	32,852	33,838
	3	32,287	33,578	34,585	35,623
	4	34,231	35,600	36,668	37,768
	5	36,405	37,861	38,997	40,167
	6	38,846	40,400	41,612	42,860
	7	41,291	42,943	44,231	45,558
	8	44,121	45,886	47,263	48,681
	9	46,786	48,657	50,117	51,621
	10	49,488	51,468	53,012	54,602
	11	49,941	51,939	53,497	55,102
	12	50,389	52,405	53,977	55,596
	13	50,891	52,927	54,515	56,150
	14	51,420	53,477	55,081	56,733
	15	51,905	53,981	55,600	57,268
	16	52,503	54,603	56,241	57,928
	17	53,826	55,979	57,658	59,388
	18	54,356	56,530	58,226	59,973
	19	54,829	57,022	58,733	60,495
	20	55,295	57,507	59,232	61,009
	21	55,820	58,053	59,795	61,589
	22	56,341	58,595	60,353	62,164
	23	57,633	59,938	61,736	63,588
	24	58,199	60,527	62,343	64,213
	25	58,677	61,024	62,855	64,741
	26	59,155	61,521	63,367	65,268
	27	59,630	62,015	63,875	65,791
	28	60,134	62,539	64,415	66,347
	29	60,753	63,183	65,078	67,030
	30	61,272	63,723	65,635	67,604
	31	61,760	64,230	66,157	68,142
	32	62,359	64,853	66,799	68,803
	33	62,865	65,380	67,341	69,361
	34	63,455	65,993	67,973	70,012
	35	63,968	66,527	68,523	70,579
	36	64,619	67,204	69,220	71,297
	37	65,236	67,845	69,880	71,976
	38	65,778	68,409	70,461	72,575
	39	66,458	69,116	71,189	73,325
	40	67,006	69,686	71,777	73,930
	41	67,758	70,468	72,582	74,759
	42	68,291	71,023	73,154	75,349
	43	68,968	71,727	73,879	76,095
	44	69,481	72,260	74,428	76,661
	45	70,156	72,962	75,151	77,406

	46	70,694	73,522	75,728	78,000
	47	71,438	74,296	76,525	78,821
	48	72,031	74,912	77,159	79,474
	49	72,772	75,683	77,953	80,292
	50	73,479	76,418	78,711	81,072
	51	74,050	77,012	79,322	81,702
	52	74,803	77,795	80,129	82,533
	53	75,443	78,461	80,815	83,239
	54	76,102	79,146	81,520	83,966
	55	76,857	79,931	82,329	84,799
	56	77,576	80,679	83,099	85,592
	57	78,260	81,390	83,832	86,347
	58	79,032	82,193	84,659	87,199
	59	79,860	83,054	85,546	88,112
	60	80,600	83,824	86,339	88,929
	61	81,416	84,673	87,213	89,829
	62	82,184	85,471	88,035	90,676
	63	83,150	86,476	89,070	91,742
	64	83,957	87,315	89,934	92,632
	65	84,663	88,050	90,692	93,413
	66	85,664	89,091	91,764	94,517
	67	86,539	90,001	92,701	95,482
	68	87,172	90,659	93,379	96,180
	69	88,173	91,700	94,451	97,285
	70	89,044	92,606	95,384	98,246
	71	89,932	93,529	96,335	99,225
	72	90,697	94,325	97,155	100,070
	73	91,636	95,301	98,160	101,105
	74	92,366	96,061	98,943	101,911
	75	93,295	97,027	99,938	102,936
	76	94,323	98,096	101,039	104,070
	77	95,131	98,936	101,904	104,961
	78	96,237	100,086	103,089	106,182
	79	97,008	100,888	103,915	107,032
	80	98,063	101,986	105,046	108,197
	81	98,941	102,899	105,986	109,166
	82	100,011	104,011	107,131	110,345
	83	100,986	105,025	108,176	111,421
	84	101,874	105,949	109,127	112,401
	85	102,941	107,059	110,271	113,579
	86	103,863	108,018	111,259	114,597
	87	104,980	109,179	112,454	115,828
	88	106,025	110,266	113,574	116,981
	89	107,091	111,375	114,716	118,157
	90	108,153	112,479	115,853	119,329
	91	109,194	113,562	116,969	120,478
	92	110,205	114,613	118,051	121,593
	93	111,362	115,816	119,290	122,869
	94	112,559	117,061	120,573	124,190
	95	113,746	118,296	121,845	125,500
	96	114,937	119,534	123,120	126,814
	97	116,094	120,738	124,360	128,091
	98	117,363	122,058	125,720	129,492
	99	118,489	123,229	126,926	130,734
	100	119,699	124,487	128,222	132,069
	101	120,859	125,693	129,464	133,348
	102	122,016	126,897	130,704	134,625
	103	123,141	128,067	131,909	135,866
	104	124,258	129,228	133,105	137,098

	105	125,521	130,542	134,458	138,492
	106	126,794	131,866	135,822	139,897
	107	128,059	133,181	137,176	141,291
	108	129,331	134,504	138,539	142,695
	109	130,616	135,841	139,916	144,113
	110	131,895	137,171	141,286	145,525
	111	133,183	138,510	142,665	146,945
	112	134,483	139,862	144,058	148,380
	113	135,775	141,206	145,442	149,805
	114	137,071	142,554	146,831	151,236
	115	138,427	143,964	148,283	152,731
	116	139,787	145,378	149,739	154,231
	117	141,175	146,822	151,227	155,764
	118	142,579	148,282	152,730	157,312
	119	144,140	149,906	154,403	159,035
	120	145,713	151,542	156,088	160,771
	121	146,966	152,845	157,430	162,153
	122	148,210	154,138	158,762	163,525
	123	149,861	155,855	160,531	165,347
	124	151,509	157,569	162,296	167,165
	125	153,176	159,303	164,082	169,004
	126	154,840	161,034	165,865	170,841
	127	156,464	162,723	167,605	172,633
	128	158,102	164,426	169,359	174,440
	129	159,878	166,273	171,261	176,399
	130	161,663	168,130	173,174	178,369

PART B

MONETARY RATES

AWARDS

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

Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Clerks General Scale					
Clerks General Scale step 1	4	34,231	35,600	36,668	37,768
Clerks General Scale step 2	6	38,846	40,400	41,612	42,860
Clerks General Scale step 3 - 1st year of service or 18 years	7	41,291	42,943	44,231	45,558
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	46,786	48,657	50,117	51,621

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	49,941	51,939	53,497	55,102
Clerks General Scale step 6 - Minimum for employee 21 years of age	17	53,826	55,979	57,658	59,388
Clerks General Scale step 7	20	55,295	57,507	59,232	61,009
Clerks General Scale step 8	23	57,633	59,938	61,736	63,588
Clerks General Scale step 9	25	58,677	61,024	62,855	64,741
Clerks General Scale step 10	28	60,134	62,539	64,415	66,347
Clerks General Scale step 11	32	62,359	64,853	66,799	68,803
Clerks General Scale step 12	36	64,619	67,204	69,220	71,297
Clerks General Scale step 13	40	67,006	69,686	71,777	73,930
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	-	69,871	72,666	74,846	77,091
Grade 1 1st year of service Thereafter	46 49	70,694 72,772	73,522 75,683	75,728 77,953	78,000 80,292
Grade 2 1st year of service Thereafter	52 55	74,803 76,857	77,795 79,931	80,129 82,329	82,533 84,799
Grade 3 1st year of service Thereafter	58 61	79,032 81,416	82,193 84,673	84,659 87,213	87,199 89,829
Grade 4 1st year of service Thereafter	64 67	83,957 86,539	87,315 90,001	89,934 92,701	92,632 95,482
Grade 5 1st year of service Thereafter	75 78	93,295 96,237	97,027 100,086	99,938 103,089	102,936 106,182
Grade 6 1st year of service Thereafter	82 85	100,011 102,941	104,011 107,059	107,131 110,271	110,345 113,579
Grade 7 1st year of service Thereafter	88 91	106,025 109,194	110,266 113,562	113,574 116,969	116,981 120,478
Grade 8 1st year of service Thereafter	95 98	113,746 117,363	118,296 122,058	121,845 125,720	125,500 129,492
Grade 9 1st year of service Thereafter	101 104	120,859 124,258	125,693 129,228	129,464 133,105	133,348 137,098
Grade 10 1st year of service Thereafter	108 111	129,331 133,183	134,504 138,510	138,539 142,665	142,695 146,945
Grade 11 1st year of service Thereafter	116 120	139,787 145,713	145,378 151,542	149,739 156,088	154,231 160,771

Grade 12					
1st year of service	126	154,840	161,034	165,865	170,841
Thereafter	130	161,663	168,130	173,174	178,369

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

Classification and Grades	CSP NO.	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Probationary Correctional Officer	45	70,156	72,962	75,151	77,406
Correctional Officer -					
1st year	47	71,438	74,296	76,525	78,821
2nd year and thereafter	49	72,772	75,683	77,953	80,292
Correctional Officer, First Class -1st year	55	76,857	79,931	82,329	84,799
2nd year and thereafter	63	83,150	86,476	89,070	91,742
Senior Correctional Officer	69	88,173	91,700	94,451	97,285
Overseer -					
1st year	55	76,857	79,931	82,329	84,799
2nd year and thereafter	63	83,150	86,476	89,070	91,742
Senior Overseer	69	88,173	91,700	94,451	97,285
Industries and Maintenance Allowance -					
Overseer 1st year		11,321	11,774	12,127	12,491
Overseer 2nd year and thereafter		5,024	5,225	5,382	5,543
Senior Overseer		9,886	10,281	10,589	10,907
Incidental Allowance -					
Probationary Correctional Officer (in training)		n/a	n/a	n/a	n/a
Probationary Correctional Officer (on graduation)		1,153	1,199	1,235	1,272
Correctional Officer 1st year		1,690	1,758	1,811	1,865
Correctional Officer 2nd year and thereafter		2,313	2,406	2,478	2,552
Correctional Officer, First Class 1st year		3,459	3,597	3,705	3,816
Correctional Officer, First Class 2nd year and thereafter		3,459	3,597	3,705	3,816
Senior Correctional Officer		5,766	5,997	6,177	6,362
Overseer 1st year		3,459	3,597	3,705	3,816
Overseer 2nd year and thereafter		3,459	3,597	3,705	3,816
Senior Overseer		5,766	5,997	6,177	6,362

Crown Employees (Departmental Officers) Award

Departmental Officer					
Classifications and Grades		1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
General Scale	Year 1	41,291	42,943	44,231	45,558
	Year 2	49,941	51,939	53,497	55,102
	Year 3	53,826	55,979	57,658	59,388
	Year 4	55,295	57,507	59,232	61,009
	Year 5	57,633	59,938	61,736	63,588
	Year 6	58,677	61,024	62,855	64,741
	Year 7	60,134	62,539	64,415	66,347
	Year 8	62,359	64,853	66,799	68,803

	Year 9	64,619	67,204	69,220	71,297
	Year 10	67,006	69,686	71,777	73,930
Grade 1-2 (Level 1)	Year 1	70,694	73,522	75,728	78,000
	Year 2	72,772	75,683	77,953	80,292
	Year 3	74,803	77,795	80,129	82,533
	Year 4	76,857	79,931	82,329	84,799
Grade 3-4 (Level 2)	Year 1	79,032	82,193	84,659	87,199
	Year 2	81,416	84,673	87,213	89,829
	Year 3	83,957	87,315	89,934	92,632
	Year 4	86,539	90,001	92,701	95,482
Grade 5-6 (Level 3)	Year 1	93,295	97,027	99,938	102,936
	Year 2	96,237	100,086	103,089	106,182
	Year 3	100,011	104,011	107,131	110,345
	Year 4	102,941	107,059	110,271	113,579
Grade 7-8 (Level 4)	Year 1	106,025	110,266	113,574	116,981
	Year 2	109,194	113,562	116,969	120,478
	Year 3	113,746	118,296	121,845	125,500
	Year 4	117,363	122,058	125,720	129,492
Grade 9-10 (Level 5)	Year 1	120,859	125,693	129,464	133,348
	Year 2	124,258	129,228	133,105	137,098
	Year 3	129,331	134,504	138,539	142,695
	Year 4	133,183	138,510	142,665	146,945
Grade 11 (Level 6)	Year 1	139,787	145,378	149,739	154,231
	Year 2	145,713	151,542	156,088	160,771
Grade 12 (Level 7)	Year 1	154,840	161,034	165,865	170,841
	Year 2	161,663	168,130	173,174	178,369

Crown Employees Sound Reporters Award

Multi-Skilled Reporters and Sound Reporters Dual Remote					
Classification and Grade	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Trainee Multi-Skilled Sound Reporter Year 1	46	70,694	73,522	75,728	78,000
Multi-Skilled Sound Reporter Year 2	52	74,803	77,795	80,129	82,533
Multi-Skilled Sound Reporter Year 3	55	76,857	79,931	82,329	84,799
Multi-Skilled Sound Reporter Year 4	58	79,032	82,193	84,659	87,199
Multi-Skilled Sound Reporter Year 5	61	81,416	84,673	87,213	89,829
Sound Reporter Dual Remote	64	83,957	87,315	89,934	92,632

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

Classification and Grades	A & C Grade Equivalent	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Unqualified Youth Officer - Level 1	GS Year 10	67,006	69,686	71,777	73,930
Youth Officer Level 2					

Year 1	Min 1	70,694	73,522	75,728	78,000
Year 2	Max 1	72,772	75,683	77,953	80,292
Year 3	Min 2	74,803	77,795	80,129	82,533
Level 3					
Year 1	Max 2	76,857	79,931	82,329	84,799
Shift Supervisor/Assistant Unit Manager - Level 4					
Year 1	Min 4	83,957	87,315	89,934	92,632
Year 2	Max 4	86,539	90,001	92,701	95,482
Year 3	Min 5	93,295	97,027	99,938	102,936
Year 4	Max 5	96,237	100,086	103,089	106,182
Unit Manager - Level 5					
Year 1	Min 6	100,011	104,011	107,131	110,345
Year 2	Max 6	102,941	107,059	110,271	113,579
Year 3	Min 7	106,025	110,266	113,574	116,981
Year 4	Max 7	109,194	113,562	116,969	120,478
Assistant Manager - Level 6					
Year 1	Min 8	113,746	118,296	121,845	125,500
Year 2	Max 8	117,363	122,058	125,720	129,492
Year 3	Min 9	120,859	125,693	129,464	133,348
Year 4	Max 9	124,258	129,228	133,105	137,098
Centre Manager/Snr Manager Court Logistics, Classification and Placement - Level 8					
Year 1	Min 11	139,787	145,378	149,739	154,231
Centre Manager/Snr Manager Court Logistics, Classification and Placement - Level 9					
Year 2	Max 11	145,713	151,542	156,088	160,771
Year 1	Min 12	154,840	161,034	165,865	170,841
Year 2	Max 12	161,663	168,130	173,174	178,369
Kitchen Support Officer					
Level 1, Year 1		55,295	57,507	59,232	61,009
Level 1, Year 2		57,663	59,970	61,769	63,622
Vocational Instructor (Trade, Maintenance, Grounds)					
Level 1, Year 1		67,006	69,686	71,777	73,930
Level 2, Year 1		70,694	73,522	75,728	78,000
Year 2		72,772	75,683	77,953	80,292
Year 3		74,803	77,795	80,129	82,533
Year 4		76,857	79,931	82,329	84,799
Vocational Instructor (Cook)					
Level 1					
Year 1		55,295	69,686	71,777	73,930
Year 2		70,694	73,522	75,728	78,000
Level 2					
Year 1		70,694	73,522	75,728	78,000
Year 2		72,772	75,683	77,953	80,292
Year 3		74,803	77,795	80,129	82,533
Year 4		76,857	79,931	82,329	84,799
Vocational Instructor (Cook Supervisor)		79,909	83,105	85,598	88,166

Logistics Officer Level 4 Year 1 Year 2 Level 5 Year 3 Year 4		93,295 96,237 100,011 102,941	97,027 100,086 104,011 107,059	99,938 103,089 107,131 110,271	102,936 106,182 110,345 113,579
Court Supervisor - Level 4 Year 1 Year 2 Year 3 Year 4	Min 4 Max 4 Min 5 Max 5	83,957 86,539 93,295 96,237	87,315 90,001 97,027 100,086	89,934 92,701 99,938 103,089	92,632 95,482 102,936 106,182
Drug Detection Security and Intelligence Officer Level 2 Year 1 Year 2 Year 3 Level 3	Min 1 Max 1 Min 2 Max 2	70,694 72,772 74,803 76,857	73,522 75,683 77,795 79,931	75,728 77,953 80,129 82,329	78,000 80,292 82,533 84,799
Chokage Allowance (per day)		5.65	5.90	6.10	6.30
Uniform Allowance (per week)		5.90	6.15	6.35	6.55
Trade Allowance (per annum)		2146	2,232	2,299	2,368
Allocated Youth Officer Additional Responsibilities Allowance (per hour)		1.52	1.58	1.63	1.68

Crown Employees (Office of Sport - Catering Officers) Award

Classification and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Level 1	65,464	68,083	70,125	72,229
Level 2	67,534	70,235	72,342	74,512
Level 3	69,570	72,353	74,524	76,760
Level 4	71,812	74,684	76,925	79,233
Level 5	74,354	77,328	79,648	82,037
Catering Officers - Academy Allowance				
Senior Catering Officer	5,723	5,952	6,131	6,315
Catering Officer	2,762	2,872	2,958	3,047
Apprentice	2,209	2,297	2,366	2,437

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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Annual allowance (Clause 11)	12,979	13,498	13,903	14,320

Crown Employees (Office of Sport - Program Officers) Award

Program Officers - Department of the Arts, Sport and Recreation				
Classification and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Program Officers				
Level 1	66,214	68,863	70,929	73,057
Level 2	68,807	71,559	73,706	75,917
Level 3	72,692	75,600	77,868	80,204
Level 4	77,885	81,000	83,430	85,933
Level 5	80,478	83,697	86,208	88,794
Level 6	84,386	87,761	90,394	93,106
Level 7	88,271	91,802	94,556	97,393
Level 8	92,175	95,862	98,738	101,700
Level 9	96,058	99,900	102,897	105,984
Level 10	99,964	103,963	107,082	110,294
Level 11	103,841	107,995	111,235	114,572
Level 12	106,440	110,698	114,019	117,440
Program Officers - Temporary employees	Per day	Per day	Per day	Per day
Level 1	254.20	264.35	272.30	280.45
Level 2	263.45	274.00	282.20	290.65
Level 3	277.95	289.05	297.70	306.65
Level 4	299.15	311.10	320.45	330.05
Level 5	308.40	320.75	330.35	340.25
Level 6	322.95	335.85	345.95	356.35
Level 7	338.90	352.45	363.00	373.90
Level 8	353.45	367.60	378.65	390.00
Level 9	368.00	382.70	394.20	406.05
Level 10	382.55	397.85	409.80	422.10
Level 11	398.40	414.35	426.80	439.60
Level 12	407.70	424.00	436.70	449.80
Program Officers - Casual Employees	Per day	Per day	Per day	Per day
Level 1	285.60	297.00	305.90	315.10
Level 2	296.70	308.55	317.80	327.35
Level 3	313.50	326.05	335.85	345.95
Level 4	335.75	349.20	359.70	370.50
Level 5	347.10	361.00	371.85	383.00
Level 6	363.85	378.40	389.75	401.45
Level 7	380.70	395.95	407.85	420.10
Level 8	397.50	413.40	425.80	438.55
Level 9	414.25	430.80	443.70	457.00
Level 10	431.25	448.50	461.95	475.80
Level 11	447.90	465.80	479.75	494.15
Level 12	458.95	477.30	491.60	506.35
Program Officer (Group Leader)	Per day	Per day	Per day	Per day
Grade 1	221.90	230.80	237.70	244.85
Grade 2	269.20	279.95	288.35	297.00
Allowances				
Sport and recreation allowance – Ongoing Employees Program Officers (per annum)	12,979	13,498	13,903	14,320
Sport and recreation allowance- Temporary Program Officers (per day)	49.80	51.80	53.35	54.95
Night duty allowance - Casual Program Officers (per night)	106.20	110.45	113.75	117.15

Night duty allowance - Program Officer (Group Leader) (per night)	51.20	53.25	54.85	56.50
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Crown Employees (Office of Sport - Services Officers) Award

Table 1 - Salary Scale for Services Officers Prior to Competency Attainment				
Classification and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Level 1	55,452	57,670	59,400	61,182
Level 2	58,488	60,828	62,653	64,533
Level 3	61,003	63,443	65,346	67,306
Level *4	63,524	66,065	68,047	70,088
	Per Hour \$	Per hour \$	Per hour \$	Per hour \$
Level 1	27.94	29.06	29.93	30.83
Level 2	29.48	30.66	31.58	32.53
Level 3	30.77	32.00	32.96	33.95
Level 4	32.06	33.34	34.34	35.37
Table 2 - Salary Scale for Services Officers after Competency Attainment				
Classification and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Level 1	57,114	59,399	61,181	63,016
Level 2	60,245	62,655	64,535	66,471
Level 3	62,839	65,353	67,314	69,333
Level 4*	65,431	68,048	70,089	72,192
	Per hour \$	Per hour \$	Per hour \$	Per hour \$
Level 1	28.17	29.30	30.18	31.09
Level 2	30.40	31.62	32.57	33.55
Level 3	31.69	32.96	33.95	34.97
Level 4	32.99	34.31	35.34	36.40

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

Table 3 - Salary Scale for Assistant Services Officers				
Classification and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Level 1	55,452	57,670	59,400	61,182
Level 2	58,488	60,828	62,653	64,533
	Per hour \$	Per hour \$	Per hour \$	Per hour \$
Level 1	27.94	29.06	29.93	30.83
Level 2	29.48	30.66	31.58	32.53

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

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

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

Classifications and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Professional Staff -				
General Scale 1	41,860	43,534	44,840	46,185
General Scale HSC 19 years	47,428	49,325	50,805	52,329
General Scale 2 or age 20	50,624	52,649	54,228	55,855
General Scale 3 or age 21	54,560	56,742	58,444	60,197
General Scale 4	56,053	58,295	60,044	61,845
General Scale 5	58,418	60,755	62,578	64,455
General Scale 6	59,480	61,859	63,715	65,626
General Scale 7	60,960	63,398	65,300	67,259
General Scale 8	63,213	65,742	67,714	69,745
General Scale 9	65,503	68,123	70,167	72,272
General Scale 10	67,918	70,635	72,754	74,937
General Scale 11	69,916	72,713	74,894	77,141
General Scale 12	71,659	74,525	76,761	79,064
General Scale 13	73,766	76,717	79,019	81,390
Grade 1				
Year 1	74,481	77,460	79,784	82,178
Year 2	78,640	81,786	84,240	86,767
Year 3	84,285	87,656	90,286	92,995
Year 4	90,261	93,871	96,687	99,588
Year 5	95,614	99,439	102,422	105,495
Grade 2				
Year 1	101,382	105,437	108,600	111,858
Year 2	105,286	109,497	112,782	116,165
Year 3	108,553	112,895	116,282	119,770
Year 4	111,718	116,187	119,673	123,263
Grade 3				
Year 1	117,684	122,391	126,063	129,845
Year 2	121,339	126,193	129,979	133,878
Year 3	125,959	130,997	134,927	138,975
Year 4	129,813	135,006	139,056	143,228
Grade 4				
Year 1	136,322	141,775	146,028	150,409
Year 2	140,316	145,929	150,307	154,816
Year 3	143,115	148,840	153,305	157,904
Senior Professional Staff -				
Senior 1				
Year 1	148,979	154,938	159,586	164,374
Year 2	151,913	157,990	162,730	167,612
Senior 2				
Year 1	155,278	161,489	166,334	171,324
Year 2	158,611	164,955	169,904	175,001
Senior 3				
Year 1	162,068	168,551	173,608	178,816
Year 2	163,878	170,433	175,546	180,812
Project Staff				
Grade 1				
Year 1	88,420	91,957	94,716	97,557
Year 2	89,896	93,492	96,297	99,186
Grade 2				
Year 1	95,665	99,492	102,477	105,551
Year 2	98,422	102,359	105,430	108,593

Grade 3					
Year 1	101,453	105,511	108,676	111,936	
Year 2	104,475	108,654	111,914	115,271	
Grade 4					
Year 1	107,503	111,803	115,157	118,612	
Clerical Staff -					
General Scale 1	41,860	43,534	44,840	46,185	
General Scale HSC 19 yrs	47,428	49,325	50,805	52,329	
General Scale 2 or age 20	50,624	52,649	54,228	55,855	
General Scale 3 or age 21	54,560	56,742	58,444	60,197	
General Scale 4	56,053	58,295	60,044	61,845	
General Scale 5	58,418	60,755	62,578	64,455	
General Scale 6	59,480	61,859	63,715	65,626	
General Scale 7	60,960	63,398	65,300	67,259	
General Scale 8	63,213	65,742	67,714	69,745	
General Scale 9	65,503	68,123	70,167	72,272	
General Scale 10	67,918	70,635	72,754	74,937	
* Personal	69,916	72,713	74,894	77,141	
Grade 1 -					
Year 1	71,659	74,525	76,761	79,064	
Year 2	73,766	76,717	79,019	81,390	
Grade 2 -					
Year 1	75,830	78,863	81,229	83,666	
Year 2	77,902	81,018	83,449	85,952	
Grade 3 -					
Year 1	80,116	83,321	85,821	88,396	
Year 2	82,535	85,836	88,411	91,063	
Grade 4 -					
Year 1	85,109	88,513	91,168	93,903	
Year 2	87,723	91,232	93,969	96,788	
Grade 5 -					
Year 1	94,574	98,357	101,308	104,347	
Year 2	97,562	101,464	104,508	107,643	
Grade 6 -					
Year 1	101,382	105,437	108,600	111,858	
Year 2	104,349	108,523	111,779	115,132	
Grade 7 -					
Year 1	107,481	111,780	115,133	118,587	
Year 2	110,697	115,125	118,579	122,136	
Grade 8 -					
Year 1	115,303	119,915	123,512	127,217	
Year 2	118,974	123,733	127,445	131,268	
Grade 9 -					
Year 1	122,516	127,417	131,240	135,177	
Year 2	125,959	130,997	134,927	138,975	
Grade 10 -					
Year 1	131,110	136,354	140,445	144,658	
Year 2	135,009	140,409	144,621	148,960	
Grade 11 -					
Year 1	141,703	147,371	151,792	156,346	
Year 2	147,711	153,619	158,228	162,975	
Grade 12 -					
Year 1	156,962	163,240	168,137	173,181	
Year 2	163,878	170,433	175,546	180,812	
Technical Staff (A)					
General Scale 1 or 16 years	34,704	36,092	37,175	38,290	
General Scale 2 or 17 years	39,380	40,955	42,184	43,450	
General Scale 3 or 18 years	41,860	43,534	44,840	46,185	

General Scale 4 or 20 years	47,428	49,325	50,805	52,329
General Scale 5 or 21 years	50,624	52,649	54,228	55,855
General Scale 6	54,560	56,742	58,444	60,197
General Scale 7	56,053	58,295	60,044	61,845
General Scale 8	58,418	60,755	62,578	64,455
General Scale 9	59,480	61,859	63,715	65,626
General Scale 10	60,960	63,398	65,300	67,259
General Scale 11	63,213	65,742	67,714	69,745
General Scale 12	65,503	68,123	70,167	72,272
General Scale 13	67,918	70,635	72,754	74,937
General Scale 14	69,916	72,713	74,894	77,141
Grade I -				
Year 1	73,022	75,943	78,221	80,568
Year 2	75,073	78,076	80,418	82,831
Year 3	77,142	80,228	82,635	85,114
Year 4	78,640	81,786	84,240	86,767
Year 5	80,956	84,194	86,720	89,322
Grade II -				
Year 1	85,109	88,513	91,168	93,903
Year 2	86,836	90,309	93,018	95,809
Year 3	88,372	91,907	94,664	97,504
Year 4	90,261	93,871	96,687	99,588
Year 5	88,191	91,719	94,471	97,305
Grade III -				
Year 1	96,430	100,287	103,296	106,395
Senior Technical (A) -				
Senior I -				
Year 1	94,574	98,357	101,308	104,347
Year 2	96,430	100,287	103,296	106,395
Year 3	99,399	103,375	106,476	109,670
Senior II -				
Year 1	102,361	106,455	109,649	112,938
Year 2	105,286	109,497	112,782	116,165
Senior III -				
Year 1	109,626	114,011	117,431	120,954

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

Food Safety Officers					
Classification and Grades	Common Salary Points	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Grade 1, Year 1	-	71,734	74,603	76,841	79,146
Year 2	-	73,788	76,740	79,042	81,413
Year 3	55	76,857	79,931	82,329	84,799
Grade 2, Year 1	-	81,499	84,759	87,302	89,921
Year 2	-	88,628	92,173	94,938	97,786
Year 3	82	100,011	104,011	107,131	110,345
Grade 3, Year 1	-	107,610	111,914	115,271	118,729
Year 2	-	111,467	115,926	119,404	122,986
Year 3	98	117,363	122,058	125,720	129,492
Grade 4, Year 1	-	122,555	127,457	131,281	135,219
Year 2	-	126,793	131,865	135,821	139,896
Year 3	111	133,183	138,510	142,665	146,945
Grade 5, Year 1	116	139,787	145,378	149,739	154,231
Year 2	120	145,713	151,542	156,088	160,771
Grade 6, Year 1	126	154,840	161,034	165,865	170,841

Year 2	130	161,663	168,130	173,174	178,369
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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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Full-time Permanent	-				
Junior - On employment	-	38,382	39,917	41,115	42,348
After 12 months or at 20 years	-	49,346	51,320	52,860	54,446
Adult					
Year 1	19	54,830	57,023	58,734	60,496
Year 2	20	55,295	57,507	59,232	61,009
Year 3	22	56,341	58,595	60,353	62,164
Year 4	23	57,633	59,938	61,736	63,588
Year 5	25	58,677	61,024	62,855	64,741
		Per hour	Per hour	Per hour	Per hour
Part-time Permanent (up to 35.5 hpw)					
Junior					
On employment		21.30	22.15	22.81	23.49
After 12 months or at 20 years		27.37	28.46	29.31	30.19
Adult		31.27	32.52	33.5	34.51
Full-time (38 hpw) Temporary - Unloaded					
Junior - On employment		19.36	20.13	20.73	21.35
After 12 months or at 20 years		24.90	25.9	26.68	27.48
Adult		27.64	28.75	29.61	30.5
Full-time Temporary - Loaded					
Junior - On employment		20.99	21.83	22.48	23.15
After 12 months or at 20 years		26.93	28.01	28.85	29.72
Adult		29.98	31.18	32.12	33.08
Part-time Temporary (up to 35.5 hpw) - Unloaded					
Junior - On employment		21.30	22.15	22.81	23.49
After 12 months or at 20 years		27.37	28.46	29.31	30.19
Adult		31.27	32.52	33.5	34.51
Loaded					
Junior - On employment		23.08	24.00	24.72	25.46
After 12 months or at 20 years		29.66	30.85	31.78	32.73
Adult		33.84	35.19	36.25	37.34

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

Rank	Annualised Salary from the first full pay period on or after 1.7.2023 4% \$	Annualised Salary from the first full pay period on or after 1.7.2024 4% \$	Annualised Salary from the first full pay period on or after 1.7.2025 3% \$	Annualised Salary from the first full pay period on or after 1.7.2026 3% \$
General Manager	216,591	225,255	232,013	238,973
Superintendent	198,737	206,686	212,887	219,274
Manager Security	182,724	190,033	195,734	201,606

Deputy Superintendent	170,225	177,034	182,345	187,815
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Crown Employees (General Staff - Salaries) Award 2007

General Staff - Salaries					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Community Liaison Officer, Department of Education	57	78,260	81,390	83,832	86,347
Aboriginal Community Liaison Officer, Department of Education					
Year 1	58	79,032	82,193	84,659	87,199
Year 2	61	81,416	84,673	87,213	89,829
Year 3	64	83,957	87,315	89,934	92,632
Year 4	67	86,539	90,001	92,701	95,482
Farm Foreman, Department of Education					
Grade A					
1st year	39	66,458	69,116	71,189	73,325
2nd year	41	67,758	70,468	72,582	74,759
3rd year	43	68,968	71,727	73,879	76,095
Grade B					
1st year	45	70,156	72,962	75,151	77,406
2nd year	47	71,438	74,296	76,525	78,821
3rd year	51	74,050	77,012	79,322	81,702
Maintenance Officer, Department of Education					
1st year	24	58,199	60,527	62,343	64,213
2nd - 7th year	25	58,677	61,024	62,855	64,741
8th year	26	59,155	61,521	63,367	65,268
Matrons and Sub-Matrons, Department of Education					
Matron					
1st year	45	70,156	72,962	75,151	77,406
Thereafter	46	70,694	73,522	75,728	78,000
Sub-Matron					
1st year	39	66,458	69,116	71,189	73,325
Thereafter	40	67,006	69,686	71,777	73,930
Gallery Services Officer, Art Gallery	18	54,356	56,530	58,226	59,973
	20	55,295	57,507	59,232	61,009
Senior Gallery Services Officer	43	68,968	71,727	73,879	76,095
	45	70,156	72,962	75,151	77,406
	47	71,438	74,296	76,525	78,821
	49	72,772	75,683	77,953	80,292
Installation Officer, Art Gallery	26	59,155	61,521	63,367	65,268
	29	60,753	63,183	65,078	67,030
	32	62,359	64,853	66,799	68,803
Display Technician, Art Gallery					
Grade 1	45	70,156	72,962	75,151	77,406
	48	72,031	74,912	77,159	79,474
	51	74,050	77,012	79,322	81,702
Grade 2	55	76,857	79,931	82,329	84,799
	59	79,860	83,054	85,546	88,112
Senior Display Technician	63	83,150	86,476	89,070	91,742
	65	84,663	88,050	90,692	93,413

Museum Assistant, Sydney Living Museums					
Grade 1 – Year 1	20	55,295	57,507	59,232	61,009
Grade 1 – Year 2	21	55,820	58,053	59,795	61,589
Grade 1 – Year 3	25	58,677	61,024	62,855	64,741
Grade 1 – Year 4	27	59,630	62,015	63,875	65,791
Grade 2 – Year 1	30	61,272	63,723	65,635	67,604
Grade 2 – Year 2	31	61,760	64,230	66,157	68,142
Grade 2 – Year 3	34	63,455	65,993	67,973	70,012
Grade 2 – Year 4	35	63,968	66,527	68,523	70,579
Grade 2 – Year 5	36	64,619	67,204	69,220	71,297
Museum Guide, Sydney Living Museums					
Year 1	28	60,134	62,539	64,415	66,347
Year 2	30	61,272	63,723	65,635	67,604
Year 3	32	62,359	64,853	66,799	68,803
Year 4	34	63,455	65,993	67,973	70,012
Year 5	36	64,619	67,204	69,220	71,297
Year 6	39	66,458	69,116	71,189	73,325
Chief Guide, Sydney Living Museums	48	72,031	74,912	77,159	79,474
	51	74,050	77,012	79,322	81,702
Preparator Australian Museum Assistant Preparator (55)	29	60,753	63,183	65,078	67,030
	34	63,455	65,993	67,973	70,012
	39	66,458	69,116	71,189	73,325
	43	68,968	71,727	73,879	76,095
Cadet Preparator (56)	21	55,820	58,053	59,795	61,589
	25	58,677	61,024	62,855	64,741
Chief Preparator	82	100,011	104,011	107,131	110,345
	84	101,874	105,949	109,127	112,401
Preparator (57) Grade I	46	70,694	73,522	75,728	78,000
	49	72,772	75,683	77,953	80,292
Grade II	52	74,803	77,795	80,129	82,533
	56	77,576	80,679	83,099	85,592
	60	80,600	83,824	86,339	88,929
Senior Preparator	63	83,150	86,476	89,070	91,742
	65	84,663	88,050	90,692	93,413

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

Classification and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Horticultural/Trades Officer				
Level One	51,905	53,981	55,600	57,268
Level Two Year 1	57,633	59,938	61,736	63,588
Level Two Year thereafter	59,155	61,521	63,367	65,268
Level Three Year 1	61,272	63,723	65,635	67,604
Level Three Year thereafter	63,455	65,993	67,973	70,012
Level Four Year 1	65,778	68,409	70,461	72,575
Level Four Year thereafter	67,758	70,468	72,582	74,759
Level Five Year 1	70,156	72,962	75,151	77,406
Level Five Year thereafter	72,031	74,912	77,159	79,474
Level Six Year 1	74,050	77,012	79,322	81,702
Level Six Year thereafter	76,102	79,146	81,520	83,966
Level Seven Year 1	78,260	81,390	83,832	86,347

Level Seven Year thereafter	80,600	83,824	86,339	88,929
Level Eight Year 1	83,150	86,476	89,070	91,742
Level Eight Year thereafter	86,539	90,001	92,701	95,482
Level Nine Year 1	89,932	93,529	96,335	99,225
Level Nine Year thereafter	93,295	97,027	99,938	102,936
Level Ten Year 1	96,237	100,086	103,089	106,182
Level Ten Year thereafter	98,941	102,899	105,986	109,166
Level Eleven Year 1	107,091	111,375	114,716	118,157
Level Eleven Year thereafter	113,746	118,296	121,845	125,500

Crown Employees (Interpreters and Translators, Multicultural NSW) Award

Table 1 – Rates of Pay Interpreter

Classification: NAATI credential held. (Face to face, video conferencing and transcription services).	Common Salary Point	1.7.23 Per Annum 4% \$	1.7.24 Per Annum 4% \$	1.7.25 Per Annum 3% \$	1.7.26 Per Annum 3% \$
Certified Specialist Interpreter (Legal/Health/Conference)	91	109,194	113,562	116,969	120,478
Certified Interpreter	81	98,941	102,899	105,986	109,166
Certified Provisional Interpreter	76	94,323	98,096	101,039	104,070
Recognised Practising Interpreter	56	77,576	80,679	83,099	85,592

Table 2 – Rates of Pay Translator

Classification: NAATI credential held. (Standard and non-standard translations, post editing of machine translation, checking and proof reading).	Common Salary Point	1.7.23 Per Annum 4% \$	1.7.24 Per Annum 4% \$	1.7.25 Per Annum 3% \$	1.7.26 Per Annum 3% \$
Certified Advanced Translator	91	109,194	113,562	116,969	120,478
Certified Translator	81	98,941	102,899	105,986	109,166
Recognised Practising Translator	63	83,150	86,476	89,070	91,742

Table 3 – Rates of Pay Casual Interpreter

Classification: NAATI credential held. (Face to face, video conferencing and transcription services)	1.7.23 Per Annum 4% \$	1.7.24 Per Annum 4% \$	1.7.25 Per Annum 3% \$	1.7.26 Per Annum 3% \$
Recognised Practising Interpreter				
Base Hourly Rate (Unloaded)	42.48	44.18	45.51	46.88
Standard Hourly Rate (Base + 28% Loading)	54.37	56.54	58.24	59.99
Non-Standard Hourly Rate - on Weekdays and Saturdays (150% Base Rate)	63.72	66.27	68.26	70.31
Sunday Hourly Rate - (200% Base Rate)	84.97	88.37	91.02	93.75
Public holidays Hourly Rate (250% Base Rate)	106.20	110.45	113.76	117.17

Certified Provisional Interpreter				
Base Hourly Rate (Unloaded)	51.66	53.73	55.34	57
Standard Hourly Rate (Base + 28% Loading)	66.11	68.75	70.81	72.93
Non-Standard Hourly Rate - on Weekdays and Saturdays (150% Base Rate)	77.48	80.58	83.00	85.49
Sunday Hourly Rate - (200% Base Rate)	103.30	107.43	110.65	113.97
Public holidays Hourly Rate (250% Base Rate)	129.13	134.3	138.33	142.48
Certified Interpreter				
Base Hourly Rate (Unloaded)	54.18	56.35	58.04	59.78
Standard Hourly Rate (Base + 28% Loading)	69.35	72.12	74.28	76.51
Non-Standard Hourly Rate - on Weekdays and Saturdays (150% Base Rate)	81.27	84.51	87.05	89.66
Sunday Hourly Rate - (200% Base Rate)	108.36	112.69	116.07	119.55
Public holidays Hourly Rate (250% Base Rate)	135.44	140.86	145.09	149.44
Certified Specialist Interpreter (Legal/Health/Conference)				
Base Hourly Rate (Unloaded)	59.79	62.18	64.05	65.97
Standard Hourly Rate (Base + 28% Loading)	76.53	79.59	81.98	84.44
Non-Standard Hourly Rate - on Weekdays and Saturdays (150% Base Rate)	89.69	93.28	96.08	98.96
Sunday Hourly Rate - (200% Base Rate)	119.59	124.37	128.1	131.94
Public holidays Hourly Rate (250% Base Rate)	149.48	155.46	160.12	164.92

Table 4 – Rates of Pay Casual Translator

Classification: NAATI credential held.	1.7.23 Per Annum	1.7.24 Per Annum	1.7.25 Per Annum	1.7.26 Per Annum
(Standard and non-standard translations, post editing of machine translation, checking and proof reading).	4%	4%	3%	3%
	\$	\$	\$	\$
Recognised Practicing Translator				
Standard Document Translation (for 30 minutes)	29.14	30.31	31.22	32.16
Non-Standard Document Translation				
First 200 words or part thereof	58.28	60.61	62.43	64.3
Then 100 words thereafter or part thereof up to 800 words	29.14	30.31	31.22	32.16
Then 100 words thereafter or part thereof between 800 to 2500.	26.22	27.27	28.09	28.93
Then 100 words thereafter or part thereof exceeding 2500.	24.77	25.76	26.53	27.33
Proof Reading				
First 200 words or part thereof	29.14	30.31	31.22	32.16
Then 100 words thereafter or part thereof	14.57	15.15	15.6	16.07
Post Editing of Machine Translation				

First 200 words or part thereof	43.72	45.47	46.83	48.23
Then 100 words or part thereof	21.86	22.73	23.41	24.11
Checking				
First 200 words or part thereof	43.72	45.47	46.83	48.23
Then 100 words thereafter or part thereof	21.86	22.73	23.41	24.11
Certified Translator				
Standard Document Translation	34.67	36.06	37.14	38.25
Non-Standard Document Translation				
First 200 words or part thereof	69.36	72.13	74.29	76.52
Then 100 words thereafter or part thereof up to 800 words	34.67	36.06	37.14	38.25
Then 100 words thereafter or part thereof between 800 to 2500.	31.21	32.46	33.43	34.43
Then 100 words thereafter or part thereof exceeding 2500.	29.47	30.65	31.57	32.52
Proof Reading				
First 200 words or part thereof	34.67	36.06	37.14	38.25
Then 100 words thereafter or part thereof.	17.34	18.03	18.57	19.13
Post Editing of Machine Translation				
First 200 words or part thereof.	52.01	54.09	55.71	57.38
Then 100 words thereafter or part thereof.	26.01	27.05	27.86	28.70
Checking				
First 200 words or part thereof.	52.01	54.09	55.71	57.38
Then 100 words or part thereof.	26.01	27.05	27.86	28.70
Certified Advanced Translator				
Standard Document Translation	38.27	39.80	40.99	42.22
Non-Standard Document Translation				
First 200 words or part thereof	76.54	79.60	81.99	84.45
Then 100 words thereafter or part thereof up to 800 words	38.27	39.80	40.99	42.22
Then 100 words thereafter or part thereof between 800 to 2500.	34.44	35.82	36.89	38.00
Then 100 words thereafter or part thereof, exceeding 2500.	32.52	33.82	34.83	35.87
Proof Reading				
First 200 words or part thereof.	38.27	39.80	40.99	42.22

Then 100 words thereafter or part thereof.	19.13	19.90	20.50	21.12
Post Editing of Machine Translation				
First 200 words or part thereof.	57.39	59.69	61.48	63.32
Then 100 words thereafter or part thereof.	28.69	29.84	30.74	31.66
Checking				
First 200 words or part thereof.	57.39	59.69	61.48	63.32
Then 100 words or part thereof.	28.69	29.84	30.74	31.66

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

These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading. Classification	Rate of Pay from the first full pay period on or after 1.7.23 (4.00%)		Rate of Pay from the first full pay period on or after 1.7.24 (4.00%)	
	First 15 mins	Per minute thereafter	First 15 mins	Per minute thereafter
Certified Interpreter	\$13.60	\$0.65	\$14.14	\$0.68
Certified Provisional Interpreter	\$12.73	\$0.60	\$13.24	\$0.62
Recognised Practising Interpreter	\$11.97	\$0.54	\$12.45	\$0.56

These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading. Classification	Rate of Pay from the first full pay period on or after 1.7.25 (3.00%)		Rate of Pay from the first full pay period on or after 1.7.26 (3.00%)	
	First 15 mins	Per minute thereafter	First 15 mins	Per minute thereafter
Certified Interpreter	\$14.56	\$0.70	\$15.00	\$0.72
Certified Provisional Interpreter	\$13.64	\$0.64	\$14.05	\$0.66
Recognised Practising Interpreter	\$12.82	\$0.58	\$13.20	\$0.60

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

These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading. Classification	Rate of Pay from the first full pay period on or after 1.7.23 (4.00%)		Rate of Pay from the first full pay period on or after 1.7.24 (4.00%)	
	First 30 mins	Per 15 minutes thereafter	First 30 mins	Per 15 minutes thereafter
Certified Interpreter	\$23.39	\$9.79	\$24.33	\$10.18
Certified Provisional Interpreter	\$21.70	\$8.98	\$22.57	\$9.34

Recognised Interpreter	Practising	\$20.13	\$8.16	\$20.94	\$8.49
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These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading. Classification	Rate of Pay from the first full pay period on or after 1.7.25 (3.00%)		Rate of Pay from the first full pay period on or after 1.7.26 (3.00%)	
	First 30 mins	Per 15 minutes thereafter	First 30 mins	Per 15 minutes thereafter
Certified Interpreter	\$25.06	\$10.49	\$25.81	\$10.80
Certified Provisional Interpreter	\$23.25	\$9.62	\$23.95	\$9.91
Recognised Practising Interpreter	\$21.57	\$8.74	\$22.22	\$9.00

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

These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading. Classification	Rate of Pay from the first full pay period on or after 1.7.23 (4.00%)		Rate of Pay from the first full pay period on or after 1.7.24 (4.00%)	
	First 15 mins	Per minute thereafter	First 15 mins	Per minute thereafter
Certified Interpreter	\$20.41	\$0.98	\$21.23	\$1.02
Certified Provisional Interpreter	\$19.10	\$0.90	\$19.86	\$0.94
Recognised Practising Interpreter	\$17.95	\$0.82	\$18.67	\$0.85

These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading. Classification	Rate of Pay from the first full pay period on or after 1.7.25 (3.00%)		Rate of Pay from the first full pay period on or after 1.7.26 (3.00%)	
	First 15 mins	Per minute thereafter	First 15 mins	Per minute thereafter
Certified Interpreter	\$21.87	\$1.05	\$22.53	\$1.08
Certified Provisional Interpreter	\$20.46	\$0.97	\$21.07	\$1.00
Recognised Practising Interpreter	\$19.23	\$0.88	\$19.81	\$0.91

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

These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading. Classification	Rate of Pay from the first full pay period on or after 1.7.23 (4.00%)		Rate of Pay from the first full pay period on or after 1.7.24 (4.00%)	
	First 30 mins	Per 15 minutes thereafter	First 30 mins	Per 15 minutes thereafter

Certified Interpreter	\$35.09	\$14.69	\$36.49	\$15.28
Certified Provisional Interpreter	\$32.56	\$13.69	\$33.86	\$14.24
Recognised Practising Interpreter	\$30.20	\$12.24	\$31.41	\$12.73

These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading. Classification	Rate of Pay from the first full pay period on or after 1.7.25 (3.00%)		Rate of Pay from the first full pay period on or after 1.7.26 (3.00%)	
	First 30 mins	Per 15 minutes thereafter	First 30 mins	Per 15 minutes thereafter
Certified Interpreter	\$37.58	\$15.74	\$38.71	\$16.21
Certified Provisional Interpreter	\$34.88	\$14.67	\$35.93	\$15.11
Recognised Practising Interpreter	\$32.35	\$13.11	\$33.32	\$13.50

Crown Employees (Jenolan Caves Reserve Trust) Salaries Award 2020

Jenolan Caves Reserve Trust Officers				
Classification and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Administration Officer	66,190	68,838	70,903	73,030
Administration Officer (Special)	68,599	71,343	73,483	75,687
Business Development Manager	124,259	129,229	133,106	137,099
Caretaker Jenolan Cottages	63,684	66,231	68,218	70,265
Manager Caving Operations	100,011	104,011	107,131	110,345
Director	180,887	188,122	193,766	199,579
Guide - Grade 1	63,684	66,231	68,218	70,265
Guide - Grade 2	66,190	68,838	70,903	73,030
Guide – Grade 3	71,124	73,969	76,188	78,474
Maintenance Officer	60,053	62,455	64,329	66,259
Karst Resources Officer	95,554	99,376	102,357	105,428
Senior Finance Officer	106,019	110,260	113,568	116,975
System Administrator/Finance Officer	95,554	99,376	102,357	105,428
Team Leader - Electrical	82,793	86,105	88,688	91,349
Team Leader - Maintenance	82,793	86,105	88,688	91,349
Trades Officer	68,599	71,343	73,483	75,687
Trades Officer - Electrical (W/ends)	78,104	81,228	83,665	86,175
Visitor Services Officer (Tickers - PT)*	63,684	66,231	68,218	70,265
Customer Service Officer Grade 1	47,526	49,427	50,910	52,437
Customer Service Officer Grade 2	51,955	54,033	55,654	57,324
Customer Service Officer Grade 3	53,297	55,429	57,092	58,805
Customer Service Officer Grade 4	83,956	87,314	89,933	92,631
*Visitor Services Officer part-time works four days per week. Base rate is 80 per cent of Level 1A base rate				

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

Legal Officers					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Grade I					
1st year of service	51	74,050	77,012	79,322	81,702
2nd year of service	55	76,857	79,931	82,329	84,799
3rd year of service	58	79,032	82,193	84,659	87,199
4th year of service	61	81,416	84,673	87,213	89,829
5th year of service	65	84,663	88,050	90,692	93,413
Grade II					
1st year of service	73	91,636	95,301	98,160	101,105
2nd year of service	78	96,237	100,086	103,089	106,182
3rd year of service	84	101,874	105,949	109,127	112,401
4th year of service	89	107,091	111,375	114,716	118,157
5th year of service	93	111,362	115,816	119,290	122,869
Grade III					
1st year of service	98	117,363	122,058	125,720	129,492
2nd year of service	101	120,859	125,693	129,464	133,348
3rd year of service	105	125,521	130,542	134,458	138,492
Grade IV					
1st year of service	112	134,483	139,862	144,058	148,380
2nd year of service	114	137,071	142,554	146,831	151,236
Grade V					
1st year of service	119	144,140	149,906	154,403	159,035
2nd year of service	121	146,966	152,845	157,430	162,153
Grade VI					
1st year of service	126	154,840	161,034	165,865	170,841
2nd year of service	128	158,102	164,426	169,359	174,440

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

Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Librarians and Archivists					
Grade 1					
Year 1	46	70,694	73,522	75,728	78,000
Year 2	52	74,803	77,795	80,129	82,533
Year 3	58	79,032	82,193	84,659	87,199
Year 4	64	83,957	87,315	89,934	92,632
Year 5	69	88,173	91,700	94,451	97,285
Year 6	74	92,366	96,061	98,943	101,911
Grade 2					
Year 1	78	96,237	100,086	103,089	106,182
Year 2	82	100,011	104,011	107,131	110,345
Year 3	87	104,980	109,179	112,454	115,828
Year 4	91	109,194	113,562	116,969	120,478
Grade 3					
Year 1	96	114,937	119,534	123,120	126,814
Year 2	99	118,489	123,229	126,926	130,734

Year 3	103	123,141	128,067	131,909	135,866
Year 4	107	128,059	133,181	137,176	141,291
Grade 4					
Year 1	110	131,895	137,171	141,286	145,525
Year 2	113	135,775	141,206	145,442	149,805
Year 3	116	139,787	145,378	149,739	154,231
Year 4	119	144,140	149,906	154,403	159,035
Grade 5					
Year 1	122	148,210	154,138	158,762	163,525
Year 2	125	153,176	159,303	164,082	169,004
Year 3	128	158,102	164,426	169,359	174,440
Year 4	-	163,467	170,006	175,106	180,359
Library Assistant					
Year 1	20	55,295	57,507	59,232	61,009
Year 2	25	58,677	61,024	62,855	64,741
Year 3	32	62,359	64,853	66,799	68,803
Year 4	40	67,006	69,686	71,777	73,930
Year 5	44	69,481	72,260	74,428	76,661
Library Technician					
Grade 1					
Year 1	46	70,694	73,522	75,728	78,000
Year 2	52	74,803	77,795	80,129	82,533
Year 3	58	79,032	82,193	84,659	87,199
Year 4	64	83,957	87,315	89,934	92,632
Grade 2					
Year 1	75	93,295	97,027	99,938	102,936
Year 2	78	96,237	100,086	103,089	106,182
Year 3	82	100,011	104,011	107,131	110,345
Year 4	87	104,980	109,179	112,454	115,828

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

Classification	Grade	Year	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
LHI Officer	1	1	60,035	62,436	64,309	66,238
		2	62,711	65,219	67,176	69,191
		3	64,264	66,835	68,840	70,905
LHI Officer	2	1	65,972	68,611	70,669	72,789
		2	66,629	69,294	71,373	73,514
		3	69,514	72,295	74,464	76,698
LHI Officer	3	1	70,678	73,505	75,710	77,981
		2	72,666	75,573	77,840	80,175
		3	75,072	78,075	80,417	82,830
LHI Officer	4	1	77,252	80,342	82,752	85,235
		2	80,920	84,157	86,682	89,282
		3	84,018	87,379	90,000	92,700
LHI Officer	5	1	85,806	89,238	91,915	94,672
		2	88,258	91,788	94,542	97,378
		3	93,380	97,115	100,028	103,029
LHI Officer	5A	1	93,381	97,116	100,029	103,030
		2	96,118	99,963	102,962	106,051
		3	107,808	112,120	115,484	118,949
		4	112,169	116,656	120,156	123,761
		5	115,636	120,261	123,869	127,585
		6	119,470	124,249	127,976	131,815

LHI Officer	6	1	96,118	99,963	102,962	106,051
		2	107,808	112,120	115,484	118,949
		3	112,169	116,656	120,156	123,761
LHI Officer	7	1	115,636	120,261	123,869	127,585
		2	119,470	124,249	127,976	131,815
		3	127,108	132,192	136,158	140,243
LHI Officer	8	1	130,795	136,027	140,108	144,311
		2	137,123	142,608	146,886	151,293
		3	142,803	148,515	152,970	157,559
LHI Senior Officer	1	1	157,863	164,178	169,103	174,176
		2	164,685	171,272	176,410	181,702

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

After Hour Service				
	1.7.23 Per day 4% \$	1.7.24 Per day 4% \$	1.7.25 Per day 3% \$	1.7.26 Per day 3% \$
Monday 5.00 pm to Saturday 9.00 am	116.75	121.40	125.05	128.80
Saturday 9.00 am to Sunday 9.00 am	175.15	182.15	187.60	193.25
Sunday 9.00 am to Monday 9.00 am	175.15	182.15	187.60	193.25
Public Holiday	175.15	182.15	187.60	193.25
Other Rates and Allowances Disturbance Rate	35.00	36.40	37.50	38.65

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

Classification	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Graphic Service Operator Class 2					
Commencing Salary	46	70,694	73,522	75,728	78,000
After completion of stage 1 training	49	72,772	75,683	77,953	80,292
After completion of stage 2 training	52	74,803	77,795	80,129	82,533
After completion of stage 3 training	55	76,857	79,931	82,329	84,799
Graphic Service Operator Class 1					
Commencing Salary	58	79,032	82,193	84,659	87,199
After completion of stage 1 training	61	81,416	84,673	87,213	89,829
After completion of stage 2 training	64	83,957	87,315	89,934	92,632
After completion of stage 3 training	67	86,539	90,001	92,701	95,482
After completion of stage 4 training	75	93,295	97,027	99,938	102,936
After completion of stage 5 training	78	96,237	100,086	103,089	106,182
Graphic Services Operator - Shift Supervisor					
Commencement salary	88	106,025	110,266	113,574	116,981
Year 2	91	109,194	113,562	116,969	120,478
Year 3	95	113,746	118,296	121,845	125,500
Year 4	98	117,363	122,058	125,720	129,492

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

Domestic Services Officers					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 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	53,826	55,979	57,658	59,388
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	57,633	59,938	61,736	63,588
Level 3 Security Officer Grade 2, Assistant House Supervisor Supervisor, Security Officer Grade 3	31	61,760	64,230	66,157	68,142
Level 4 House Supervisor	44	69,481	72,260	74,428	76,661
Level 5 Manager Catering and Accommodation	70	89,044	92,606	95,384	98,246
Apprentice Cook (Per week)					
1st Year	-	571.20	594.00	611.80	630.20
2nd Year	-	753.80	784.00	807.50	831.70
3rd Year	-	932.40	969.70	998.80	1028.80
4th Year	-	1,091.30	1,135.00	1169.00	1,204.10
Other Rates and Allowances					
Qualification Commercial Cookery Trade Course Stage I (per annum)		1,003	1,043	1,074	1,106
Qualification Commercial Cookery Trade Course Stage II and III (per annum)		2,012.00	2,092.00	2,155.00	2,220.00
Broken Shift (per day)	-	16.90	17.60	18.15	18.70

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

Exhibition Project Managers and Project Officers Australian Museum					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Exhibition Project Officer					
Skill Level 1	46	70,694	73,522	75,728	78,000
Skill Level 2	52	74,803	77,795	80,129	82,533
Skill Level 3	58	79,032	82,193	84,659	87,199
Skill Level 4	64	83,957	87,315	89,934	92,632

Skill Level 5	67	86,539	90,001	92,701	95,482
Skill Level 6	78	96,237	100,086	103,089	106,182
Skill Level 7	83	100,986	105,025	108,176	111,421
Skill Level 8	88	106,025	110,266	113,574	116,981
Exhibition Project Manager					
Year 1	95	113,746	118,296	121,845	125,500
Year 2	98	117,363	122,058	125,720	129,492
Year 3	102	122,016	126,897	130,704	134,625

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

Fisheries Staff						
Administrative and Clerical Officers	Common Salary Point		1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
General Scale						
Year 1	9		46,786	48,657	50,117	51,621
Year 2	17		53,826	55,979	57,658	59,388
Year 3	25		58,677	61,024	62,855	64,741
Year 4	32		62,359	64,853	66,799	68,803
Year 5	40		67,006	69,686	71,777	73,930
Fish Hatchery Staff						
Assistant Manager						
Year 1	-		71,834	74,707	76,948	79,256
Year 2	-		75,612	78,636	80,995	83,425
Year 3	-		79,398	82,574	85,051	87,603
Manager						
Year 1	-		83,174	86,501	89,096	91,769
Year 2	-		87,458	90,082	92,784	95,568
Year 3	-		94,323	98,096	101,039	104,070
Clause 4 (i)(c) Fish Hatchery Staff receive a salary loading of 11.05%						
Senior Manager	-					
Year 1	-		167,975	174,694	179,935	185,333
Year 2	-		184,199	191,567	197,314	203,233
Other Rates and Allowances						
Brief Description						
Regional Dive Coordinator			2,397	2,493	2,568	2,645
Regional Dive Officer			1,683	1,750	1,803	1,857

		1.7.23 Per annum 4%	1.7.24 Per annum 3%
		\$	\$
Fisheries Officers - Grade 1			
Year 1	52	74,803	77,047
Grade 2			
Year 1	58	79,032	81,403
Year 2	64	83,957	86,476
Grade 3			
Year 1	64	83,957	86,476
Year 2	67	86,539	89,135

District Fisheries Officer			
Year 1	78	96,237	99,124
Year 2	85	102,941	106,029
Supervising Fisheries Officer			
Year 1	101	120,859	124,485
Year 2	104	124,258	127,986
Clause 4 (i)(a) Fisheries Officers receive a salary loading of 13.7%			
Fisheries Scientific Technicians & Fisheries Maintenance Technician			
Grade 1			
Year 1	-	51,671	53,221
Year 2	-	55,143	56,797
Year 3	-	58,677	60,437
Year 4	-	62,106	63,969
Year 5	-	65,584	67,552
Year 6	-	69,056	71,128
Grade 2			
Year 1	-	71,834	73,989
Year 2	-	75,612	77,880
Year 3	-	79,396	81,778
Grade 3			
Year 1	-	83,174	85,669
Year 2	-	87,458	90,082
Year 3	-	94,319	97,149
Grade 4			
Year 1	-	96,027	98,908
Year 2	-	98,927	101,895
Year 3	-	101,874	104,930
Grade 5			
Year 1	-	105,610	108,778
Year 2	-	109,392	112,674
Year 3	-	113,746	117,158

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

Geoscientists					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Geoscientists					
Grade I					
1st year of service	47	71,438	74,296	76,525	78,821
2nd year of service	51	74,050	77,012	79,322	81,702
3rd year of service	57	78,260	81,390	83,832	86,347
4th year of service	64	83,957	87,315	89,934	92,632
5th year of service	71	89,932	93,529	96,335	99,225
6th year of service and thereafter	77	95,131	98,936	101,904	104,961
Grade II					
1st year of service	82	100,011	104,011	107,131	110,345
2nd year of service	85	102,941	107,059	110,271	113,579
3rd year of service	89	107,091	111,375	114,716	118,157
4th year of service and thereafter	94	112,559	117,061	120,573	124,190

Senior					
1st year of service	97	116,094	120,738	124,360	128,091
2nd year of service	99	118,489	123,229	126,926	130,734
3rd year of service	102	122,016	126,897	130,704	134,625
4th year of service and thereafter	105	125,521	130,542	134,458	138,492
Principal					
1st year of service	111	133,183	138,510	142,665	146,945
2nd year of service and thereafter	114	137,071	142,554	146,831	151,236
Assistant Director, Geological Survey					
1st year of service	119	144,140	149,906	154,403	159,035
2nd year of service	124	151,509	157,569	162,296	167,165
3rd year of service and thereafter	128	158,102	164,426	169,359	174,440

Crown Employees (Department of Industry) Local Coordinator Allowance Award

	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Staff Administered by Local Office Coordinator				
Full Allowance -				
Up to three staff	2,782	2,893	2,980	3,069
Up to six staff	4,168	4,335	4,465	4,599
Up to ten staff	5,560	5,782	5,955	6,134
More than ten staff	8,342	8,676	8,936	9,204
Partial Allowance -				
Up to three staff	1,389	1,445	1,488	1,533
Up to six staff	2,083	2,166	2,231	2,298
Up to ten staff	2,782	2,893	2,980	3,069
More than ten staff	4,170	4,337	4,467	4,601

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

Classification and Grades	Classification and Grade	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Inspector Grade 1						
Mine Safety Officer	Level 1	50	73,479	76,418	78,711	81,072
Inspector (Information and Analysis)	Level 2	57	78,260	81,390	83,832	86,347
Inspector (Mining)	Level 3	63	83,150	86,476	89,070	91,742
Inspector (Environment)	Level 4	69	88,173	91,700	94,451	97,285
	Level 5	75	93,295	97,027	99,938	102,936
	Level 6	80	98,063	101,986	105,046	108,197
	Level 7	92	110,205	114,613	118,051	121,593
	Level 8	102	122,016	126,897	130,704	134,625
	Level 9	112	134,483	139,862	144,058	148,380
Inspector Grade 2 –	Level 1		153,113	159,238	164,015	168,935
Inspector (Review, Enforcement and Systems)	Level 2		158,259	164,589	169,527	174,613
Inspector (Environment)	Level 3		163,291	169,823	174,918	180,166
Inspector (Mining)	Level 4		167,399	174,095	179,318	184,698
Mine Safety Officer	Level 5		172,969	179,888	185,285	190,844
	Level 6		177,224	184,313	189,842	195,537

Inspector Grade 3 - Inspector (Management and/or Systems) Inspector (Mining) Inspector (Environment)	Level 1		195,359	203,173	209,268	215,546
	Level 2		202,595	210,699	217,020	223,531
	Level 3		210,503	218,923	225,491	232,256
	Level 4		218,298	227,030	233,841	240,856
	Level 5		226,098	235,142	242,196	249,462
Inspector Grade 4- Regional Manager Grade 4	Level 1		229,158	238,324	245,474	252,838
Deputy Chief Inspector Grade 4	Level 2		237,650	247,156	254,571	262,208

Crown Employees (Department of Regional NSW) Operational Staff Award

Operational Staff					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Junior Under 17 at 17 years	- -	39,937 48,491	41,534 50,431	42,780 51,944	44,063 53,502
Grade 1					
Step 1	-	57,045	59,327	61,107	62,940
Step 2	26	59,155	61,521	63,367	65,268
Step 3	29	60,753	63,183	65,078	67,030
Step 4	33	62,865	65,380	67,341	69,361
Grade 2					
Step 1	36	64,619	67,204	69,220	71,297
Step 2	39	66,458	69,116	71,189	73,325
Step 3	43	68,968	71,727	73,879	76,095
Step 4	46	70,694	73,522	75,728	78,000
Grade 3					
Step 1	46	70,694	73,522	75,728	78,000
Step 2	50	73,479	76,418	78,711	81,072
Step 3	53	75,443	78,461	80,815	83,239
Grade 4					
Step 1	56	77,576	80,679	83,099	85,592
Step 2	60	80,600	83,824	86,339	88,929
Step 3	63	83,150	86,476	89,070	91,742
Grade 5					
Step 1	63	83,150	86,476	89,070	91,742
Step 2	66	85,664	89,091	91,764	94,517
Step 3	70	89,044	92,606	95,384	98,246
Grade 6					
Step 1	73	91,636	95,301	98,160	101,105
Step 2	76	94,323	98,096	101,039	104,070
Step 3	80	98,063	101,986	105,046	108,197
Apprentices Full-time (Weekly Rate)					
Year 1	-	571.40	594.30	612.10	630.50
Year 2	-	753.80	784.00	807.50	831.70
Year 3	-	960.30	998.70	1028.70	1059.60
Year 4	-	1,091.40	1135.10	1169.20	1204.30

Chokage, etc. (per day), allowance per day or part thereof	-	10.70	11.15	11.50	11.85
Maintenance Operator - Licence and Registration Allowances (Per annum)	-	2,970	3,089	3,182	3,277
Electricians Licence A Grade	-	1,597	1,661	1,711	1,762
B Grade	-	2,236	2,325	2,395	2,467
Registration Allowance	-	2,937	3,054	3,146	3,240
(a) Plumber's Licence	-	2,937	3,054	3,146	3,240
(b) Gasfitter's Licence	-	2,534	2,635	2,714	2,795
(c) Drainer's Licence	-	3,918	4,075	4,197	4,323
(d) Plumber's/Gasfitter's Licence	-	3,918	4,075	4,197	4,323
(e) Gasfitter's/Drainer's Licence	-	3,918	4,075	4,197	4,323
(f) Plumber's/Drainer's Licence	-	5,408	5,624	5,793	5,967
(g) Plumber's/Gasfitter's/Drainer's Licence	-	2,590	2,694	2,775	2,858
Leading Hand Allowance	-	16.50	17.15	17.65	18.20
Broken Shift (per day)	-	29.35	30.50	31.40	32.35
Occupational First Aid Per week)	-	19.65	20.45	21.05	21.70
First Aid Allowance (per week)	-	785	816	840	865
Refrigeration Allowance (per annum)	-				

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

Casual Guide Lecturers - Museum of Applied Arts and Sciences					
Classification		1.7.23 Per hour 4% \$	1.7.24 Per hour 4% \$	1.7.25 Per hour 3% \$	1.7.26 Per hour 3% \$
Casual Guide Lecturer		52.31	54.40	56.03	57.71

Crown Employees (Department of Regional NSW) Professional Officers Award

Professional Officers					
Classification and Grades	Salary Class	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Grade 1					
Year 1	46	70,694	73,522	75,728	78,000
Year 2	50	73,479	76,418	78,711	81,072
Year 3	56	77,576	80,679	83,099	85,592
Year 4	64	83,957	87,315	89,934	92,632
Year 5	70	89,044	92,606	95,384	98,246
Year 6	76	94,323	98,096	101,039	104,070

Grade 2					
Year 1	81	98,941	102,899	105,986	109,166
Year 2	84	101,874	105,949	109,127	112,401
Year 3	87	104,980	109,179	112,454	115,828
Year 4	91	109,194	113,562	116,969	120,478
Grade 3					
Year 1	95	113,746	118,296	121,845	125,500
Year 2	98	117,363	122,058	125,720	129,492
Year 3	100	119,699	124,487	128,222	132,069
Year 4	103	123,141	128,067	131,909	135,866
Grade 4					
Year 1	107	128,059	133,181	137,176	141,291
Year 2	110	131,895	137,171	141,286	145,525
Year 3	113	135,775	141,206	145,442	149,805
Grade 5					
Year 1	116	139,787	145,378	149,739	154,231
Year 2	118	142,579	148,282	152,730	157,312
Grade 6					
Year 1	121	146,966	152,845	157,430	162,153
Year 2	124	151,509	157,569	162,296	167,165
Grade 7					
Year 1	127	156,464	162,723	167,605	172,633
Year 2	130	161,663	168,130	173,174	178,369
Grade 8					
Year 1	132	169,560	176,342	181,632	187,081
Year 2	133	178,103	185,227	190,784	196,508
Grade 9					
Year 1	134	187,116	194,601	200,439	206,452
Year 2	135	196,586	204,449	210,582	216,899
OIC Veterinary Laboratory Allowance		8,342	8,676	8,936	9,204

Crown Employees (Department of Industry) Regulatory Officers Award

Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Grade 1, Year 1	29	60,753	63,183	65,078	67,030
Grade 1, Year 2	33	62,865	65,380	67,341	69,361
Grade 1, Year 3	37	65,236	67,845	69,880	71,976
Grade 2, Year 1	42	68,291	71,023	73,154	75,349
Grade 2, Year 2	50	73,479	76,418	78,711	81,072
Grade 2, Year 3	56	77,576	80,679	83,099	85,592
Grade 3, Year 1	62	82,184	85,471	88,035	90,676
Grade 3, Year 2	70	89,044	92,606	95,384	98,246
Grade 3, Year 3	74	92,366	96,061	98,943	101,911
Grade 4, Year 1	78	96,237	100,086	103,089	106,182
Grade 4, Year 2	81	98,941	102,899	105,986	109,166
Grade 5, Year 1	85	102,941	107,059	110,271	113,579
Grade 5, Year 2	88	106,025	110,266	113,574	116,981
Grade 6, Year 1	95	113,746	118,296	121,845	125,500
Grade 6, Year 2	98	117,363	122,058	125,720	129,492
Grade 7, Year 1	100	119,699	124,487	128,222	132,069
Grade 7, Year 2	103	123,141	128,067	131,909	135,866

Grade 8, Year 1	107	128,059	133,181	137,176	141,291
Grade 8, Year 2	110	131,895	137,171	141,286	145,525
Grade 8, Year 3	113	135,775	141,206	145,442	149,805
Allowances					
One person crossing relief allowance	-	6,515	6,776	6,979	7,188
One person crossing telephone allowance	-	3,218	3,347	3,447	3,550

Crown Employees (Ministerial Drivers) Award 2023

Salaries

Classification	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Ministerial Driver	39	66,458	69,116	71,189	73,325
Out of Hours Allowance					
Classification	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$	
Ministerial Driver	59,461	61,839	63,694	65,605	
Premier's and Leader of the Opposition Driver Allowance					
Allowance	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$	
Premier's Driver	23,637	24,582	25,319	26,079	
Leader of the Opposition's Driver	11,818	12,291	12,660	13,040	
Total Salary					
Classification	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$	
Ministerial Driver	125,919	130,956	134,885	138,932	

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

Security Staff - State Library				
Classification	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
1st year of service	74,024	76,985	79,295	81,674
2nd year of service	76,664	79,731	82,123	84,587

3rd year of service	78,838	81,992	84,452	86,986
4th year of service	81,212	84,460	86,994	89,604

Crown Employees (Department of Industry) Technical Staff Award

Technical Staff					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Technical Assistant -					
Junior					
Under 17	n/a	29,579	30,762	31,685	32,636
Age 17	n/a	35,492	36,912	38,019	39,160
Age 18	n/a	41,408	43,064	44,356	45,687
Age 19	n/a	47,327	49,220	50,697	52,218
Age 20	n/a	53,241	55,371	57,032	58,743
Grade 1					
1st Year	26	59,155	61,521	63,367	65,268
2nd Year	29	60,753	63,183	65,078	67,030
3rd Year and thereafter	33	62,865	65,380	67,341	69,361
Grade 2					
1st Year	36	64,619	67,204	69,220	71,297
2nd Year and thereafter	39	66,458	69,116	71,189	73,325
Grade 3					
1st Year	43	68,968	71,727	73,879	76,095
2nd Year and thereafter	46	70,694	73,522	75,728	78,000
Technical Officer -					
Grade 1					
1st Year	46	70,694	73,522	75,728	78,000
2nd Year	50	73,479	76,418	78,711	81,072
3rd Year	53	75,443	78,461	80,815	83,239
4th Year and thereafter	56	77,576	80,679	83,099	85,592
Grade 2					
1st Year	64	83,957	87,315	89,934	92,632
2nd Year	67	86,539	90,001	92,701	95,482
3rd Year	70	89,044	92,606	95,384	98,246
4th Year and thereafter	76	94,323	98,096	101,039	104,070
Grade 3					
1st Year	81	98,941	102,899	105,986	109,166
2nd Year	84	101,874	105,949	109,127	112,401
3rd Year	87	104,980	109,179	112,454	115,828
4th Year and thereafter	91	109,194	113,562	116,969	120,478
Grade 4					
1st Year	95	113,746	118,296	121,845	125,500
2nd Year	98	117,363	122,058	125,720	129,492
3rd Year	100	119,699	124,487	128,222	132,069
4th Year and thereafter	103	123,141	128,067	131,909	135,866
Grade 5					
1st Year	107	128,059	133,181	137,176	141,291
2nd Year	110	131,895	137,171	141,286	145,525
3rd Year and thereafter	113	135,775	141,206	145,442	149,805
Technical Co-ordinator Allowance	-	3,176	3,303	3,402	3,504

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

Administrative Officer and Temporary Employee Classifications				
Classification and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Armourer, Police				
1st year of service	83,150	86,476	89,070	91,742
2nd year of service	84,663	88,050	90,692	93,413
3rd year of service	86,539	90,001	92,701	95,482
4th year of service and thereafter	88,173	91,700	94,451	97,285
Senior Armourer, Police				
1st year of service	92,366	96,061	98,943	101,911
2nd year of service	94,323	98,096	101,039	104,070
3rd year of service and thereafter	97,008	100,888	103,915	107,032
Administrative and Clerical Clerks General Scale				
Clerks General Scale step 1	34,231	35,600	36,668	37,768
Clerks General Scale step 2	38,846	40,400	41,612	42,860
Clerks General Scale step 3	41,291	42,943	44,231	45,558
- 1st year of service or 18 years				
Clerks General Scale step 4	46,786	48,657	50,117	51,621
Minimum for:				
- employee with Business Administration Certificate III, Government Certificate III or equivalent at 18 years of age				
- employee with Higher School Certificate Qualification at 19 years of age				
Clerks General Scale step 5	49,941	51,939	53,497	55,102
Minimum for:				
- employee qualified at Business Administration Certificate III, Government Certificate III or equivalent and is qualified at HSC standard at 17 years of age				
- employee 20 years of age				
Clerks General Scale step 6	53,826	55,979	57,658	59,388
Minimum for employee 21 years of age				
Clerks General Scale step 7	55,295	57,507	59,232	61,009
Clerks General Scale step 8	57,633	59,938	61,736	63,588
Clerks General Scale step 9	58,677	61,024	62,855	64,741
Clerks General Scale step 10	60,134	62,539	64,415	66,347
Clerks General Scale step 11	62,359	64,853	66,799	68,803
Clerks General Scale step 12	64,619	67,204	69,220	71,297
Clerks General Scale step 13	67,006	69,686	71,777	73,930
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	69,871	72,666	74,846	77,091
Grade 1				
1st year of service	70,694	73,522	75,728	78,000
Thereafter	72,772	75,683	77,953	80,292
Grade 2				
1st year of service	74,803	77,795	80,129	82,533
Thereafter	76,857	79,931	82,329	84,799
Grade 3				
1st year of service	79,032	82,193	84,659	87,199

Thereafter	81,416	84,673	87,213	89,829
Grade 4				
1st year of service	83,957	87,315	89,934	92,632
Thereafter	86,539	90,001	92,701	95,482
Grade 5				
1st year of service	93,295	97,027	99,938	102,936
Thereafter	96,237	100,086	103,089	106,182
Grade 6				
1st year of service	100,011	104,011	107,131	110,345
Thereafter	102,941	107,059	110,271	113,579
Grade 7				
1st year of service	106,025	110,266	113,574	116,981
Thereafter	109,194	113,562	116,969	120,478
Grade 8				
1st year of service	113,746	118,296	121,845	125,500
Thereafter	117,363	122,058	125,720	129,492
Grade 9				
1st year of service	120,859	125,693	129,464	133,348
Thereafter	124,258	129,228	133,105	137,098
Grade 10				
1st year of service	129,331	134,504	138,539	142,695
Thereafter	133,183	138,510	142,665	146,945
Grade 11				
1st year of service	139,787	145,378	149,739	154,231
Thereafter	145,713	151,542	156,088	160,771
Grade 12				
1st year of service	154,840	161,034	165,865	170,841
Thereafter	161,663	168,130	173,174	178,369
Clinical Pharmacologist	175,508	182,528	188,004	193,644
CSO Level 1 - Non Graduate				
Year 1A	41,291	42,943	44,231	45,558
Year 1B	49,941	51,939	53,497	55,102
Year 1C	53,826	55,979	57,658	59,388
Year 1D	55,295	57,507	59,232	61,009
Year 1E	57,633	59,938	61,736	63,588
Year 1F	58,677	61,024	62,855	64,741
Year 2	62,358	64,852	66,798	68,802
Year 3	72,772	75,683	77,953	80,292
Year 4	76,857	79,931	82,329	84,799
CSO Level 1 - Graduate				
Year 1A (Any degree)	62,359	64,853	66,799	68,803
Year 1B (Degree - Computer Sciences)	64,619	67,204	69,220	71,297
Year 2	72,780	75,691	77,962	80,301
Year 3	76,857	79,931	82,329	84,799
CSO Level 2				
Year 1	81,416	84,673	87,213	89,829
Year 2	86,539	90,001	92,701	95,482
Year 3	96,237	100,086	103,089	106,182
CSO Level 3				
Year 1	100,011	104,011	107,131	110,345
Year 2	102,941	107,059	110,271	113,579
Year 3	106,025	110,266	113,574	116,981
Year 4	109,194	113,562	116,969	120,478
Year 5	113,746	118,296	121,845	125,500
Year 6	117,363	122,058	125,720	129,492
CSO Level 4				
Year 1	120,859	125,693	129,464	133,348
Year 2	124,258	129,228	133,105	137,098

Year 3	129,331	134,504	138,539	142,695
Year 4	133,183	138,510	142,665	146,945
CSO Level 5				
Year 1	139,787	145,378	149,739	154,231
Year 2	145,713	151,542	156,088	160,771
CSO Level 6				
Year 1	154,840	161,034	165,865	170,841
Year 2	161,663	168,130	173,174	178,369
Departmental Professional Officer				
Grade I -				
1st year of service	70,694	73,522	75,728	78,000
2nd year of service	73,479	76,418	78,711	81,072
3rd year of service	77,576	80,679	83,099	85,592
4th year of service	83,150	86,476	89,070	91,742
5th year of service	89,044	92,606	95,384	98,246
6th year of service and thereafter	94,323	98,096	101,039	104,070
Grade II -				
1st year of service	98,941	102,899	105,986	109,166
2nd year of service	101,874	105,949	109,127	112,401
3rd year of service	104,980	109,179	112,454	115,828
4th year of service and thereafter	109,194	113,562	116,969	120,478
Grade III -				
1st year of service	113,746	118,296	121,845	125,500
2nd year of service	117,363	122,058	125,720	129,492
3rd year of service	119,699	124,487	128,222	132,069
4th year of service and thereafter	124,258	129,228	133,105	137,098
Grade IV -				
1st year of service	129,331	134,504	138,539	142,695
2nd year of service and thereafter	131,895	137,171	141,286	145,525
Grade V -				
1st year of service	137,071	142,554	146,831	151,236
2nd year of service and thereafter	139,787	145,378	149,739	154,231
Grade VI -				
1st year of service	144,140	149,906	154,403	159,035
2nd year of service and thereafter	146,966	152,845	157,430	162,153
Grade VII -				
1st year of service	151,509	157,569	162,296	167,165
2nd year of service and thereafter	154,840	161,034	165,865	170,841
Grade VIII -				
1st year of service	159,878	166,273	171,261	176,399
2nd year of service and thereafter	161,663	168,130	173,174	178,369
Director of Music (Police Band)				
1st year	96,237	100,086	103,089	106,182
2nd year	98,941	102,899	105,986	109,166
3rd year	101,874	105,949	109,127	112,401
4th year	104,980	109,179	112,454	115,828
5th year and thereafter	108,153	112,479	115,853	119,329
Loading				
1st year	9,623	10,008	10,308	10,617
2nd year	9,894	10,290	10,599	10,917
3rd year	10,188	10,596	10,914	11,241
4th year	10,499	10,919	11,247	11,584
5th year and thereafter	10,817	11,250	11,588	11,936
Car Drivers				
Driver/General Assistant	62,865	65,380	67,341	69,361
Departmental - Driver/Assistant	66,458	69,116	71,189	73,325
Police Executive Driver/Assistant				
1st year and thereafter	66,419	69,076	71,148	73,282

All incidence of employment allowance	61,460	63,918	65,836	67,811
Clothing Allowance \$600 per annum				
Driving Instructor				
1st year	87,172	90,659	93,379	96,180
2nd year	88,173	91,700	94,451	97,285
3rd year and thereafter	90,697	94,325	97,155	100,070
Engineer				
Grade I Diplomate Experience Since Qualifying				
In first year	70,694	73,522	75,728	78,000
After one year	73,479	76,418	78,711	81,072
After two years	77,576	80,679	83,099	85,592
After three years	83,150	86,476	89,070	91,742
After four years	89,044	92,606	95,384	98,246
After five years	94,323	98,096	101,039	104,070
Grade I Graduate Experience Since Qualifying				
In first year	73,479	76,418	78,711	81,072
After one year	77,576	80,679	83,099	85,592
After two years	83,150	86,476	89,070	91,742
After three years	89,044	92,606	95,384	98,246
After four years	94,323	98,096	101,039	104,070
Grade II				
1st year of service	100,011	104,011	107,131	110,345
2nd year of service	103,863	108,018	111,259	114,597
3rd year of service	107,091	111,375	114,716	118,157
4th year of service and thereafter	110,205	114,613	118,051	121,593
Grade III				
1st year of service	116,094	120,738	124,360	128,091
2nd year of service	119,699	124,487	128,222	132,069
3rd year of service	124,258	129,228	133,105	137,098
4th year of service and thereafter	128,059	133,181	137,176	141,291
Grade IV				
1st year of service	134,483	139,862	144,058	148,380
2nd year of service	138,427	143,964	148,283	152,731
3rd year of service and thereafter	141,175	146,822	151,227	155,764
Grade V				
1st year of service	146,966	152,845	157,430	162,153
2nd year of service and thereafter	149,861	155,855	160,531	165,347
Grade VI				
1st year of service	153,176	159,303	164,082	169,004
2nd year of service and thereafter	156,464	162,723	167,605	172,633
Imaging Technician				
1st year	79,032	82,193	84,659	87,199
2nd year	81,416	84,673	87,213	89,829
3rd year	83,957	87,315	89,934	92,632
4th year and thereafter	86,539	90,001	92,701	95,482
Interpreters and Translators				
Interpreter/Translator				
Year 1	77,576	80,679	83,099	85,592
Year 2	83,150	86,476	89,070	91,742
Year 3	89,044	92,606	95,384	98,246
Year 4	94,323	98,096	101,039	104,070
Year 5	98,941	102,899	105,986	109,166
Senior Interpreter/Translator				
Year 1	101,874	105,949	109,127	112,401
Year 2	104,980	109,179	112,454	115,828
Year 3	109,194	113,562	116,969	120,478

Legal Officers				
Grade I				
1st year of service	74,050	77,012	79,322	81,702
2nd year of service	76,857	79,931	82,329	84,799
3rd year of service	79,032	82,193	84,659	87,199
4th year of service	81,416	84,673	87,213	89,829
5th year of service	84,663	88,050	90,692	93,413
Grade II				
1st year of service	91,636	95,301	98,160	101,105
2nd year of service	96,237	100,086	103,089	106,182
3rd year of service	101,874	105,949	109,127	112,401
4th year of service	107,091	111,375	114,716	118,157
5th year of service	111,362	115,816	119,290	122,869
Grade III				
1st year of service	117,363	122,058	125,720	129,492
2nd year of service	120,859	125,693	129,464	133,348
3rd year of service	125,521	130,542	134,458	138,492
Grade IV				
1st year of service	134,483	139,862	144,058	148,380
2nd year of service	137,071	142,554	146,831	151,236
Grade V				
1st year of service	144,140	149,906	154,403	159,035
2nd year of service	146,966	152,845	157,430	162,153
Grade VI				
1st year of service	154,840	161,034	165,865	170,841
2nd year of service	158,102	164,426	169,359	174,440
Librarians and Archivists				
Grade 1				
Year 1	70,694	73,522	75,728	78,000
Year 2	74,803	77,795	80,129	82,533
Year 3	79,032	82,193	84,659	87,199
Year 4	83,957	87,315	89,934	92,632
Year 5	88,173	91,700	94,451	97,285
Year 6	92,366	96,061	98,943	101,911
Grade 2				
Year 1	96,237	100,086	103,089	106,182
Year 2	100,011	104,011	107,131	110,345
Year 3	104,980	109,179	112,454	115,828
Year 4	109,194	113,562	116,969	120,478
Grade 3				
Year 1	114,937	119,534	123,120	126,814
Year 2	118,489	123,229	126,926	130,734
Year 3	123,141	128,067	131,909	135,866
Year 4	128,059	133,181	137,176	141,291
Grade 4				
Year 1	131,895	137,171	141,286	145,525
Year 2	135,775	141,206	145,442	149,805
Year 3	139,787	145,378	149,739	154,231
Year 4	144,140	149,906	154,403	159,035
Grade 5				
Year 1	148,210	154,138	158,762	163,525
Year 2	153,176	159,303	164,082	169,004
Year 3	158,102	164,426	169,359	174,440
Year 4	163,467	170,006	175,106	180,359
Library Assistant				
Year 1	55,295	57,507	59,232	61,009
Year 2	58,677	61,024	62,855	64,741
Year 3	62,359	64,853	66,799	68,803
Year 4	67,006	69,686	71,777	73,930

Year 5	69,481	72,260	74,428	76,661
Library Technician				
Grade 1				
Year 1	70,694	73,522	75,728	78,000
Year 2	74,803	77,795	80,129	82,533
Year 3	79,032	82,193	84,659	87,199
Year 4	83,957	87,315	89,934	92,632
Grade 2				
Year 1	93,295	97,027	99,938	102,936
Year 2	96,237	100,086	103,089	106,182
Year 3	100,011	104,011	107,131	110,345
Year 4	104,980	109,179	112,454	115,828
Maintenance Officer Trades	83,957	87,315	89,934	92,632
Manager Trades				
1st year	117,363	122,058	125,720	129,492
2nd year and there after	118,489	123,229	126,926	130,734
On call Allowance (per hour)	1.10	1.14	1.17	1.21
Assistant Manager Trades				
1st year	96,237	100,086	103,089	106,182
2nd year and there after	98,063	101,986	105,046	108,197
On call Allowance (per hour)	1.10	1.14	1.17	1.21
Pathology Exhibit Courier	64,619	67,204	69,220	71,297
Photogrammetrist				
General Scale				
1st year	41,291	42,943	44,231	45,558
2nd year	49,941	51,939	53,497	55,102
3rd year	53,826	55,979	57,658	59,388
4th year	55,295	57,507	59,232	61,009
5th year	57,633	59,938	61,736	63,588
6th year	58,677	61,024	62,855	64,741
7th year	60,134	62,539	64,415	66,347
8th year	62,359	64,853	66,799	68,803
9th year	64,619	67,204	69,220	71,297
10th year	67,006	69,686	71,777	73,930
11th year	70,694	73,522	75,728	78,000
12th year	72,772	75,683	77,953	80,292
13th year	74,803	77,795	80,129	82,533
14th year	76,857	79,931	82,329	84,799
Officer with HSC aged 19 and over paid not less than	46,786	48,657	50,117	51,621
Class 1				
1st year	79,032	82,193	84,659	87,199
2nd year	81,416	84,673	87,213	89,829
3rd year	83,957	87,315	89,934	92,632
4th year	86,539	90,001	92,701	95,482
Class 2				
1st year	93,295	97,027	99,938	102,936
2nd year	96,237	100,086	103,089	106,182
Class 3				
1st year	100,011	104,011	107,131	110,345
2nd year	102,941	107,059	110,271	113,579
Class 4				
1st year	106,025	110,266	113,574	116,981
2nd year	109,194	113,562	116,969	120,478
Class 5				
1st year	113,746	118,296	121,845	125,500
2nd year	117,363	122,058	125,720	129,492

Class 6				
1st year	120,859	125,693	129,464	133,348
2nd year	124,258	129,228	133,105	137,098
Class 7				
1st year	129,331	134,504	138,539	142,695
2nd year	133,183	138,510	142,665	146,945
Public Relations Officer				
Assistant Publicity Officers				
1st year of service	79,860	83,054	85,546	88,112
2nd year of service	82,184	85,471	88,035	90,676
Publicity Officers				
1st year of service	88,173	91,700	94,451	97,285
2nd year of service	90,697	94,325	97,155	100,070
3rd year of service and thereafter	92,366	96,061	98,943	101,911
Public Relations Officer				
Grade II				
1st year of service	104,980	109,179	112,454	115,828
2nd year of service	107,091	111,375	114,716	118,157
3rd year of service and thereafter	109,194	113,562	116,969	120,478
Grade I				
1st year of service	123,141	128,067	131,909	135,866
2nd year of service	125,521	130,542	134,458	138,492
3rd year of service and thereafter	128,059	133,181	137,176	141,291
Allowance in lieu of overtime (per annum)	15,542	16,164	16,649	17,148
Radio Technician,				
1st year of service	71,438	74,296	76,525	78,821
2nd year of service	72,031	74,912	77,159	79,474
3rd year of service and thereafter	73,479	76,418	78,711	81,072
Radio Technician, Senior				
1st year of service	78,260	81,390	83,832	86,347
2nd year of service and thereafter	79,032	82,193	84,659	87,199
Scientific Officer				
Grade I				
1st year of service	70,694	73,522	75,728	78,000
2nd year of service	73,479	76,418	78,711	81,072
3rd year of service	77,576	80,679	83,099	85,592
4th year of service	83,150	86,476	89,070	91,742
5th year of service	89,044	92,606	95,384	98,246
6th year of service and thereafter	94,323	98,096	101,039	104,070
Grade II				
1st year of service	98,941	102,899	105,986	109,166
2nd year of service	101,874	105,949	109,127	112,401
3rd year of service	104,980	109,179	112,454	115,828
4th year of service and thereafter	109,194	113,562	116,969	120,478
Grade III				
1st year of service	113,746	118,296	121,845	125,500
2nd year of service	117,363	122,058	125,720	129,492
3rd year of service and thereafter	119,699	124,487	128,222	132,069
Grade IV				
1st year of service	125,521	130,542	134,458	138,492
2nd year of service	129,331	134,504	138,539	142,695
3rd year of service and thereafter	131,896	137,172	141,287	145,526
Grade V				
1st year of service	137,071	142,554	146,831	151,236
2nd year of service and thereafter	141,175	146,822	151,227	155,764
Grade VI				
1st year of service	145,713	151,542	156,088	160,771
2nd year of service	149,861	155,855	160,531	165,347

Senior Officers				
Grade 1				
Year 1	180,887	188,122	193,766	199,579
Year 2	194,911	202,707	208,788	215,052
Grade 2				
Year 1	198,209	206,137	212,321	218,691
Year 2	212,183	220,670	227,290	234,109
Grade 3				
Year 1	219,284	228,055	234,897	241,944
Year 2	240,710	250,338	257,848	265,583
Stenographers and Machine Operators (Present Occupants Only)				
1st year (up to 17 years)	30,668	31,895	32,852	33,838
2nd year (or 17 years)	36,405	37,861	38,997	40,167
3rd year (or 18 years)	41,291	42,943	44,231	45,558
4th year (or 19 years)	46,786	48,657	50,117	51,621
5th year (or 20 years)	49,488	51,468	53,012	54,602
6th year (or 21 years)	54,830	57,023	58,734	60,496
7th year	56,341	58,595	60,353	62,164
8th year	58,199	60,527	62,343	64,213
9th year	62,865	65,380	67,341	69,361
10th year	63,968	66,527	68,523	70,579
11th year	65,778	68,409	70,461	72,575
12th year	67,006	69,686	71,777	73,930
Grade 1				
1st year	70,694	73,522	75,728	78,000
2nd year	72,772	75,683	77,953	80,292
Grade 2				
1st year	74,803	77,795	80,129	82,533
2nd year	76,857	79,931	82,329	84,799
Grade 3				
1st year	79,032	82,193	84,659	87,199
2nd year	81,416	84,673	87,213	89,829
Stores Officers				
Grade 1				
1st year of service	61,760	64,230	66,157	68,142
2nd year of service and thereafter	62,865	65,380	67,341	69,361
Grade 2				
1st year of service	63,455	65,993	67,973	70,012
2nd year of service and thereafter	63,968	66,527	68,523	70,579
Grade 3				
1st year of service	64,619	67,204	69,220	71,297
2nd year of service and thereafter	65,236	67,845	69,880	71,976
Grade 4				
1st year of service	66,458	69,116	71,189	73,325
2nd year of service	67,758	70,468	72,582	74,759
3rd year of service and thereafter	67,758	70,468	72,582	74,759
Technical Officer				
Grade 1				
1st year of service	72,031	74,912	77,159	79,474
2nd year of service	74,050	77,012	79,322	81,702
3rd year of service	76,102	79,146	81,520	83,966
4th year of service	77,576	80,679	83,099	85,592
5th year of service	79,860	83,054	85,546	88,112
Grade 2				
1st year of service	83,957	87,315	89,934	92,632
2nd year of service	85,664	89,091	91,764	94,517
3rd year of service	87,172	90,659	93,379	96,180
4th year of service	89,044	92,606	95,384	98,246

Grade 3				
1st year of service and thereafter	95,131	98,936	101,904	104,961
Senior Technical Officer				
Grade 1				
1st year of service	93,295	97,027	99,938	102,936
2nd year of service	95,131	98,936	101,904	104,961
3rd year of service	98,063	101,986	105,046	108,197
Grade 2				
1st year of service	100,986	105,025	108,176	111,421
2nd year of service	103,863	108,018	111,259	114,597
Grade 3	108,153	112,479	115,853	119,329
Technical Officer, Maintenance Services	98,941	102,899	105,986	109,166
Technician				
Class 1				
1st year of service	67,006	69,686	71,777	73,930
2nd year of service	68,967	71,726	73,878	76,094
Class 2				
1st year of service	72,772	75,683	77,953	80,292
2nd year of service	74,803	77,795	80,129	82,533
Class 3				
1st year of service	79,032	82,193	84,659	87,199
2nd year of service	80,600	83,824	86,339	88,929
Class 4				
1st year of service	82,184	85,471	88,035	90,676
2nd year of service	83,150	86,476	89,070	91,742
Transport Officer	67,758	70,468	72,582	74,759
Transport Officer, Mechanical				
Year 1	79,032	82,193	84,659	87,199
Year 2	79,860	83,054	85,546	88,112
Year 3	80,600	83,824	86,339	88,929
Year 4	81,416	84,673	87,213	89,829
Uniform Fitter and Advisory Officer	65,236	67,845	69,880	71,976
Allowances				
On call allowances (per hour)	1.10	1.14	1.17	1.21
Community Language Allowance Scheme (per annum)				
Base level rate	1,580	1,643	1,692	1,743
Higher level rate	2,376	2,471	2,545	2,621
Flying Allowance (per hour)	23.80	24.80	25.50	26.30
First Aid Allowance (per annum)				
Holders of basic qualification	1018	1059	1091	1124
Holders of current occupational first aid certificate	1,530	1,591	1,639	1,688

	Uplift	1.7.24	1.7.25	1.7.26
	Per annum	Per annum	Per annum	Per annum
	\$	3% \$	3% \$	3% \$
Groom, Mounted Police				
1st year	62,359	64,230	66,157	68,142
2nd year and there after	64,619	66,558	68,555	70,612

Crown Employees (NSW Police Force Communications Officers) Award

Communications Officer - NSW Police Force Classifications	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Communications Officer					
Trainee	35	63,968	66,527	68,523	70,579
1st year	40	67,006	69,686	71,777	73,930
2nd year	46	70,694	73,522	75,728	78,000
3rd year	49	72,772	75,683	77,953	80,292
4th year	55	76,857	79,931	82,329	84,799
5th year	58	79,032	82,193	84,659	87,199
Senior Communications Officer					
1st year	64	83,957	87,315	89,934	92,632
2nd year	67	86,539	90,001	92,701	95,482
Shift Co-ordinators					
1st year	75	93,295	97,027	99,938	102,936
2nd year	78	96,237	100,086	103,089	106,182
3rd year	82	100,011	104,011	107,131	110,345
4th year	85	102,941	107,059	110,271	113,579
Radio and Communications Operators					
4th year	52	74,803	77,795	80,129	82,533
5th year	55	76,857	79,931	82,329	84,799

Crown Employees (NSW Police Force Police Band) Award 2018

Special Constables (Police Bands) NSW Police Force					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Bandsperson					
1st year of service	41	67,758	70,468	72,582	74,759
2nd year of service	43	68,968	71,727	73,879	76,095
3rd year of service	45	70,156	72,962	75,151	77,406
4th year of service	47	71,438	74,296	76,525	78,821
5th year of service	52	74,803	77,795	80,129	82,533
6th year of service and thereafter	54	76,102	79,146	81,520	83,966
Senior Special Constable	-	78,966	82,125	84,589	87,127
Allowance - Doubling		1,256	1,306	1,345	1,385

Crown Employees (NSW Police Force Special Constables) (Security) Award 2024

a) Special Constable (Security)

	Per Week \$ [2024]NSWIRComm 1034 2%	Per Week \$ 1 July 2024 8% work value	Per Week \$ 1 July 2024 3%	Per Week \$ 1 July 2025 3%	Per Week \$ 1 July 2026 3%
1st year of service	1155.80	1248.30	1285.70	1324.30	1364.00
2nd year of service	1175.20	1269.20	1307.30	1346.50	1386.90

3rd year of service and thereafter	1198.10	1293.90	1332.70	1372.70	1413.90
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Progression to the 2nd and 3rd year rate will be dependent upon completion of 12 months satisfactory service at the previous year's rate of pay and satisfactory conduct.

(b) Special Constable (Security) First Class

	Per Week \$ [2024]NSWIR Comm 1034 2%	Per Week \$ 1 July 2024 8% work value	Per Week \$ 1 July 2024 3%	Per Week \$ 1 July 2025 3%	Per Week \$ 1 July 2026 3%
1st year of service and thereafter	1218.50	1316.00	1355.50	1396.20	1438.10

Providing that for progression to the position of Special Constable (Security) First Class the officer has completed 12 months satisfactory service at the 3rd year Special Constable (Security) level and the Commissioner is of the opinion that the value of the work performed, the results achieved and the manner in which the duties are performed warrant such progression.

(c) Senior Special Constable (Security)

	Per Week \$ [2024]NSWIRComm 1034 2%	Per Week \$ 1 July 2024 8% work value	Per Week \$ 1 July 2024 3%	Per Week \$ 1 July 2025 3%	Per Week \$ 1 July 2026 3%
1st year of service	1304.20	1408.50	1450.80	1494.30	1539.10
2nd year of service and thereafter	1333.80	1440.50	1483.70	1528.20	1574.00

(d) Special Constable (Security), Field Supervisor

	Per Week \$ [2024]NSWIRComm 1034 2%	Per Week \$ 1 July 2024 8% work value	Per Week \$ 1 July 2024 3%	Per Week \$ 1 July 2025 3%	Per Week \$ 1 July 2026 3%
1st year of service	1492.40	1611.80	1660.20	1710.00	1761.30
2nd year of service and thereafter	1524.40	1646.40	1695.80	1746.70	1799.10

The parties agree that the final numbers and locations of promotional positions is recognised as a management prerogative of the Commissioner of Police.

The parties agree that confirmation of appointment to the rank of Senior Special Constable (Security) will be subject to the successful completion of an appropriate supervisory course.

Item No.	Clause No.	Subject Matter	Amount \$ Effective from first full pay period on or after 1 July 2023 [2024]NSWIRComm 1034 2%	Amount \$ Effective from first full pay period on or after 1 July 2024 8% work value	Amount \$ Effective from first full pay period on or after 1 July 2024 3%	Amount \$ Effective from first full pay period on or after 1 July 2025 3%	Amount \$ Effective from first full pay period on or after 1 July 2026 3%
1	17A	Overwatch Duties Allowance			\$ 5.40 per hour	\$5.56 per hour	\$5.73 per hour
2	18	Full time Special Constables (Security), Monday to Friday, Shift Allowance	78.80	85.10	87.65	90.30	93.00
3	11	Full time Special Constables (Security), Saturday and Sunday Shift Allowance	222.70	240.50	247.70	255.15	262.80
3	20.3(e)	Meal Allowance	10.75		As per ATO	As per ATO	As per ATO
		Subsequent meal allowance	9.95				

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

Environment Officers - Department of Planning, Industry and Environment and the Office of Environment Protection Authority				
Classification and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Class 1	41,690	43,358	44,659	45,999
1				
2	50,365	52,380	53,951	55,570
3	55,281	57,492	59,217	60,994
4	58,661	61,007	62,837	64,722
5	61,256	63,706	65,617	67,586
6	64,598	67,182	69,197	71,273
7	71,381	74,236	76,463	78,757
Class 2				
1	71,381	74,236	76,463	78,757
2	73,479	76,418	78,711	81,072
3	75,429	78,446	80,799	83,223
4	78,246	81,376	83,817	86,332

Class 3				
1	75,429	78,446	80,799	83,223
2	78,246	81,376	83,817	86,332
3	82,159	85,445	88,008	90,648
4	84,632	88,017	90,658	93,378
Class 4				
1	82,159	85,445	88,008	90,648
2	84,632	88,017	90,658	93,378
3	88,147	91,673	94,423	97,256
4	91,610	95,274	98,132	101,076
Class 5				
1	88,147	91,673	94,423	97,256
2	91,610	95,274	98,132	101,076
3	95,109	98,913	101,880	104,936
4	98,036	101,957	105,016	108,166
Class 6				
1	95,109	98,913	101,880	104,936
2	98,036	101,957	105,016	108,166
3	101,850	105,924	109,102	112,375
4	104,945	109,143	112,417	115,790
Class 7				
1	101,850	105,924	109,102	112,375
2	104,945	109,143	112,417	115,790
3	108,119	112,444	115,817	119,292
4	112,530	117,031	120,542	124,158
Class 8				
1	108,119	112,444	115,817	119,292
2	112,530	117,031	120,542	124,158
3	116,059	120,701	124,322	128,052
4	121,982	126,861	130,667	134,587
Class 9				
1	116,059	120,701	124,322	128,052
2	121,982	126,861	130,667	134,587
3	125,487	130,506	134,421	138,454
4	129,288	134,460	138,494	142,649
Class 10				
1	125,487	130,506	134,421	138,454
2	129,288	134,460	138,494	142,649
3	134,445	139,823	144,018	148,339
4	138,386	143,921	148,239	152,686
Class 11				
1	134,445	139,823	144,018	148,339
2	138,386	143,921	148,239	152,686
3	142,529	148,230	152,677	157,257
4	148,168	154,095	158,718	163,480
Class 12				
1	142,529	148,230	152,677	157,257
2	148,168	154,095	158,718	163,480
3	153,138	159,264	164,042	168,963
4	156,425	162,682	167,562	172,589
Class 13				
1	153,138	159,264	164,042	168,963
2	156,425	162,682	167,562	172,589
3	161,614	168,079	173,121	178,315
4	164,031	170,592	175,710	180,981
Class 14				
1	161,614	168,079	173,121	178,315
2	164,031	170,592	175,710	180,981

3	171,628	178,493	183,848	189,363
4	179,232	186,401	191,993	197,753
Class 15				
1	171,628	178,493	183,848	189,363
2	179,232	186,401	191,993	197,753
3	186,831	194,304	200,133	206,137
4	194,424	202,201	208,267	214,515
Other Rates and Allowances - Brief Description				
AHIS weekly allowance: inconvenience and 6 incoming calls after/before normal working hours	538.05	559.55	576.35	593.65
For each call above 6 incoming calls in an AHIS roster period; not limited	26.25	27.30	28.10	28.95
Extra per public holiday falling on a weekday	165.00	171.60	176.75	182.05
Out of hours disturbance (AHIS Supervising Officers)	53.05	55.15	56.80	58.50

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

Effective from the beginning of the first full pay period to commence on or after 1 July 2023					
Level	Common Salary Point	Base Hourly Rate Per Hour	20% Loading Per Hour Per Cl.13.6	4/48th Payment Per Hour Per Cl.13.7	Casual Full Rate Per Hour
1	17	\$29.47	\$5.89	\$2.95	\$38.32
2	28	\$32.93	\$6.59	\$3.29	\$42.81
3	40	\$36.69	\$7.34	\$3.67	\$47.70
4	49	\$39.85	\$7.97	\$3.98	\$51.80
5	61	\$44.58	\$8.92	\$4.46	\$57.96
6	69	\$48.28	\$9.66	\$4.83	\$62.77
7	78	\$52.70	\$10.54	\$5.27	\$68.51

Effective from the beginning of the first full pay period to commence on or after 1 July 2024					
Level	Common Salary Point	Base Hourly Rate Per Hour	20% Loading Per Hour Per Cl.13.6	4/48th Payment Per Hour Per Cl.13.7	Casual Full Rate Per Hour
1	17	\$30.65	\$6.15	\$3.05	\$39.85
2	28	\$34.25	\$6.85	\$3.40	\$44.50
3	40	\$38.15	\$7.65	\$3.80	\$49.60
4	49	\$41.45	\$8.30	\$4.15	\$53.85
5	61	\$46.35	\$9.25	\$4.65	\$60.25
6	69	\$50.20	\$10.05	\$5.00	\$65.30
7	78	\$54.80	\$10.95	\$5.50	\$71.25

Effective from the beginning of the first full pay period to commence on or after 1 July 2025					
Level	Common Salary Point	Base Hourly Rate Per Hour	20% Loading Per Hour Per Cl.13.6	4/48th Payment Per Hour Per Cl.13.7	Casual Full Rate Per Hour
1	17	\$31.55	\$6.35	\$3.15	\$41.05
2	28	\$35.30	\$7.05	\$3.50	\$45.85
3	40	\$39.30	\$7.90	\$3.90	\$51.10
4	49	\$42.70	\$8.55	\$4.25	\$55.45
5	61	\$47.75	\$9.55	\$4.80	\$62.05
6	69	\$51.70	\$10.35	\$5.15	\$67.25
7	78	\$56.45	\$11.30	\$5.65	\$73.40

Effective from the beginning of the first full pay period to commence on or after 1 July 2026					
Level	Common Salary Point	Base Hourly Rate Per Hour	20% Loading Per Hour Per Cl.13.6	4/48th Payment Per Hour Per Cl.13.7	Casual Full Rate Per Hour
1	17	\$32.50	\$6.55	\$3.25	\$42.30
2	28	\$36.35	\$7.25	\$3.60	\$47.25
3	40	\$40.50	\$8.15	\$4.00	\$52.65
4	49	\$44.00	\$8.80	\$4.40	\$57.10
5	61	\$49.20	\$9.85	\$4.95	\$63.90
6	69	\$53.25	\$10.65	\$5.30	\$69.25
7	78	\$58.15	\$11.65	\$5.80	\$75.60

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

Ranger Classifications				
Classification and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Trainee Rangers				
1st year of service	63,318	65,851	67,827	69,862
2nd year of service	64,455	67,033	69,044	71,115
3rd year of service	66,398	69,054	71,126	73,260
4th year of service	67,589	70,293	72,402	74,574
5th year of service	68,291	71,023	73,154	75,349
6th year of service	69,280	72,051	74,213	76,439
Rangers				
Grade 1				
1st level	69,280	72,051	74,213	76,439
2nd level	72,004	74,884	77,131	79,445
3rd level	76,022	79,063	81,435	83,878
4th level	81,479	84,738	87,280	89,898

5th level	89,806	93,398	96,200	99,086
6th level	95,061	98,863	101,829	104,884
Grade 2				
1st year	96,954	100,832	103,857	106,973
2nd year	99,833	103,826	106,941	110,149
3rd year	102,871	106,986	110,196	113,502
4th year	107,008	111,288	114,627	118,066
Senior Ranger				
1st year & thereafter	115,006	119,606	123,194	126,890
Assistant District Manager				
Grade 1	118,433	123,170	126,865	130,671
Grade 2	126,734	131,803	135,757	139,830
Grade 3	136,980	142,459	146,733	151,135
Grade 4	142,789	148,501	152,956	157,545
District Manager				
Grade 1	121,767	126,638	130,437	134,350
Grade 2	130,517	135,738	139,810	144,004
Grade 3	142,789	148,501	152,956	157,545
Grade 4	151,736	157,805	162,539	167,415
Grade 5	158,421	164,758	169,701	174,792
Project/Research Officer Classification				
Grade 1				
1st year	71,749	74,619	76,858	79,164
2nd year	74,051	77,013	79,323	81,703
3rd year	80,780	84,011	86,531	89,127
4th year	87,095	90,579	93,296	96,095
5th year	93,366	97,101	100,014	103,014
Grade 2*				
1st year	100,011	104,011	107,131	110,345
2nd year	102,936	107,053	110,265	113,573
3rd year	106,025	110,266	113,574	116,981
Grade 3*				
1st year	111,362	115,816	119,290	122,869
2nd year	114,937	119,534	123,120	126,814
3rd year	118,497	123,237	126,934	130,742
4th year	120,856	125,690	129,461	133,345
Grade 4*				
1st year	122,013	126,894	130,701	134,622
2nd year	125,521	130,542	134,458	138,492
Grade 5				
1st year	131,890	137,166	141,281	145,519
2nd year	137,484	142,983	147,272	151,690
Grade 6				
1st year	146,093	151,937	156,495	161,190
2nd year	147,627	153,532	158,138	162,882
* Progression criteria applies				
Project Officer (Aboriginal Positions)				
Grade 1				
1st year	71,749	74,619	76,858	79,164
2nd year	74,051	77,013	79,323	81,703
3rd year	80,780	84,011	86,531	89,127
4th year	87,095	90,579	93,296	96,095
5th year	93,366	97,101	100,014	103,014
Grade 2*				
1st year	100,011	104,011	107,131	110,345
2nd year	102,936	107,053	110,265	113,573
3rd year	106,025	110,266	113,574	116,981
Grade 3*				

1st year	111,362	115,816	119,290	122,869
2nd year	114,937	119,534	123,120	126,814
3rd year	118,497	123,237	126,934	130,742
4th year	120,856	125,690	129,461	133,345
Grade 4*				
1st year	122,013	126,894	130,701	134,622
2nd year	125,521	130,542	134,458	138,492
Grade 5				
1st year	131,890	137,166	141,281	145,519
2nd year	137,484	142,983	147,272	151,690
Grade 6				
1st year	146,093	151,937	156,495	161,190
2nd year	147,627	153,532	158,138	162,882
*Progression criteria applies				
Field Officer Classification				
Field Officer Base Grade 1/2				
Employees Engaged on or after 1 July 2007				
Grade 1				
Year 1	54,422	56,599	58,297	60,046
Year 2	55,797	58,029	59,770	61,563
Grade 2				
Year 1	57,084	59,367	61,148	62,982
Year 2	59,746	62,136	64,000	65,920
Field Officer Grade 1/4				
Employees Engaged on or after 1 July 2007				
Grade 1				
1st year	54,422	56,599	58,297	60,046
2nd year	55,797	58,029	59,770	61,563
Grade 2				
1st year	57,084	59,367	61,148	62,982
2nd year	59,746	62,136	64,000	65,920
Grade 3 (A)				
1st year	68,174	70,901	73,028	75,219
2nd year	69,376	72,151	74,316	76,545
Grade 4 (A)				
1st year	71,318	74,171	76,396	78,688
2nd year	72,606	75,510	77,775	80,108
Field Officer Grade B3/B4				
Employees engaged on or before 30 June 2007				
Grade 3 (B)				
1st year	68,174	59,772	61,565	63,412
2nd year	69,376	61,282	63,120	65,014
Grade 4 (B)				
1st year	71,318	62,695	64,576	66,513
2nd year	72,606	65,619	67,588	69,616
Senior Field Officer and Senior Field Officer (Plant)				
Grade 1				
1st year	74,220	74,876	77,122	79,436
2nd year	75,480	76,195	78,481	80,835
Grade 2				
1st year	77,007	78,328	80,678	83,098
2nd year	78,618	79,744	82,136	84,600
Field Supervisor				
Classification and Grades				
Grade 1				
1st year	81,316	70,901	73,028	75,219
2nd year	83,180	72,151	74,316	76,545
Grade 2				

1st year	85,043	74,171	76,396	78,688
2nd year	86,908	75,510	77,775	80,108
Senior Field Supervisor Classification and Grades				
Grade 1				
1st year	94,287	77,189	79,505	81,890
2nd year	96,604	78,499	80,854	83,280
Grade 2				
1st year	98,923	80,087	82,490	84,965
2nd year	101,238	81,763	84,216	86,742

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

Inspectors - WorkCover Authority					
Classification		1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Inspectorial Stream	Managerial Stream				
Progression Level					
Level 1		108,610	112,954	116,343	119,833
Level 2		111,585	116,048	119,529	123,115
Level 3		117,937	122,654	126,334	130,124
Senior Inspector 1		122,546	127,448	131,271	135,209
Senior Inspector 2		123,698	128,646	132,505	136,480
Principal Inspector 1	District Coordinator 1	126,216	131,265	135,203	139,259
Principal Inspector 2		127,399	132,495	136,470	140,564
	District Coordinator 2	128,712	133,860	137,876	142,012
Assistant State Inspector 1		133,207	138,535	142,691	146,972
Inspector 2					
Assistant State		134,461	139,839	144,034	148,355
Inspector 2					
State Inspector 1	Team Coordinator 1	142,267	147,958	152,397	156,969
State Inspector 2		143,603	149,347	153,827	158,442
	Team Coordinator 2	145,080	150,883	155,409	160,071
	State Coordinator 1	148,966	154,925	159,573	164,360
	State Coordinator 2	150,372	156,387	161,079	165,911
	Team Manager 1	167,694	174,402	179,634	185,023
	Team Manager 2	185,261	192,671	198,451	204,405

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

Classification and Grades		1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Horticultural Apprentice Year 1	-	31,570	32,833	33,818	34,833
Horticultural Apprentice Year 2	-	42,094	43,778	45,091	46,444
Horticultural Apprentice Year 3	-	52,618	54,723	56,365	58,056
Horticultural Apprentice Year 4	27	59,630	62,015	63,875	65,791
Level 1	15	51,905	53,981	55,600	57,268
Level 2, Year 1 (Minimum)	23	57,633	59,938	61,736	63,588
Level 2, (Maximum)	26	59,155	61,521	63,367	65,268
Level 3 Year 1, (Minimum)	30	61,272	63,723	65,635	67,604
Level 3, (Maximum)	34	63,455	65,993	67,973	70,012
Level 4, Year 1, (Minimum)	38	65,778	68,409	70,461	72,575
Level 4, (Maximum)	41	67,758	70,468	72,582	74,759
Level 5, Year 1, (Minimum)	45	70,156	72,962	75,151	77,406
Level 5, (Maximum)	48	72,031	74,912	77,159	79,474
Level 6, Year 1, (Minimum)	51	74,050	77,012	79,322	81,702
Level 6, (Maximum)	54	76,102	79,146	81,520	83,966
Level 7, Year 1, (Minimum)	57	78,260	81,390	83,832	86,347
Level 7, (Maximum)	60	80,600	83,824	86,339	88,929
Level 8, Year 1, (Minimum)	63	83,150	86,476	89,070	91,742
Level 8, Maximum	67	86,539	90,001	92,701	95,482
Level 9, Year 1, (Minimum)	71	89,932	93,529	96,335	99,225
Level 9, (Maximum)	75	93,295	97,027	99,938	102,936
Level 10, Year 1, (Minimum)	78	96,237	100,086	103,089	106,182
Level 10, (Maximum)	81	98,941	102,899	105,986	109,166
Level 11, Year 1, (Minimum)	89	107,091	111,375	114,716	118,157
Level 11, (Maximum)	95	113,746	118,296	121,845	125,500
Level 12, Year 1, (Minimum)	109	130,616	135,841	139,916	144,113
Level 12, (Maximum)	112	134,483	139,862	144,058	148,380
Level 13, Year 1, (Minimum)	115	138,427	143,964	148,283	152,731
Level 13, (Maximum)	118	142,579	148,282	152,730	157,312
Level 14, Year 1, (Minimum)	121	146,966	152,845	157,430	162,153
Level 14, (Maximum)	124	151,509	157,569	162,296	167,165
Level 15, Year 1, (Minimum)	127	156,464	162,723	167,605	172,633
Level 15, (Maximum)	130	161,663	168,130	173,174	178,369

Crown Employees (Parliament House Conditions of Employment) Award 2015

Allowances	1.7.23 4% \$	1.7.24 4% \$	1.7.25 3% \$	1.7.26 3% \$
Allowance in lieu of overtime				
Sessional Staff Above Clerk Grade 8 (per occasion)	449.85	467.85	481.90	496.35

**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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Physiotherapists - Grade 1					
1st year of service	46	70,694	73,522	75,728	78,000
2nd year of service	50	73,479	76,418	78,711	81,072
3rd year of service	56	77,576	80,679	83,099	85,592
4th year of service	63	83,150	86,476	89,070	91,742
5th year of service	70	89,044	92,606	95,384	98,246
6th year of service	76	94,323	98,096	101,039	104,070
7th year of service	81	98,941	102,899	105,986	109,166
Grade 2	85	102,941	107,059	110,271	113,579
Grade 3	92	110,205	114,613	118,051	121,593
Grade 4	95	113,746	118,296	121,845	125,500
Grade 5	98	117,363	122,058	125,720	129,492
Grade 6	100	119,699	124,487	128,222	132,069
Grade 7	103	123,141	128,067	131,909	135,866

Occupational Therapists Grade 1					
1st year of service	46	70,694	73,522	75,728	78,000
2nd year of service	50	73,479	76,418	78,711	81,072
3rd year of service	56	77,576	80,679	83,099	85,592
4th year of service	63	83,150	86,476	89,070	91,742
5th year of service	70	89,044	92,606	95,384	98,246
6th year of service	76	94,323	98,096	101,039	104,070
7th year of service	81	98,941	102,899	105,986	109,166
Grade 2	85	102,941	107,059	110,271	113,579
Grade 3	92	110,205	114,613	118,051	121,593
Grade 4	95	113,746	118,296	121,845	125,500
Grade 5	98	117,363	122,058	125,720	129,492
Grade 6	100	119,699	124,487	128,222	132,069
Speech Pathologist - Grade 1					
1st year of service	46	70,694	73,522	75,728	78,000
2nd year of service	50	73,479	76,418	78,711	81,072
3rd year of service	56	77,576	80,679	83,099	85,592
4th year of service	63	83,150	86,476	89,070	91,742
5th year of service	70	89,044	92,606	95,384	98,246
6th year of service	76	94,323	98,096	101,039	104,070
7th year of service	81	98,941	102,899	105,986	109,166
Grade 2	85	102,941	107,059	110,271	113,579
Grade 3	92	110,205	114,613	118,051	121,593
Grade 4	95	113,746	118,296	121,845	125,500
Grade 5	98	117,363	122,058	125,720	129,492
Music Therapists					
1st year of service	31	61,760	64,230	66,157	68,142
2nd year of service	38	65,778	68,409	70,461	72,575
3rd year of service	43	68,968	71,727	73,879	76,095
4th year of service	49	72,772	75,683	77,953	80,292
5th year of service	54	76,102	79,146	81,520	83,966

6th year of service	59	79,860	83,054	85,546	88,112
7th year of service	63	83,150	86,476	89,070	91,742
Sole Allowance - 3(ii)(a)		2,974	3,093	3,186	3,282
Part-time Student Unit Supervisor Allowance for each student per supervised shift - refer formula in award at 3(ii)(b)		10.80	11.25	11.60	11.95

Crown Employees (Planning Officers) Award 2021

Classification and Grades		1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Student Planner					
Year 1	CSP 23	57,633	59,938	61,736	63,588
Year 2	CSP 28	60,134	62,539	64,415	66,347
Year 3	CSP 32	62,359	64,853	66,799	68,803
Year 4	CSP 40	67,006	69,686	71,777	73,930
Planning Officer (Professional)					
Level 1(a)					
Year 1	CSP 59	79,860	83,054	85,546	88,112
Year 2	CSP 69	88,173	91,700	94,451	97,285
Year 3	CSP 76	94,323	98,096	101,039	104,070
Year 4	CSP 80	98,063	101,986	105,046	108,197
Year 5	CSP 84	101,874	105,949	109,127	112,401
Soft barrier progression (clause 4.7.2)					
Level 1(b)					
Year 1	CSP 90	108,153	112,479	115,853	119,329
Year 2	CSP 94	112,559	117,061	120,573	124,190
Year 3	CSP 97	116,094	120,738	124,360	128,091
Year 4	-	121,870	126,745	130,547	134,463
Level 2					
Year 1	CSP 108	129,331	134,504	138,539	142,695
Year 2	-	133,080	138,403	142,555	146,832
Year 3	CSP115	138,427	143,964	148,283	152,731
Level 3					
Year 1	CSP 117	141,175	146,822	151,227	155,764
Year 2	-	147,093	152,977	157,566	162,293
Year 3	CSP 124	151,509	157,569	162,296	167,165
Soft barrier progression (clause 4.9.2)					
Year 4	CSP 128	158,102	164,426	169,359	174,440
Year 5	-	164,405	170,981	176,110	181,393
Level 4					
Year 1	-	181,256	188,506	194,161	199,986
Year 2	-	188,850	196,404	202,296	208,365
Year 3	-	196,597	204,461	210,595	216,913
Level 5					
Year 1	-	207,032	215,313	221,772	228,425
Year 2	-	212,183	220,670	227,290	234,109

Crown Employees (Psychologists) Award

Classification and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 3% \$
Psychologist -		
1st year	74,302	76,531
2nd year	78,321	80,671
3rd year	82,336	84,806
4th year	87,356	89,977
5th year	92,379	95,150
6th year	97,400	100,322
7th year	102,420	105,493
8th year	106,438	109,631
9th year and thereafter	110,451	113,765
Senior Psychologist -		
1st year	116,478	119,972
2nd year	121,500	125,145
3rd year and thereafter	126,518	130,314
Specialist Psychologist -		
1st year	106,438	109,631
2nd year	112,457	115,831
3rd year	118,485	122,040
4th year	124,510	128,245
5th year and thereafter	130,530	134,446
Senior Specialist Psychologist -		
1st year	136,558	140,655
2nd year	140,574	144,791
3rd year and thereafter	144,594	148,932
Chief Psychologist -	151,586	156,134
1st year		
Principal Psychologist -	164,674	169,614
1st year and thereafter		
Environmental Allowance (Corrective Services and Juvenile Justice)	3,402	3,504

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

Allowances	1.7.23 4% \$	1.7.24 4% \$	1.7.25 3% \$	1.7.26 3% \$
On call allowance	1.10	1.14	1.17	1.21
Community Language Allowance Scheme				
Base level rate	1,580	1,643	1,692	1,743
Higher level rate	2,376	2,471	2,545	2,621
Flying Allowance	23.70	24.70	25.40	26.20
First Aid Allowance				
Holders of basic qualification	1,018	1,059	1,091	1,124
Holders of current occupational first aid certificate	1,529	1,590	1,638	1,687

Crown Employees (Public Service Training Wage) Reviewed Award 2008

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

Skill Levels

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

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

Classification	1.7.23 Per week 4% \$	1.7.24 Per week 4% \$	1.7.25 Per week 3% \$	1.7.26 Per week 3% \$
Trainee - Diploma Level	811.50	844.00	869.30	895.40
Skill Level A Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A:				
Highest Year of Schooling Completed				
Year 10				
School leaver	358.20	372.50	383.70	395.20
Plus 1 year out of school	394.90	410.70	423.00	435.70
Plus 2 years	473.40	492.30	507.10	522.30
Plus 3 years	552.10	574.20	591.40	609.10
Plus 4 years	640.50	666.10	686.10	706.70
Plus 5 years or more	732.70	762.00	784.90	808.40
Year 11				
School leaver	394.60	410.40	422.70	435.40
Plus 1 year out of school	473.40	492.30	507.10	522.30
Plus 2 years	552.10	574.20	591.40	609.10
Plus 3 years	640.50	666.10	686.10	706.70
Plus 4 years	732.70	762.00	784.90	808.40
Plus 5 years or more	732.70	762.00	784.90	808.40
Year 12				
School leaver	473.40	492.30	507.10	522.30
Plus 1 year out of school	552.10	574.20	591.40	609.10
Plus 2 years	640.50	666.10	686.10	706.70
Plus 3 years	732.70	762.00	784.90	808.40
Plus 4 years	732.70	762.00	784.90	808.40
Plus 5 years or more	732.70	762.00	784.90	808.40
Skill Level B Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level B:				
Highest Year of Schooling Completed				
Year 10				
School leaver	358.20	372.50	383.70	395.20

Plus 1 year out of school	394.60	410.40	422.70	435.40
Plus 2 years	458.80	477.20	491.50	506.20
Plus 3 years	527.90	549.00	565.50	582.50
Plus 4 years	620.00	644.80	664.10	684.00
Plus 5 years or more	706.90	735.20	757.30	780.00
Year 11				
School leaver	394.80	410.60	422.90	435.60
Plus 1 year out of school	458.80	477.20	491.50	506.20
Plus 2 years	527.90	549.00	565.50	582.50
Plus 3 years	620.00	644.80	664.10	684.00
Plus 4 years	706.90	735.20	757.30	780.00
Plus 5 years or more	706.90	735.20	757.30	780.00
Year 12				
School leaver	458.80	477.20	491.50	506.20
Plus 1 year out of school	527.90	549.00	565.50	582.50
Plus 2 years	620.00	644.80	664.10	684.00
Plus 3 years	706.90	735.20	757.30	780.00
Plus 4 years	706.90	735.20	757.30	780.00
Plus 5 years or more	706.90	735.20	757.30	780.00
Skill Level C				
Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C:				
Highest Year of Schooling Completed				
Year 10				
School leaver	358.20	372.50	383.70	395.20
Plus 1 year out of school	394.80	410.60	422.90	435.60
Plus 2 years	454.60	472.80	487.00	501.60
Plus 3 years	511.60	532.10	548.10	564.50
Plus 4 years	538.70	560.20	577.00	594.30
Plus 5 years or more	637.80	663.30	683.20	703.70
Year 11				
School leaver	394.80	410.60	422.90	435.60
Plus 1 year out of school	454.60	472.80	487.00	501.60
Plus 2 years	511.60	532.10	548.10	564.50
Plus 3 years	569.70	592.50	610.30	628.60
Plus 4 years	637.80	663.30	683.20	703.70
Plus 5 years or more	637.80	663.30	683.20	703.70
Year 12				
School leaver	454.60	472.80	487.00	501.60
Plus 1 year out of school	511.60	532.10	548.10	564.50
Plus 2 years	569.70	592.50	610.30	628.60
Plus 3 years	637.80	663.30	683.20	703.70
Plus 4 years	637.80	663.30	683.20	703.70
Plus 5 years or more	637.80	663.30	683.20	703.70
School-Based Traineeships Skill Levels A, B and C				
Year of Schooling				
Year 11	358.20	372.50	383.70	395.20
Year 12	399.50	415.50	428.00	440.80
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	1.7.23 Per hour 4% \$	1.7.24 Per hour 4% \$	1.7.25 Per hour 3% \$	1.7.26 Per hour 3% \$
Trainee Diploma Level part-time	28.92	30.08	30.98	31.91
Skill Level A Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A:				
Highest Year of Schooling Completed				
Year 10				
School leaver	12.89	13.41	13.81	14.22
Plus 1 year out of school	14.07	14.63	15.07	15.52
Plus 2 years	17.02	17.70	18.23	18.78
Plus 3 years	19.65	20.44	21.05	21.68
Plus 4 years	22.91	23.83	24.54	25.28
Plus 5 years or more	26.19	27.24	28.06	28.90
Year 11				
School leaver	14.07	14.63	15.07	15.52
Plus 1 year out of school	17.02	17.70	18.23	18.78
Plus 2 years	19.65	20.44	21.05	21.68
Plus 3 years	22.91	23.83	24.54	25.28
Plus 4 years	26.19	27.24	28.06	28.90
Plus 5 years or more	26.19	27.24	28.06	28.90
Year 12				
School leaver	17.02	17.70	18.23	18.78
Plus 1 year out of school	19.65	20.44	21.05	21.68
Plus 2 years	22.91	23.83	24.54	25.28
Plus 3 years	26.19	27.24	28.06	28.90
Plus 4 years	26.19	27.24	28.06	28.90
Plus 5 years or more	26.19	27.24	28.06	28.90
Skill Level B Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level B:				
Highest Year of Schooling Completed				
Year 10				
School leaver	12.89	13.41	13.81	14.22
Plus 1 year out of school	14.07	14.63	15.07	15.52
Plus 2 years	16.37	17.02	17.53	18.06
Plus 3 years	18.88	19.64	20.23	20.84
Plus 4 years	22.27	23.16	23.85	24.57
Plus 5 years or more	25.21	26.22	27.01	27.82
Year 11				
School leaver	14.07	14.63	15.07	15.52
Plus 1 year out of school	16.37	17.02	17.53	18.06
Plus 2 years	18.88	19.64	20.23	20.84
Plus 3 years	22.27	23.16	23.85	24.57
Plus 4 years	25.21	26.22	27.01	27.82
Plus 5 years or more	25.21	26.22	27.01	27.82
Year 12				

School leaver	16.37	17.02	17.53	18.06
Plus 1 year out of school	18.88	19.64	20.23	20.84
Plus 2 years	22.27	23.16	23.85	24.57
Plus 3 years	25.21	26.22	27.01	27.82
Plus 4 years	25.21	26.22	27.01	27.82
Plus 5 years or more	25.21	26.22	27.01	27.82
Skill Level C				
Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C:				
Highest Year of Schooling Completed				
Year 10				
School leaver	12.89	13.41	13.81	14.22
Plus 1 year out of school	14.07	14.63	15.07	15.52
Plus 2 years	16.26	16.91	17.42	17.94
Plus 3 years	18.32	19.05	19.62	20.21
Plus 4 years	20.30	21.11	21.74	22.39
Plus 5 years or more	22.81	23.72	24.43	25.16
Year 11				
School leaver	14.07	14.63	15.07	15.52
Plus 1 year out of school	16.26	16.91	17.42	17.94
Plus 2 years	18.32	19.05	19.62	20.21
Plus 3 years	20.30	21.11	21.74	22.39
Plus 4 years	22.81	23.72	24.43	25.16
Plus 5 years or more	22.81	23.72	24.43	25.16
Year 12				
School leaver	16.26	16.91	17.42	17.94
Plus 1 year out of school	18.32	19.05	19.62	20.21
Plus 2 years	20.30	21.11	21.74	22.39
Plus 3 years	22.81	23.72	24.43	25.16
Plus 4 years	22.81	23.72	24.43	25.16
Plus 5 years or more	22.81	23.72	24.43	25.16
School Based Trainees Wage Levels A, B and C				
Year 11	12.89	13.41	13.81	14.22
Year 12	14.07	14.63	15.07	15.52

Crown Employees (Research Scientists) Award 2007

Research Scientists					
Classification and Grades		1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Research Scientist -					
1st year of service	86	103,863	108,018	111,259	114,597
2nd year of service	91	109,194	113,562	116,969	120,478
3rd year of service	96	114,937	119,534	123,120	126,814
4th year of service	100	119,699	124,487	128,222	132,069
Efficiency Barrier -					
5th year of service	105	125,521	130,542	134,458	138,492
6th year of service	109	130,616	135,841	139,916	144,113
7th year of service	113	135,775	141,206	145,442	149,805
Senior Research Scientist -					
1st year of service	115	138,427	143,964	148,283	152,731
2nd year of service	118	142,579	148,282	152,730	157,312
3rd year of service	121	146,966	152,845	157,430	162,153

Efficiency Barrier - 4th year of service	124	151,509	157,569	162,296	167,165
5th year of service	127	156,464	162,723	167,605	172,633
Principal Research Scientist - 1st year of service	130	161,663	168,130	173,174	178,369
2nd year of service	-	165,361	171,975	177,134	182,448
3rd year of service	-	169,560	176,342	181,632	187,081
Senior Principal Research Scientist - 1st year of service	-	181,784	189,055	194,727	200,569
2nd year of service	-	195,007	202,807	208,891	215,158
Efficiency Barrier - 3rd year of service	-	211,623	220,088	226,691	233,492

Crown Employees (Rural Fire Service) Award

RFS Officers - These rates are inclusive of Annual Leave Loading

Classification and Grades		1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
RFS Officer Level 1					
Year 1		41,851	43,525	44,831	46,176
Year 2		50,615	52,640	54,219	55,846
Year 3		54,551	56,733	58,435	60,188
Year 4		56,045	58,287	60,036	61,837
Year 5		58,413	60,750	62,573	64,450
Year 6		59,469	61,848	63,703	65,614
Year 7		60,945	63,383	65,284	67,243
Year 8		63,204	65,732	67,704	69,735
Year 9		65,489	68,109	70,152	72,257
Year 10		67,906	70,622	72,741	74,923
RFS Officer Level 2					
Year 1		71,648	74,514	76,749	79,051
Year 2		73,755	76,705	79,006	81,376
RFS Officer Level 3					
Year 1		75,811	78,843	81,208	83,644
Year 2		77,889	81,005	83,435	85,938
RFS Officer Level 4					
Year 1		80,101	83,305	85,804	88,378
Year 2		82,514	85,815	88,389	91,041
RFS Officer Level 5					
Year 1		85,092	88,496	91,151	93,886
Year 2		87,705	91,213	93,949	96,767
RFS Officer Level 6					
Year 1		94,552	98,334	101,284	104,323
Year 2		97,536	101,437	104,480	107,614
RFS Officer Level 7					
Year 1		101,358	105,412	108,574	111,831
Year 2		104,329	108,502	111,757	115,110
RFS Officer Level 8					
Year 1		107,458	111,756	115,109	118,562
Year 2		110,671	115,098	118,551	122,108
RFS Officer Level 9					
Year 1		115,279	119,890	123,487	127,192
Year 2		118,942	123,700	127,411	131,233
RFS Officer Level 10					
Year 1		122,491	127,391	131,213	135,149

Year 2		125,937	130,974	134,903	138,950
RFS Officer Level 11					
Year 1		131,076	136,319	140,409	144,621
Year 2		134,981	140,380	144,591	148,929
RFS Officer Level 12					
Year 1		141,669	147,336	151,756	156,309
Year 2		147,684	153,591	158,199	162,945
RFS Officer Level 13					
Year 1		156,930	163,207	168,103	173,146
Year 2		163,841	170,395	175,507	180,772

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

Classification and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
RFS Officer Level A (OCC Operator)				
Year 1	46,786	48,657	50,117	51,621
Year 2	49,941	51,939	53,497	55,102
Year 3	53,826	55,979	57,658	59,388
Year 4	55,295	57,507	59,232	61,009
Year 5	57,633	59,938	61,736	63,588
Year 6	58,677	61,024	62,855	64,741
Year 7	60,134	62,539	64,415	66,347
Year 8	62,358	64,852	66,798	68,802
Year 9	64,619	67,204	69,220	71,297
Year 10	67,006	69,686	71,777	73,930
RFS Officer Level B (OCC Operational Communications Officer)				
Year 1	70,694	73,522	75,728	78,000
Year 2	72,772	75,683	77,953	80,292
Year 3	74,803	77,795	80,129	82,533
Year 4	76,857	79,931	82,329	84,799
RFS Officer Level C (OCC Senior Operational Communications Officer)				
Year 1	79,032	82,193	84,659	87,199
Year 2	81,415	84,672	87,212	89,828
Year 3	83,957	87,315	89,934	92,632
Year 4	86,539	90,001	92,701	95,482
RFS Officer Level D (OpO3 State Operational Communications Officer)				
Year 1	106,025	110,266	113,574	116,981
Year 2	109,194	113,562	116,969	120,478
Year 3	113,746	118,296	121,845	125,500
Year 4	117,363	122,058	125,720	129,492

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

Classification	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Commissioned Correctional Officers:				
Senior Assistant Superintendent				
- 7 day or any 5/7 days	141,181	145,416	149,778	154,271

Assistant Superintendent				
- 7 day or any 5/7 days	132,152	136,117	140,201	144,407
Senior Assistant Superintendent - 5 day	133,459	137,463	141,587	145,835
Assistant Superintendent - 5 day	124,427	128,160	132,005	135,965
Commissioned Industries Officers:				
Regional Business Manager - 5 day				
Year 1	149,931	154,429	159,062	163,834
Year 2	153,784	158,398	163,150	168,045
Year 3	160,385	165,197	170,153	175,258
Year 4	166,312	171,301	176,440	181,733
Operations Manager	159,551	164,338	169,268	174,346
Manager of Industries Level 1 - 5 day	147,222	151,639	156,188	160,874
Manager of Industries Level 2 - Any 5 of 7 days	147,841	152,276	156,844	161,549
Manager Centre Services and Employment Manager of Industries Level 2 - 5 day	141,181	145,416	149,778	154,271
Manager Business Unit - any 5/7 days	133,459	137,463	141,587	145,835
Manager Business Unit - 5 day	130,399	134,311	138,340	142,490

Crown Employees (Sheriff's Officers) Award

Classification and Grades	1 July 2023 Per annum 4% \$	New Classification Uplift 1 July 2024 \$	1 July 2024 Per annum 3% \$	1 July 2025 Per annum 3% \$	1 July 2026 Per annum 3% \$
Chief Superintendent					
Year 2	124,258	133,183	137,178	141,293	145,532
Year 1	120,859	129,331	133,211	137,207	141,323
Superintendent					
Year 2	109,194	124,258	127,986	131,826	135,781
Year 1	106,025	120,859	124,485	128,220	132,067
Chief Inspector					
Year 2	102,941	117,363	120,884	124,511	128,246
Year 1	100,011	113,746	117,158	120,673	124,293
Inspector					
Year 2	96,237	109,194	112,470	115,844	119,319
Year 1	93,295	106,025	109,206	112,482	115,856
Senior Sergeant	86,539	103,863	106,979	110,188	113,494
Sergeant					
Year 4	86,539	102,941	106,029	109,210	112,486
Year 3	83,957	100,011	103,011	106,101	109,284
Year 2	81,416	96,237	99,124	102,098	105,161
Year 1	79,032	93,295	96,094	98,977	101,946
Sheriff's officer					
Year 4	76,857	86,539	89,135	91,809	94,563
Year 3	74,803	83,957	86,476	89,070	91,742
Year 2	72,772	81,416	83,858	86,374	88,965
Year 1	70,694	79,032	81,403	83,845	86,360
Probationary Sheriffs officer	64,619	76,857	79,163	81,538	83,984

Crown Employees (State Emergency Service) Zone Staff Award 2021

Classification and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Full Time Region Controllers – Clerk Grade 9/10				
1st year of service	120,859	125,693	129,464	133,348
2nd year of service	124,258	129,228	133,105	137,098
3rd year of service	129,331	134,504	138,539	142,695
Thereafter	133,183	138,510	142,665	146,945
Deputy Region Controller - Clerk Grade 7/8				
1st year of service	106,025	110,266	113,574	116,981
2nd year of service	109,194	113,562	116,969	120,478
3rd year of service	113,746	118,296	121,845	125,500
Thereafter	117,363	122,058	125,720	129,492
Business Manager - Clerk Grade 5/6				
1st year of service	93,295	97,027	99,938	102,936
2nd year of service	96,237	100,086	103,089	106,182
3rd year of service	100,011	104,011	107,131	110,345
Thereafter	102,941	107,059	110,271	113,579
Community Engagement Officer - Clerk Grade 5/6				
1st year of service	93,295	97,027	99,938	102,936
2nd year of service	96,237	100,086	103,089	106,182
3rd year of service	100,011	104,011	107,131	110,345
Thereafter	102,941	107,059	110,271	113,579
Volunteer Support Officer - Clerk Grade 3/4				
1st year of service	79,032	82,193	84,659	87,199
2nd year of service	81,416	84,673	87,213	89,829
3rd year of service	83,957	87,315	89,934	92,632
Thereafter	86,539	90,001	92,701	95,482
Region Learning and Development Officer - Clerk Grade 5/6				
1st year of service	93,295	97,027	99,938	102,936
2nd year of service	96,237	100,086	103,089	106,182
3rd year of service	100,011	104,011	107,131	110,345
Thereafter	102,941	107,059	110,271	113,579

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

Classifications and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Duty Operations Officers Clerk Grade 7/8					
1st year of service	88	106,025	110,266	113,574	116,981
2nd year of service	91	109,194	113,562	116,969	120,478
3rd year of service	95	113,746	118,296	121,845	125,500
Thereafter	98	117,363	122,058	125,720	129,492
State Operations Centre Team Leader, Clerk Grade 3/4					
1st year of service	58	79,032	82,193	84,659	87,199
2nd year of service	61	81,416	84,673	87,213	89,829

3rd year of service	64	83,957	87,315	89,934	92,632
Thereafter	67	86,539	90,001	92,701	95,482
State Operations Centre Communications Officers, Clerk Grade 1/2					
1st year of service	46	70,694	73,522	75,728	78,000
2nd year of service	49	72,772	75,683	77,953	80,292
3rd year of service	52	74,803	77,795	80,129	82,533
Thereafter	55	76,857	79,931	82,329	84,799

Crown Employees (Tipstaves to Justices) Award 2007

Classification and Grades		1.7.23 Per annum 4% \$	1.7.24 Per annum 3% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
1st year of service	40	67,006	69,686	71,777	73,930
2nd year of service	42	68,291	71,023	73,154	75,349
3rd year of service	44	69,481	72,260	74,428	76,661
Tipstaff to the Chief Justice	46	70,694	73,522	75,728	78,000

Crown Employees (Trades Assistants) Award

Classification and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Blacksmith's striker	1051.10	1093.10	1125.90	1159.70
Cold saw operator	1059.30	1101.70	1134.80	1168.80
Driller (stationary machines)	1051.10	1093.10	1125.90	1159.70
Dresser and grinder (portable machines)	1069.60	1112.40	1145.80	1180.20
Dresser, shot blast or sand blast-				
(a) who operates from outside a properly enclosed cabin	1059.30	1101.70	1134.80	1168.80
(b) other	1104.90	1149.10	1183.60	1219.10
Dogman and/or crane chaser	1069.60	1112.40	1145.80	1180.20
Forger's assistant	1051.10	1093.10	1125.90	1159.70
Fork Lift Driver (TAFE)	1133.00	1178.30	1213.60	1250.00
Assistant Furnaceperson	1059.30	1101.70	1134.80	1168.80
General assistant assisting tradespersons or employed in a metal and/or electrical workshop (TAFE)	1051.10	1093.10	1125.90	1159.70
General assistant, other (TAFE)	1042.10	1083.80	1116.30	1149.80
General assistant/tool storeperson assisting tradespersons or employed in a metal and or electrical workshop (less than 20 hpw toolstore duties) (TAFE)	1069.60	1112.40	1145.80	1180.20
General assistant/tool storeperson, other (less than 20hpw toolstore duties) (TAFE)	1104.40	1148.60	1183.10	1218.60
Hammer driver	1059.30	1101.70	1134.80	1168.80
Heat treater operative	1069.60	1112.40	1145.80	1180.20
Machinist second class (Metal Trades)	1115.70	1160.30	1195.10	1231.00
Operator of straight line oxy-acetylene Cutting machine	1069.60	1112.40	1145.80	1180.20
Pipe fitter	1115.70	1160.30	1195.10	1231.00
Rigger and/or splicer (other than construction work)	1152.20	1198.30	1234.20	1271.20
Rigger and/or splicer (construction work)	1173.60	1220.50	1257.10	1294.80
Spray painter (ironwork) and/or brush hand	1069.60	1112.40	1145.80	1180.20
Tool and/or material storeman	1104.90	1149.10	1183.60	1219.10
Trades assistant (Metal Trades)	1051.10	1093.10	1125.90	1159.70

Trades assistant (Electrical Trades)	1079.60	1122.80	1156.50	1191.20
Trades assistant	1059.30	1101.70	1134.80	1168.80
Cupola furnaceperson (foundries)	1115.70	1160.30	1195.10	1231.00
Allowances:	Per Hour	Per Hour	Per Hour	Per Hour
Cold Places per hour	0.90	0.94	0.97	1.00
Confined Spaces per hour	1.13	1.18	1.22	1.26
Dirty Work per hour	0.90	0.94	0.97	1.00
Height Money per hour:				
- At a height of 7.5 m	0.90	0.94	0.97	1.00
- For every additional 3m	0.29	0.30	0.31	0.32
Hot Places per hour:				
- 46C-54C	0.90	0.94	0.97	1.00
- Above 54C	1.13	1.18	1.22	1.26
Insulation Material per hour:				
- Pumice or other recognised insulator	0.90	0.94	0.97	1.00
- Silicate	1.13	1.18	1.22	1.26
Smoke Boxes etc per hour:				
- Working on repairs to smoke boxes, furnaces etc	0.57	0.59	0.61	0.63
- Working on repairs inside oil-fired boilers	2.26	2.35	2.42	2.49
Wet Places per hour	0.90	0.94	0.97	1.00
Working on a boat or punt per day	3.52	3.66	3.77	3.88
Working knee deep in mud or water per day	7.19	7.48	7.70	7.93
Acid, furnaces, stills, etc per hour	4.63	4.82	4.96	5.11
Towers per hour	0.90	0.94	0.97	1.00
Depth money per hour	0.90	0.94	0.97	1.00
Swing Scaffolds:				
- First four hours (fixed rate)	6.72	6.99	7.20	7.42
- Each hour thereafter	1.36	1.41	1.45	1.49
- Solid plasterers per hour	0.29	0.30	0.31	0.32
Septic Tanks per day	10.80	11.23	11.57	11.92
Distant Places per day:				
- Area re paragraph 4.17.1	1.75	1.82	1.87	1.93
- Area re paragraph 4.17.2	2.85	2.96	3.05	3.14
- Area re paragraph 4.17.3	2.85	2.96	3.05	3.14
Epoxy Materials per hour	1.13	1.18	1.22	1.26
- Applying to air-conditioned buildings per hour	0.79	0.82	0.84	0.87
- Employees in close proximity per hour	0.90	0.94	0.97	1.00
Foundry per hour	0.66	0.69	0.71	0.73
Asbestos Eradication per hour	3.04	3.16	3.25	3.35
First Aid per day	3.95	4.10	4.20	4.35

Table 2 - Other Rates and Allowances

Item No.	Clause No.	Brief Description	As at 1.7.23	As at 1.7.24	As at 1.7.25	As at 1.7.26
		Allowance	4% \$	4% \$	3% \$	3% \$
1	4.1	Cold places	0.90 per hour	0.94 per hour	0.97 per hour	1.00 per hour
2	4.2	Confined spaces	1.13 per hour	1.18 per hour	1.22 per hour	1.26 per hour
3	4.3	Dirty work	0.90 per hour	0.94 per hour	0.97 per hour	1.00 per hour
4	4.4	Height money at a height of 7.5 metres	0.90 per hour	0.94 per hour	0.97 per hour	1.00 per hour

		for every additional 3 metres	0.29 per hour	0.30 per hour	0.31 per hour	0.32 per hour
5	4.5	Hot places : 46 C - 54 C	0.90 per hour	0.94 per hour	0.97 per hour	1.00 per hour
		Above 54 C	1.13 per hour	1.18 per hour	1.22 per hour	1.26 per hour
6	4.6	Insulation material Pumice or other recognised insulator	0.90 per hour	0.94 per hour	0.97 per hour	1.00 per hour
		Silicate	1.13 per hour	1.18 per hour	1.22 per hour	1.26 per hour
7	4.7	Smoke boxes, etc.:				
		Working on repairs to smoke boxes, furnaces, etc.				
		working on repairs	0.57 per hour	0.59 per hour	0.61 per hour	0.63 per hour
		inside oil-fired boilers	2.26 per hour	2.35 per hour	2.42 per hour	2.49 per hour
8	4.8 (i)	Wet places	0.90 per hour	0.94 per hour	0.97 per hour	1.00 per hour
9	4.8 (ii)	Working on a boat or punt	3.55 per day	3.70 per day	3.80 per day	3.90 per day
10	4.8 (iii)	Working knee deep in mud or water	7.20 per day	7.50 per day	7.75 per day	8.00 per day
11	4.9	Acid, furnaces, stills, etc.,	4.63 per hour	4.82 per hour	4.96 per hour	5.11 per hour
12	4.1	Towers	0.9 per hour	0.94 per hour	0.97 per hour	1.00 per hour
13	4.11	Depth money:	0.9 per hour	0.94 per hour	0.97 per hour	1.00 per hour
14	4.12	Swing scaffolds allowance:				
		First four hours	6.72 fixed rate	6.99 fixed rate	7.20 fixed rate	7.42 fixed rate
		Each hour thereafter	1.36 per hour	1.41 per hour	1.45 per hour	1.49 per hour
		Solid plasterers	0.29 per hour	0.30 per hour	0.31 per hour	0.32 per hour
15	4.13	Septic tanks	10.80 per day	11.25 per day	11.6 per day	11.95 per day
16	4.16	Explosive powered tools allowance	2.20 per day	2.30 per day	2.35 per day	2.40 per day
17	4.17	Distant places:				
		Area described in paragraph 4.17.1	1.75 per day	1.80 per day	1.85 per day	1.90 per day
		Area described in paragraph 4.17.2	2.85 per day	2.95 per day	3.05 per day	3.15 per day
		Area described in paragraph 4.17.3	2.85 per day	2.95 per day	3.05 per day	3.15 per day
18	4.18 (i)	Epoxy materials:	1.13 per hour	1.18 per hour	1.22 per hour	1.26 per hour
	4.18 (ii)	Applying to air-conditioned buildings	0.79 per hour	0.82 per hour	0.84 per hour	0.87 per hour
	4.18 (iv)	Employees in close proximity	0.90 per hour	0.94 per hour	0.97 per hour	1.00 per hour
19	4.19	Foundry per hour	0.66 per hour	0.69 per hour	0.71 per hour	0.73 per hour

20	4.2	Asbestos eradication	3.04 per hour	3.16 per hour	3.25 per hour	3.35 per hour
21	5.3(iii)/5.8	Meal allowance	17.38	18.08	18.62	19.18
		Meal allowance each subsequent meal	14.92	15.52	15.99	16.47
22	10.4	Distant work - Expenses of reaching home and of transporting tools from distant work	27.10 per day	28.20 per day	29.05 per day	29.90 per day
23	10.5	Distant work - Board and lodging allowance	588.3 per day	611.85 per day	630.20 per day	649.10 per day
24	10.7	Camping allowance	33.70 per day	35.05 per day	36.10 per day	37.20 per day
25	10.8	Return home at weekend allowance	46.71 per occasion	48.58 per occasion	50.04 per occasion	51.54 per occasion
26	12.3	First Aid Allowance	3.95 per day	4.10 per day	4.20 per day	4.35 per day

Taronga Conservation Society Australia Salaried Employees Award

Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Clerks - General Scale					
1 st year (up to 18 years)	7	41,291	42,943	44,231	45,558
2nd year (or 20 years)	11	49,941	51,939	53,497	55,102
3rd year	17	53,826	55,979	57,658	59,388
4th year	20	55,295	57,507	59,232	61,009
5th year	23	57,633	59,938	61,736	63,588
6th year	25	58,677	61,024	62,855	64,741
7th year	28	60,134	62,539	64,415	66,347
8th year	32	62,359	64,853	66,799	68,803
9th year	36	64,619	67,204	69,220	71,297
10th year	40	67,006	69,686	71,777	73,930
At 19 years + (HSC)	9	46,786	48,657	50,117	51,621
Grade 1 -					
1st year	46	70,694	73,522	75,728	78,000
2nd year	49	72,772	75,683	77,953	80,292
Grade 2 -					
1st year	52	74,803	77,795	80,129	82,533
2nd year	55	76,857	79,931	82,329	84,799
Grade 3 -					
1st year	58	79,032	82,193	84,659	87,199
2nd year	61	81,416	84,673	87,213	89,829
Grade 4 -					
1st year	64	83,957	87,315	89,934	92,632
2nd year	67	86,539	90,001	92,701	95,482
Grade 5 -					
1st year	75	93,295	97,027	99,938	102,936
2nd year	78	96,237	100,086	103,089	106,182
Grade 6 -					
1st year	82	100,011	104,011	107,131	110,345
2nd year	85	102,941	107,059	110,271	113,579

Grade 7 -					
1st year	88	106,025	110,266	113,574	116,981
2nd year	91	109,194	113,562	116,969	120,478
Grade 8 -					
1st year	95	113,746	118,296	121,845	125,500
2nd year	98	117,363	122,058	125,720	129,492
Grade 9 -					
1st year	101	120,859	125,693	129,464	133,348
2nd year	104	124,258	129,228	133,105	137,098
Grade 10 -					
1st year	108	129,331	134,504	138,539	142,695
2nd year	111	133,183	138,510	142,665	146,945
Grade 11 -					
1st year	116	139,787	145,378	149,739	154,231
2nd year	120	145,713	151,542	156,088	160,771
Grade 12 -					
1st year	126	154,840	161,034	165,865	170,841
2nd year	130	161,663	168,130	173,174	178,369
Clerical Assistants -					
1st year (or under 17 years)	1	28,742	29,892	30,789	31,713
2nd year (or 17 years)	3	32,287	33,578	34,585	35,623
3rd year (or 18 years)	6	38,846	40,400	41,612	42,860
4th year (or 19 years)	8	44,121	45,886	47,263	48,681
5th year (or 20 years)	9	46,786	48,657	50,117	51,621
6th year (or 21 years)	15	51,905	53,981	55,600	57,268
7th year	17	53,826	55,979	57,658	59,388
8th year	20	55,295	57,507	59,232	61,009
9th year	22	56,341	58,595	60,353	62,164
Class 1 -					
1st year	25	58,677	61,024	62,855	64,741
2nd year	28	60,134	62,539	64,415	66,347
Class 2 -					
1st year	32	62,359	64,853	66,799	68,803
2nd year	35	63,968	66,527	68,523	70,579
Class 3 -					
1st year	37	65,236	67,845	69,880	71,976
2nd year	40	67,006	69,686	71,777	73,930
Class 4 -					
1st year	42	68,291	71,023	73,154	75,349
2nd year	44	69,481	72,260	74,428	76,661
Horticulturalist Labourer - (Applies to employees engaged prior 1 July 2010)					
Grade 1	25	58,677	61,024	62,855	64,741
Grade 2	30	61,272	63,723	65,635	67,604
Grade 3	35	63,968	66,527	68,523	70,579
Horticulturalist Level 1 - (Applies to employees engaged prior 1 July 2010)					
Grade 1	42	68,291	71,023	73,154	75,349
Grade 2	45	70,156	72,962	75,151	77,406
Horticulturalist Level 2 (Applies to employees engaged prior 1 July 2010)					
Grade 1	48	72,031	74,912	77,159	79,474
Grade 2	50	73,479	76,418	78,711	81,072
Horticultural Technician (Applies to employees engaged prior 1 July 2010)					
Grade 1	55	76,857	79,931	82,329	84,799
Grade 2	57	78,260	81,390	83,832	86,347

Senior Horticultural Technician (Applies to employees engaged prior 1 July 2010)					
Grade 1	63	83,150	86,476	89,070	91,742
Grade 2	67	86,539	90,001	92,701	95,482
Horticultural Apprentice (Applies to employees engaged post 1 July 2010)					
1st Year		28,546	29,688	30,579	31,496
2nd Year		33,742	35,092	36,145	37,229
3rd Year		38,929	40,486	41,701	42,952
4th Year		46,717	48,586	50,044	51,545
Gardener (Applies to employees engaged post 1 July 2010)					
Grade 1	15	51,905	53,981	55,600	57,268
Grade 2	18	54,356	56,530	58,226	59,973
Grade 3	21	55,820	58,053	59,795	61,589
Horticulturalist (Applies to employees engaged post 1 July 2010)					
Grade 1		66,062	68,704	70,765	72,888
Grade 2		68,043	70,765	72,888	75,075
Grade 3		70,086	72,889	75,076	77,328
Grade 4		73,478	76,417	78,710	81,071
Horticultural Supervisor (Applies to employees engaged post 1 July 2010)					
Grade 1		78,017	81,138	83,572	86,079
Grade 2		80,359	83,573	86,080	88,662
Grade 3		82,769	86,080	88,662	91,322
Keeper Grade 4 (Specialist) Level 2 (only available to employees employed permanently as a Keeper on 8 December 2005)	75	93,295	97,027	99,938	102,936
Trainee Keeper -					
Level 1	-	49,549	51,531	53,077	54,669
Level 2	-	52,850	54,964	56,613	58,311
Level 3	-	56,154	58,400	60,152	61,957
Level 4	-	59,457	61,835	63,690	65,601
Keeper -					
Level 1	-	66,063	68,706	70,767	72,890
Level 2	-	69,366	72,141	74,305	76,534
Level 3	-	72,667	75,574	77,841	80,176
Level 4	-	75,974	79,013	81,383	83,824
Senior Keeper -					
Level 1	-	79,275	82,446	84,919	87,467
Level 2	-	85,881	89,316	91,995	94,755
Keeping Unit Supervisor -					
Year 1	-	95,792	99,624	102,613	105,691
Year 2	-	97,775	101,686	104,737	107,879
Year 3	-	99,753	103,743	106,855	110,061
Keeper before Jan 06					
Grade 1					
Level 01		61,759	64,229	66,156	68,141
Level 02		62,358	64,852	66,798	68,802
Level 03		63,388	65,924	67,902	69,939
Level 04		64,618	67,203	69,219	71,296
Grade 2					
Level 01		82,598	85,902	88,479	91,133
Level 02		91,018	94,659	97,499	100,424
Gate Receptionists	38	65,778	68,409	70,461	72,575

Junior Designer					
Grade 1		56,309	58,561	60,318	62,128
Grade 2		58,560	60,902	62,729	64,611
Grade 3		60,901	63,337	65,237	67,194
Grade 4		63,335	65,868	67,844	69,879
Designer					
Grade 1		65,236	67,845	69,880	71,976
Grade 2		68,167	70,894	73,021	75,212
Grade 3		71,237	74,086	76,309	78,598
Grade 4		74,445	77,423	79,746	82,138
Grade 5		77,793	80,905	83,332	85,832
Senior Designer					
Grade 1		81,689	84,957	87,506	90,131
Grade 2		85,770	89,201	91,877	94,633
Grade 3		90,057	93,659	96,469	99,363
Casual first aid allowance (per shift)		19.50	20.30	20.90	21.55
Laundry Allowance for staff other than Gate Receptionists (per week)		8.10	8.40	8.65	8.90
Laundry Allowance for Gate Receptionists (per week)		14.75	15.35	15.80	16.25

Agreements and Determinations

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

Adventure Facilitator	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Year 1	106,025	110,266	113,574	116,981
Year 2	109,194	113,562	116,969	120,478
Year 3	113,746	118,296	121,845	125,500
Year 4	117,363	122,058	125,720	129,492

Architects etc. Agreement No. 1733 of 1971

Architects					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Grade I					
1st year of service	46	70,694	73,522	75,728	78,000
2nd year of service	50	73,479	76,418	78,711	81,072
3rd year of service	56	77,576	80,679	83,099	85,592
4th year of service	63	83,150	86,476	89,070	91,742
5th year of service	70	89,044	92,606	95,384	98,246
6th year of service and thereafter	76	94,323	98,096	101,039	104,070
Grade II					
1st year of service	82	100,011	104,011	107,131	110,345
2nd year of service	86	103,863	108,018	111,259	114,597
3rd year of service	89	107,091	111,375	114,716	118,157
4th year of service and thereafter	92	110,205	114,613	118,051	121,593
Grade III					

1st year of service	97	116,094	120,738	124,360	128,091
2nd year of service	100	119,699	124,487	128,222	132,069
3rd year of service	104	124,258	129,228	133,105	137,098
4th year of service and thereafter	107	128,059	133,181	137,176	141,291
Grade IV					
1st year of service	112	134,483	139,862	144,058	148,380
2nd year of service	115	138,427	143,964	148,283	152,731
3rd year of service and thereafter	117	141,175	146,822	151,227	155,764
Grade V					
1st year of service	121	146,966	152,845	157,430	162,153
2nd year of service and thereafter	123	149,861	155,855	160,531	165,347
Grade VI					
1st year of service	125	153,176	159,303	164,082	169,004
2nd year of service	127	156,464	162,723	167,605	172,633

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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Artists Australian Museum and Museum of Applied Arts and Sciences					
Grade I					
1st year of service	28	60,134	62,539	64,415	66,347
2nd year of service	31	61,760	64,230	66,157	68,142
3rd year of service	34	63,455	65,993	67,973	70,012
4th year of service	37	65,236	67,845	69,880	71,976
5th year of service	39	66,458	69,116	71,189	73,325
6th year of service	43	68,968	71,727	73,879	76,095
7th year of service and thereafter	46	70,694	73,522	75,728	78,000
Grade II					
1st year of service	49	72,772	75,683	77,953	80,292
2nd year of service	51	74,050	77,012	79,322	81,702
3rd year of service and thereafter	53	75,443	78,461	80,815	83,239
Grade III					
1st year of service	58	79,032	82,193	84,659	87,199
2nd year of service and thereafter	61	81,416	84,673	87,213	89,829
Keeper Of Exhibits (Non Graduate) Museum of Applied Arts & Sciences					
1st year of service	44	69,481	72,260	74,428	76,661
2nd year of Service	47	71,438	74,296	76,525	78,821
3rd year of service	51	74,050	77,012	79,322	81,702
4th year of service	53	75,443	78,461	80,815	83,239
5th year of service	58	79,032	82,193	84,659	87,199
6th year of service and thereafter	58	79,032	82,193	84,659	87,199
Designers (Exhibitions and Publications)					
1st year of service	37	65,236	67,845	69,880	71,976
2nd year of service	39	66,458	69,116	71,189	73,325
3rd year of service	42	68,291	71,023	73,154	75,349
4th year of service	46	70,694	73,522	75,728	78,000
5th year of service	49	72,772	75,683	77,953	80,292

6th year of service	51	74,050	77,012	79,322	81,702
7th year of service	53	75,443	78,461	80,815	83,239
8th year of service	56	77,576	80,679	83,099	85,592
9th year of service	60	80,600	83,824	86,339	88,929
10th year of service	64	83,957	87,315	89,934	92,632
11th year of service	67	86,539	90,001	92,701	95,482
12th year of service	71	89,932	93,529	96,335	99,225
Senior Designer (Exhibitions and Publications) National Parks and Wildlife Service On Appointment	77	95,131	98,936	101,904	104,961
Exhibitions Officer, Australian Museum Grade I					
1st year of service	56	77,576	80,679	83,099	85,592
2nd year of service	60	80,600	83,824	86,339	88,929
3rd year of service	64	83,957	87,315	89,934	92,632
4th year of service	67	86,539	90,001	92,701	95,482
5th year of service and thereafter	71	89,932	93,529	96,335	99,225
Grade II					
1st year of service	75	93,295	97,027	99,938	102,936
2nd year of service	77	95,131	98,936	101,904	104,961
Chief, Exhibitions Department Museum of Applied Arts and Sciences					
1st year of service	92	110,205	114,613	118,051	121,593

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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Level 1 At 18 years of age	7	41,291	42,943	44,231	45,558
Level 1 At 19 years of age with HSC	9	46,786	48,657	50,117	51,621
Level 2 Or minimum at 20 years	11	49,941	51,939	53,497	55,102
Level 3 Or minimum at 21 years	17	53,826	55,979	57,658	59,388
Level 4	20	55,295	57,507	59,232	61,009
Level 5	23	57,633	59,938	61,736	63,588
Level 6	25	58,677	61,024	62,855	64,741
Level 7	28	60,134	62,539	64,415	66,347
Level 8	32	62,359	64,853	66,799	68,803
Level 9	36	64,619	67,204	69,220	71,297
Level 10	40	67,006	69,686	71,777	73,930

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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
General Scale					
1st year	7	41,291	42,943	44,231	45,558
2nd year	11	49,941	51,939	53,497	55,102
3rd year	17	53,826	55,979	57,658	59,388
4th year	20	55,295	57,507	59,232	61,009
5th year	23	57,633	59,938	61,736	63,588
6th year	25	58,677	61,024	62,855	64,741
7th year	28	60,134	62,539	64,415	66,347
8th year	32	62,359	64,853	66,799	68,803
9th year	36	64,619	67,204	69,220	71,297
10th year	40	67,006	69,686	71,777	73,930
11th year	46	70,694	73,522	75,728	78,000
12th year	49	72,772	75,683	77,953	80,292
13th year	52	74,803	77,795	80,129	82,533
14th year	55	76,857	79,931	82,329	84,799
Officer with HSC aged 19 and over paid not less than	9	46,786	48,657	50,117	51,621
Class 1					
1st year	58	79,032	82,193	84,659	87,199
2nd year	61	81,416	84,673	87,213	89,829
3rd year	64	83,957	87,315	89,934	92,632
4th year	67	86,539	90,001	92,701	95,482
Class 2					
1st year	75	93,295	97,027	99,938	102,936
2nd year	78	96,237	100,086	103,089	106,182
Class 3					
1st year	82	100,011	104,011	107,131	110,345
2nd year	85	102,941	107,059	110,271	113,579
Class 4					
1st year	88	106,025	110,266	113,574	116,981
2nd year	91	109,194	113,562	116,969	120,478
Class 5					
1st year	95	113,746	118,296	121,845	125,500
2nd year	98	117,363	122,058	125,720	129,492
Class 6					
1st year	101	120,859	125,693	129,464	133,348
2nd year	104	124,258	129,228	133,105	137,098
Class 7					
1st year	108	129,331	134,504	138,539	142,695
2nd year	111	133,183	138,510	142,665	146,945

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

Department of Corrective Services				
Classification and Grades	1.7.23 Per hour 4% \$	1.7.24 Per hour 4% \$	1.7.25 Per hour 3% \$	1.7.26 Per hour 3% \$

Sessional Specialist HIV/Health Promotion (The rates are inclusive of a 15% casual loading for Monday to Friday work, plus 1/12 th in lieu of recreation leaves	90.67	94.30	97.13	100.04
Environmental Allowance for working within a correctional centre	2.10	2.18	2.25	2.32

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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Throughcare and Placement Officer:					
1st year	88	106,025	110,266	113,574	116,981
2nd year	91	109,194	113,562	116,969	120,478
3rd year	95	113,746	118,296	121,845	125,500
Thereafter	98	117,363	122,058	125,720	129,492
Accommodation Support Worker:					
1st year	75	93,295	97,027	99,938	102,936
2nd year	78	96,237	100,086	103,089	106,182
3rd year	82	100,011	104,011	107,131	110,345
Thereafter	85	102,941	107,059	110,271	113,579
Assistant Support Worker:					
1st year	46	70,694	73,522	75,728	78,000
2nd year	49	72,772	75,683	77,953	80,292
3rd year	52	74,803	77,795	80,129	82,533
Thereafter	55	76,857	79,931	82,329	84,799

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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Trainee Computer Operator					
At 18 and under	7	41,291	42,943	44,231	45,558
At 19	9	46,786	48,657	50,117	51,621
At 20	11	49,941	51,939	53,497	55,102
At 21	17	53,826	55,979	57,658	59,388
Computer Operator - Grade 1					
1st year of service	20	55,295	57,507	59,232	61,009
2nd year of service	23	57,633	59,938	61,736	63,588
3rd year of service	25	58,677	61,024	62,855	64,741
4th year of service and thereafter	28	60,134	62,539	64,415	66,347
Computer Operator - Grade 2					
1st year of service	32	62,359	64,853	66,799	68,803
2nd year of service	36	64,619	67,204	69,220	71,297
3rd year of service and thereafter	40	67,006	69,686	71,777	73,930
Senior Computer Operator - Grade 1					
1st year of service	46	70,694	73,522	75,728	78,000

2nd year of service	49	72,772	75,683	77,953	80,292
3rd year of service	52	74,803	77,795	80,129	82,533
4th year of service	55	76,857	79,931	82,329	84,799
Senior Computer Operator - Grade 2					
1st year of service	58	79,032	82,193	84,659	87,199
2nd year of service	61	81,416	84,673	87,213	89,829
3rd year of service	64	83,957	87,315	89,934	92,632
4th year of Service	67	86,539	90,001	92,701	95,482

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

Classification and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Operations Manager - Clerk 11/12				
1st year of service	139,787	145,378	149,739	154,231
2nd year of service	145,713	151,542	156,088	160,771
3rd year of service	154,840	161,034	165,865	170,841
Thereafter	161,663	168,130	173,174	178,369
Assistant Operations Manager - Clerk 9/10				
1st year of service	120,859	125,693	129,464	133,348
2nd year of service	124,258	129,228	133,105	137,098
3rd year of service	129,331	134,504	138,539	142,695
Thereafter	133,183	138,510	142,665	146,945
Senior Case Worker - Clerk 5/6				
1st year of service	93,295	97,027	99,938	102,936
2nd year of service	96,237	100,086	103,089	106,182
3rd year of service	100,011	104,011	107,131	110,345
Thereafter	102,941	107,059	110,271	113,579

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

Classification and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Assistant Manager				
1st year of service	111,740	116,210	119,696	123,287
2nd year of service	114,884	119,479	123,063	126,755
3rd year of service	119,573	124,356	128,087	131,930
Thereafter	123,136	128,061	131,903	135,860
Co-ordinator Program Support & Security				
1st year of service	98,024	101,945	105,003	108,153
2nd year of service	100,958	104,996	108,146	111,390
3rd year of service	105,163	109,370	112,651	116,031
Thereafter	108,505	112,845	116,230	119,717
Senior Program Support Officer				
1st year of service	86,257	89,707	92,398	95,170
2nd year of service	88,977	92,536	95,312	98,171
3rd year of service	92,463	96,162	99,047	102,018
Thereafter	95,176	98,983	101,952	105,011
Program Support Officer				
1st year of service	73,069	75,992	78,272	80,620
2nd year of service	75,272	78,283	80,631	83,050
3rd year of service	77,621	80,726	83,148	85,642

Thereafter	80,008	83,208	85,704	88,275
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Conditions of Service for Program Support Officers, Tabulam, Department of Corrective Services. Determination No. 964 of 2008

Classification and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Co-ordinator Program Support & Security				
1st year of service	106,025	110,266	113,574	116,981
2nd year of service	109,194	113,562	116,969	120,478
3rd year of service	113,746	118,296	121,845	125,500
Thereafter	117,363	122,058	125,720	129,492
Senior Program Support Officer				
1st year of service	93,295	97,027	99,938	102,936
2nd year of service	96,237	100,086	103,089	106,182
3rd year of service	100,011	104,011	107,131	110,345
Thereafter	102,941	107,059	110,271	113,579
Program Support Officer				
1st year of service	79,032	82,193	84,659	87,199
2nd year of service	81,416	84,673	87,213	89,829
3rd year of service	83,957	87,315	89,934	92,632
Thereafter	86,539	90,001	92,701	95,482
Mobile Work Camps Allowance (per day)	168.10	174.80	180.05	185.45

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

Classification and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Senior Program Support Officer				
1st year of service	93,295	97,027	99,938	102,936
2nd year of service	96,237	100,086	103,089	106,182
3rd year of service	100,011	104,011	107,131	110,345
Thereafter	102,941	107,059	110,271	113,579
Program Support Officer				
1st year of service	79,032	82,193	84,659	87,199
2nd year of service	81,416	84,673	87,213	89,829
3rd year of service	83,957	87,315	89,934	92,632
Thereafter	86,539	90,001	92,701	95,482

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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Team Leader (Administrative and Clerical Officer Grade 7/8)				
1st year of service	106,025	110,266	113,574	116,981
Thereafter	109,194	113,562	116,969	120,478
Grade 8				
1st year of service	113,746	118,296	121,845	125,500

Thereafter Allowance	117,363 29,633	122,058 30,818	125,720 31,743	129,492 32,695
Bail Coordinator (Administrative and Clerical Officer Grade 5/6) Grade 5				
1st year of service	93,295	97,027	99,938	102,936
Thereafter	96,237	100,086	103,089	106,182
Grade 6				
1st year of service	100,011	104,011	107,131	110,345
Thereafter	102,941	107,059	110,271	113,579
Allowance	26,810	27,882	28,718	29,580

Conservators, Cultural Institutions Agreement No.2504 of 1987

Conservators, Cultural Institutions					
Classifications and Grade	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Assistant Conservator - Class 1					
1st year of service	40	67,006	69,686	71,777	73,930
2nd year of service	42	68,291	71,023	73,154	75,349
3rd year of service	44	69,481	72,260	74,428	76,661
4th year of service	47	71,438	74,296	76,525	78,821
5th year of service	49	72,772	75,683	77,953	80,292
6th year of service	52	74,803	77,795	80,129	82,533
Class 2					
1st year of service	55	76,857	79,931	82,329	84,799
2nd year of service	56	77,576	80,679	83,099	85,592
3rd year of service	58	79,032	82,193	84,659	87,199
Conservator - Grade 1					
1st year of service	62	82,184	85,471	88,035	90,676
2nd year of service	64	83,957	87,315	89,934	92,632
3rd year of service	66	85,664	89,091	91,764	94,517
4th year of service	68	87,172	90,659	93,379	96,180
5th year of service	70	89,044	92,606	95,384	98,246
Grade 2					
1st year of service	74	92,366	96,061	98,943	101,911
2nd year of service	79	97,008	100,888	103,915	107,032
3rd year of service	83	100,986	105,025	108,176	111,421
4th year of service	87	104,980	109,179	112,454	115,828
5th year of service	91	109,194	113,562	116,969	120,478
Grade 3					
1st year of service	94	112,559	117,061	120,573	124,190
2nd year of service	97	116,094	120,738	124,360	128,091
3rd year of service	99	118,489	123,229	126,926	130,734
Head Conservator					
1st year of service	105	125,521	130,542	134,458	138,492
2nd year of service	108	129,331	134,504	138,539	142,695
3rd year of service	110	131,895	137,171	141,286	145,525

**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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Co-ordinator	61	81,416	84,673	87,213	89,829
Director	104	124,258	129,228	133,105	137,098

**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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Co-ordinator, Visual Arts	102	122,016	126,897	130,704	134,625
Environmental Allowance	-	3,402	3,538	3,644	3,753
All Incidents Allowance	-	11,700	12,168	12,533	12,909

Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987

Curatorial Staff					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Assistant Curator/Assistant Registrar - Grade I					
1st year of service	40	67,006	69,686	71,777	73,930
2nd year of service	46	70,694	73,522	75,728	78,000
3rd year of service	51	74,050	77,012	79,322	81,702
4th year of service	57	78,260	81,390	83,832	86,347
5th year of service and thereafter	62	82,184	85,471	88,035	90,676
Assistant Curator/Assistant Registrar - Grade II					
1st year of service	64	83,957	87,315	89,934	92,632
2nd year of service	67	86,539	90,001	92,701	95,482
3rd year of service	70	89,044	92,606	95,384	98,246
4th year of service	73	91,636	95,301	98,160	101,105
5th year of service and thereafter	75	93,295	97,027	99,938	102,936
Curator/Registrar - Grade I					
1st year of service	77	95,131	98,936	101,904	104,961
2nd year of service	82	100,011	104,011	107,131	110,345
3rd year of service	86	103,863	108,018	111,259	114,597
4th year of service	91	109,194	113,562	116,969	120,478
5th year of service and thereafter	95	113,746	118,296	121,845	125,500
Curator/Registrar - Grade II					
1st year of service	99	118,489	123,229	126,926	130,734
2nd year of service	102	122,016	126,897	130,704	134,625
3rd year of service	105	125,521	130,542	134,458	138,492
4th year of service	108	129,331	134,504	138,539	142,695

5th year of service	110	131,895	137,171	141,286	145,525
Senior Curator Senior Registrar	114	137,071	142,554	146,831	151,236

Departmental Professional Officers Determination No.866 of 1987

Departmental Professional Officers - All Departments					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Grade I -					
1st year of service	46	70,694	73,522	75,728	78,000
2nd year of service	50	73,479	76,418	78,711	81,072
3rd year of service	56	77,576	80,679	83,099	85,592
4th year of service	63	83,150	86,476	89,070	91,742
5th year of service	70	89,044	92,606	95,384	98,246
6th year of service and thereafter	76	94,323	98,096	101,039	104,070
Grade II -					
1st year of service	81	98,941	102,899	105,986	109,166
2nd year of service	84	101,874	105,949	109,127	112,401
3rd year of service	87	104,980	109,179	112,454	115,828
4th year of service and thereafter	91	109,194	113,562	116,969	120,478
Grade III -					
1st year of service	95	113,746	118,296	121,845	125,500
2nd year of service	98	117,363	122,058	125,720	129,492
3rd year of service	100	119,699	124,487	128,222	132,069
4th year of service and thereafter	104	124,258	129,228	133,105	137,098
Grade IV -					
1st year of service	108	129,331	134,504	138,539	142,695
2nd year of service and thereafter	110	131,895	137,171	141,286	145,525
Grade V -					
1st year of service	114	137,071	142,554	146,831	151,236
2nd year of service and thereafter	116	139,787	145,378	149,739	154,231
Grade VI -					
1st year of service	119	144,140	149,906	154,403	159,035
2nd year of service and thereafter	121	146,966	152,845	157,430	162,153
Grade VII -					
1st year of service	124	151,509	157,569	162,296	167,165
2nd year of service and thereafter	126	154,840	161,034	165,865	170,841
Grade VIII -					
1st year of service	129	159,878	166,273	171,261	176,399
2nd year of service and thereafter	130	161,663	168,130	173,174	178,369

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

Transport Officers				
Classification and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Grade I -				
One	53,749	55,899	57,576	59,303
Two	55,626	57,851	59,587	61,375
Three	57,571	59,874	61,670	63,520
Four	59,587	61,970	63,829	65,744
Five	61,673	64,140	66,064	68,046

Grade 2				
One	61,673	64,140	66,064	68,046
Two	63,838	66,392	68,384	70,436
Three	66,066	68,709	70,770	72,893
Four	68,386	71,121	73,255	75,453
Five	70,775	73,606	75,814	78,088
Grade 3				
One	70,775	73,606	75,814	78,088
Two	73,250	76,180	78,465	80,819
Three	75,811	78,843	81,208	83,644
Four	78,467	81,606	84,054	86,576
Five	81,220	84,469	87,003	89,613
Grade 4				
One	81,220	84,469	87,003	89,613
Two	84,056	87,418	90,041	92,742
Three	86,998	90,478	93,192	95,988
Four	90,047	93,649	96,458	99,352
Five	93,314	97,047	99,958	102,957
Grade 5				
One	93,314	97,047	99,958	102,957
Two	96,457	100,315	103,324	106,424
Three	100,034	104,035	107,156	110,371
Four	103,330	107,463	110,687	114,008
Five	106,948	111,226	114,563	118,000
Grade 6				
One	106,948	111,226	114,563	118,000
Two	110,692	115,120	118,574	122,131
Three	114,562	119,144	122,718	126,400
Four	118,569	123,312	127,011	130,821
Five	122,723	127,632	131,461	135,405
Grade 7				
One	122,723	127,632	131,461	135,405
Two	127,019	132,100	136,063	140,145
Three	131,463	136,722	140,824	145,049
Four	136,062	141,504	145,749	150,121
Five	140,826	146,459	150,853	155,379
Grade 8				
One	140,826	146,459	150,853	155,379
Two	145,757	151,587	156,135	160,819
Three	154,872	161,067	165,899	170,876
Four	161,692	168,160	173,205	178,401
Five	167,351	174,045	179,266	184,644
Grade 9				
One	167,351	174,045	179,266	184,644
Two	176,340	183,394	188,896	194,563
Three	185,453	192,871	198,657	204,617
Four	192,273	199,964	205,963	212,142
Five	197,934	205,851	212,027	218,388

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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Education Officer -					
1st year of service	43	68,968	71,727	73,879	76,095
2nd year of service	48	72,031	74,912	77,159	79,474
3rd year of service	54	76,102	79,146	81,520	83,966
4th year of service	60	80,600	83,824	86,339	88,929
5th year of service	66	85,664	89,091	91,764	94,517
6th year of service	71	89,932	93,529	96,335	99,225
7th year of service	75	93,295	97,027	99,938	102,936
8th year of service	79	97,008	100,888	103,915	107,032
9th year of service and thereafter	84	101,874	105,949	109,127	112,401
Senior Education Officer -					
1st year of service	98	117,363	122,058	125,720	129,492
2nd year of service and thereafter	101	120,859	125,693	129,464	133,348
Allowance after 12 months on the 9th year of service: \$ per annum	-	3,194	3,322	3,422	3,525
After a further 12 months: \$ per annum	-	3,194	3,322	3,422	3,525

Engineers Agreement No. 1734 of 1971

Engineers					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Grade I Diplomate Experience Since Qualifying					
In first year	46	70,694	73,522	75,728	78,000
After one year	50	73,479	76,418	78,711	81,072
After two years	56	77,576	80,679	83,099	85,592
After three years	63	83,150	86,476	89,070	91,742
After four years	70	89,044	92,606	95,384	98,246
After five years	76	94,323	98,096	101,039	104,070
Grade I Graduate Experience Since Qualifying					
In first year	50	73,479	76,418	78,711	81,072
After one year	56	77,576	80,679	83,099	85,592
After two years	63	83,150	86,476	89,070	91,742
After three years	70	89,044	92,606	95,384	98,246
After four years	76	94,323	98,096	101,039	104,070
Grade II					
1st year of service	82	100,011	104,011	107,131	110,345
2nd year of service	86	103,863	108,018	111,259	114,597
3rd year of service	89	107,091	111,375	114,716	118,157
4th year of service and thereafter	92	110,205	114,613	118,051	121,593
Grade III					
1st year of service	97	116,094	120,738	124,360	128,091
2nd year of service	100	119,699	124,487	128,222	132,069
3rd year of service	104	124,258	129,228	133,105	137,098
4th year of service and thereafter	107	128,059	133,181	137,176	141,291

Grade IV					
1st year of service	112	134,483	139,862	144,058	148,380
2nd year of service	115	138,427	143,964	148,283	152,731
3rd year of service and thereafter	117	141,175	146,822	151,227	155,764
Grade V					
1st year of service	121	146,966	152,845	157,430	162,153
2nd year of service and thereafter	123	149,861	155,855	160,531	165,347
Grade VI					
1st year of service	125	153,176	159,303	164,082	169,004
2nd year of service and thereafter	127	156,464	162,723	167,605	172,633

Escorts and Travelling Attendants Agreement No.2270 of 1980

Escorts and Travelling Attendants				
Classification and Grades	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Travelling Attendant				
1st Year	54,640	56,826	58,531	60,287
2nd Year	54,640	56,826	58,531	60,287
3rd Year	55,164	57,371	59,092	60,865
4th Year	56,977	59,256	61,034	62,865
Travelling Attendant (Hourly Rate)				
1st Year	27.57	28.67	29.53	30.42
2nd Year	27.57	28.67	29.53	30.42
3rd Year	27.83	28.94	29.81	30.7
4th Year	28.72	29.87	30.77	31.69
Escorts				
1st Year	65,115	67,720	69,752	71,845
2nd Year	65,115	67,720	69,752	71,845
3rd Year	65,706	68,334	70,384	72,496
4th Year	67,926	70,643	72,762	74,945
Rate A Applicable Mon-Fri and all overtime/travelling time weekdays and public holidays = Hrly rate of Travelling Attendant + 10% +4/48ths				
1st Year	32.86	34.17	35.20	36.26
2nd Year	32.86	34.17	35.20	36.26
3rd Year	33.16	34.49	35.52	36.59
4th Year	34.24	35.61	36.68	37.78
Rate B Applicable first 8 hours on Saturday = Hrly rate of Travelling Attendant + 50% +4/48ths				
1st Year	44.79	46.58	47.98	49.42
2nd Year	44.79	46.58	47.98	49.42
3rd Year	45.20	47.01	48.42	49.87
4th Year	46.71	48.58	50.04	51.54
Rate C Applicable first 8 hours on Sunday = Hrly rate of Travelling Attendant + 75% +4/48ths				
1st Year	52.24	54.33	55.96	57.64
2nd Year	52.24	54.33	55.96	57.64
3rd Year	52.74	54.85	56.50	58.20
4th Year	54.48	56.66	58.36	60.11
Rate D Applicable first 8 hours on a Public Holiday = Hrly Rate of Travelling Attendant + 150%+4/48ths				
1st Year	74.64	77.63	79.96	82.36
2nd Year	74.64	77.63	79.96	82.36
3rd Year	75.33	78.34	80.69	83.11
4th Year	77.84	80.95	83.38	85.88

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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Gardener Tradesman	37	65,236	67,845	69,880	71,976
Gardener Experienced	30	61,272	63,723	65,635	67,604
Garden Labourer	20	55,295	57,507	59,232	61,009
Garden Labourer, 1st class	23	57,633	59,938	61,736	63,588
Chief Propagator (Royal Botanical Gardens)	43	68,968	71,727	73,879	76,095
Groundsman	33	62,865	65,380	67,341	69,361
Horticultural and Landscape Officers:					
Horticultural Assistants -					
1st year of service	33	62,865	65,380	67,341	69,361
2nd year of service	36	64,619	67,204	69,220	71,297
3rd year of service	38	65,778	68,409	70,461	72,575
4th year of service	40	67,006	69,686	71,777	73,930
5th year of service	42	68,291	71,023	73,154	75,349
6th year of service	44	69,481	72,260	74,428	76,661
7th year of service	46	70,694	73,522	75,728	78,000
Promotion beyond 3rd year rate dependent upon possession of the Certificate of Horticulture					
Ranger	30	61,272	63,723	65,635	67,604
Senior Ranger (plus appropriate Leading Hand Allowance)	30	61,272	63,723	65,635	67,604
Foreman	61	81,416	84,673	87,213	89,829
Foreman Special Grade	65	84,663	88,050	90,692	93,413
Superintendent, Centennial Park Supervisor	77	95,131	98,936	101,904	104,961
Royal Botanic Gardens and Mount Tomah					
1st year of service	68	87,172	90,659	93,379	96,180
2nd year of service	71	89,932	93,529	96,335	99,225
3rd year of service	73	91,636	95,301	98,160	101,105
Development Officer (Horticulture)	81	98,941	102,899	105,986	109,166
	82	100,011	104,011	107,131	110,345
	84	101,874	105,949	109,127	112,401
Living Collections Registrar	46	70,694	73,522	75,728	78,000
Mount Tomah	50	73,479	76,418	78,711	81,072
	53	75,443	78,461	80,815	83,239
	56	77,576	80,679	83,099	85,592

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

Car Drivers/Assistants					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Car Drivers - Driver/General Assistant	33	62,865	65,380	67,341	69,361
Departmental - Driver/Assistant	39	66,458	69,116	71,189	73,325

Departmental - Driver/Assistant (in Charge), Public Works Department	43	68,968	71,727	73,879	76,095
Ministerial Driver/Assistant	39	66,458	69,116	71,189	73,325
* Salary Class 52 with allowance to Salary Class 122	80	98,063	101,986	105,046	108,197

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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Artificer, Australian Museum and Art Gallery of NSW					
1st year of service	43	68,968	71,727	73,879	76,095
2nd year of service and thereafter	45	70,156	72,962	75,151	77,406
Clerk of Works - Various Departments					
1st year of service	68	87,172	90,659	93,379	96,180
2nd year of service	70	89,044	92,606	95,384	98,246
3rd year of service	73	91,636	95,301	98,160	101,105
4th year of service	75	93,295	97,027	99,938	102,936
5th year of service and thereafter	77	95,131	98,936	101,904	104,961
(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	96,237	100,086	103,089	106,182
2nd year of service	80	98,063	101,986	105,046	108,197
Electrical Foreman, Various					
Grade 2	64	83,957	87,315	89,934	92,632
Grade 3	68	87,172	90,659	93,379	96,180
Grade 5	77	95,131	98,936	101,904	104,961
Electrical Inspectors, Various					
1st year of service	75	93,295	97,027	99,938	102,936
2nd year of service	77	95,131	98,936	101,904	104,961
Estimator, Various Departments					
1st year of service	68	87,172	90,659	93,379	96,180
2nd year of service	70	89,044	92,606	95,384	98,246
Fitter Operators, Various					
On appointment	51	74,050	77,012	79,322	81,702
Provided that, in addition to the above salary, allowances shall be paid to a Fitter Operator who has a licence or certificate specified hereunder and who is required to act upon such licence or certificate during the course of his duties					
(i) NSW Electrician's Licence		60.75	63.18	65.08	67.03
(ii) Department of Industrial Relations First Class Refrigeration Certificate		19.22	19.99	20.59	21.21

(iii) Department of Industrial Relations Electrically Fired Boiler Attendant's Certificate		10.22	10.63	10.95	11.28
(iv) Department of Industrial Relations Open All Class Boiler Attendant's Certificate		19.23	20.00	20.60	21.22
(v) Refrigeration Mechanic's Certificate Course of the Sydney Technical College		19.23	20.00	20.60	21.22
Food and Beverage Controller (S.C. 53) 1st year		66,458	69,116	71,189	73,325
(S.C. 57) 2nd year		68,291	71,023	73,154	75,349
Food School Assistant (S.C. 23) 1st year		54,356	56,530	58,226	59,973
(S.C. 24) 4th year		54,829	57,022	58,733	60,495
(S.C. 26) 7th year		55,295	57,507	59,232	61,009
Foreman Electrical Grade 2 (T83)	64	83,957	87,315	89,934	92,632
Grade 3 (T96)	68	87,172	90,659	93,379	96,180
Grade 5 (T126)	77	95,131	98,936	101,904	104,961
Other than Electrical - Grade 1 (T59)	57	78,260	81,390	83,832	86,347
Grade 2 (T72)	61	81,416	84,673	87,213	89,829
Grade 3 (T85)	65	84,663	88,050	90,692	93,413
Grade 4 (T111)	73	91,636	95,301	98,160	101,105
Grade 5 (T125)	77	95,131	98,936	101,904	104,961
Assistant Mechanical Foreman (T72) -	61	81,416	84,673	87,213	89,829
Property and Maintenance Officer, Youth and Community Services 1st year of service	77	95,131	98,936	101,904	104,961
2nd year of service and thereafter	80	98,063	101,986	105,046	108,197
Property Inspector, Public Trust Office 1st year of service	64	83,957	87,315	89,934	92,632
2nd year of service	67	86,539	90,001	92,701	95,482
3rd year of service	69	88,173	91,700	94,451	97,285
4th year of service and thereafter	73	91,636	95,301	98,160	101,105
Radio Technician, Police 1st year of service	47	71,438	74,296	76,525	78,821
2nd year of service	48	72,031	74,912	77,159	79,474
3rd year of service and thereafter	50	73,479	76,418	78,711	81,072
Scientific Instrument Maker, Various Departments 1st year of service and thereafter	51	74,050	77,012	79,322	81,702
Senior Apprenticeship Supervisor, Department of Industrial Relations On appointment	78	96,237	100,086	103,089	106,182
Senior Electrical Inspector, Various Departments 1st year of service	83	100,986	105,025	108,176	111,421
2nd year of service	85	102,941	107,059	110,271	113,579
Senior Estimator, Various Departments	71	89,932	93,529	96,335	99,225
Senior Mechanical Inspector 1st year of service	83	100,986	105,025	108,176	111,421
2nd year of service and thereafter	85	102,941	107,059	110,271	113,579
Senior Radio Technician, Police and Forestry Commission 1st year of service	57	78,260	81,390	83,832	86,347
2nd year of service and thereafter	58	79,032	82,193	84,659	87,199

Senior Works Supervisors, Various Departments 1st year of service	83	100,986	105,025	108,176	111,421
2nd year of service and thereafter	85	102,941	107,059	110,271	113,579
Textile Maintenance Officer 1st year	44	69,481	72,260	74,428	76,661
2nd year	46	70,694	73,522	75,728	78,000
3rd year	47	71,438	74,296	76,525	78,821
4th year	49	72,772	75,683	77,953	80,292
Works Supervisors, Various Departments 1st year of service	78	96,237	100,086	103,089	106,182
2nd year of service and thereafter	80	98,063	101,986	105,046	108,197

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

Department of Education					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Gardener Glenfield Park SSP	27	59,630	62,015	63,875	65,791

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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 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	68,968	71,727	73,879	76,095
2nd year of service	48	72,031	74,912	77,159	79,474
3rd year of service	54	76,102	79,146	81,520	83,966
4th year of service	60	80,600	83,824	86,339	88,929

5th year of service	66	85,664	89,091	91,764	94,517
6th year of service	71	89,932	93,529	96,335	99,225
7th year of service	75	93,295	97,027	99,938	102,936
8th year of service	79	97,008	100,888	103,915	107,032
9th year of service and thereafter	84	101,874	105,949	109,127	112,401
Clinical Psychologist - Department of Health; Family and Community Services; Department of Attorney General					
1st year of service	79	97,008	100,888	103,915	107,032
2nd year of service	86	103,863	108,018	111,259	114,597
3rd year of service	91	109,194	113,562	116,969	120,478
4th year of service	96	114,937	119,534	123,120	126,814
5th year of service and thereafter	101	120,859	125,693	129,464	133,348
A Clinical Psychologist appointed to one of the following positions shall be paid as follows:					
Program Co-ordinator					
1st year of service	101	120,859	125,693	129,464	133,348
2nd year of service and thereafter	105	125,521	130,542	134,458	138,492
Senior Program Co-ordinator					
1st year of service	105	125,521	130,542	134,458	138,492
2nd year of service and thereafter	108	129,331	134,504	138,539	142,695
Program Director					
1st year of service	108	129,331	134,504	138,539	142,695
2nd year of service and thereafter	110	131,895	137,171	141,286	145,525
Project Director Department of Health NSW					
1st year of service	91	109,194	113,562	116,969	120,478
2nd year of service and thereafter	96	114,937	119,534	123,120	126,814
Rehabilitation Counsellor Workers Compensation Commission					
1st year of service	66	85,664	89,091	91,764	94,517
2nd year of service	71	89,932	93,529	96,335	99,225
3rd year of service and thereafter	75	93,295	97,027	99,938	102,936
Senior Rehabilitation Counsellor Workers Compensation Commission					
1st year of service	79	97,008	100,888	103,915	107,032
2nd year of service and thereafter	84	101,874	105,949	109,127	112,401
(B) Classified Positions (Group a) – On Appointment	101	120,859	125,693	129,464	133,348
Senior Guidance Officer, District Guidance Officer Grade I, Careers Research Officer - Division of Vocational Guidance Services, Department of Industrial Relations					
Senior Research Psychologist Department of Health NSW					
Group (b) On Appointment	105	125,521	130,542	134,458	138,492
Deputy Senior Psychologist, Family and Community Services					
Chief Research Psychologist - Department of Health NSW					
Senior Research Officer, Senior Psychologist – Corrective Services					
District Guidance Officer Grade II					
OIC Research Section, OIC Special Section for Handicapped Persons – Division of Vocational Guidance Services					
Principal Counsellor, Youth Counselling Service, Department of Industrial Relations					

Group (c) – On Appointment 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	105	125,521	130,542	134,458	138,492
Group (d) Chief Guidance Officer Department of Industrial Relations On Appointment	110	131,895	137,171	141,286	145,525
Chief Psychologist Corrective Services On Appointment	114	137,071	142,554	146,831	151,236
Assistant Director Division of Vocational Guidance Services, Department of Industrial Relations On Appointment	115	138,427	143,964	148,283	152,731
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	145,713	151,542	156,088	160,771
Deputy Director, Division of Vocational Guidance Services Department of Industrial Relations On Appointment	125	153,176	159,303	164,082	169,004

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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Interpretive Assistants					
Year 1	43	68,968	71,727	73,879	76,095
Year 2	47	71,438	74,296	76,525	78,821

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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Laboratory Attendant (Junior)					
At 16 and under	4	34,231	35,600	36,668	37,768
At 17	6	38,846	40,400	41,612	42,860
At 18	8	44,121	45,886	47,263	48,681
At 19	11	49,941	51,939	53,497	55,102
At 20	18	54,356	56,530	58,226	59,973
Laboratory Attendant General Scale (Adult)					
1st year of service	24	58,199	60,527	62,343	64,213
2nd year of service	26	59,155	61,521	63,367	65,268
3rd year of service and thereafter	28	60,134	62,539	64,415	66,347
Laboratory Attendant Grade 1 (Adult)					
1st year of service	28	60,134	62,539	64,415	66,347
2nd year of service	31	61,760	64,230	66,157	68,142
3rd year of service and thereafter	33	62,865	65,380	67,341	69,361
Technical Officer (Scientific) Grade 1					
1st year of service	36	64,619	67,204	69,220	71,297
2nd year of service	38	65,778	68,409	70,461	72,575
3rd year of service	41	67,758	70,468	72,582	74,759
4th year of service	43	68,968	71,727	73,879	76,095
5th year of service	46	70,694	73,522	75,728	78,000
6th year of service and thereafter	50	73,479	76,418	78,711	81,072
7th year of service	53	75,443	78,461	80,815	83,239
8th year of service and thereafter	56	77,576	80,679	83,099	85,592
Technical Officer (Scientific) Grade II					
1st year of service	63	83,150	86,476	89,070	91,742
2nd year of service	66	85,664	89,091	91,764	94,517
3rd year of service	70	89,044	92,606	95,384	98,246
4th year of service	76	94,323	98,096	101,039	104,070
Senior Technical Officer (Scientific) Grade 1					
1st year of service	81	98,941	102,899	105,986	109,166
2nd year of service	83	100,986	105,025	108,176	111,421
3rd year of service and thereafter	84	101,874	105,949	109,127	112,401
Senior Technical Officer (Scientific) Grade II					
1st year of service	84	101,874	105,949	109,127	112,401
2nd year of service	87	104,980	109,179	112,454	115,828
3rd year of service	89	107,091	111,375	114,716	118,157
4th year of service	92	110,205	114,613	118,051	121,593
5th year of service and thereafter	95	113,746	118,296	121,845	125,500
Trainee Technical Officer (Scientific)					
1st year	5	36,405	37,861	38,997	40,167
2nd year	7	41,291	42,943	44,231	45,558
3rd year	9	46,786	48,657	50,117	51,621
4th year	13	50,891	52,927	54,515	56,150

Legal Officers, Various Departments Agreement No.2375 of 1982

Legal Officers, Various Departments					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Legal Officers					
Grade I					
1st year of service	51	74,050	77,012	79,322	81,702
2nd year of service	55	76,857	79,931	82,329	84,799
3rd year of service	58	79,032	82,193	84,659	87,199
4th year of service	61	81,416	84,673	87,213	89,829
5th year of service	65	84,663	88,050	90,692	93,413
Grade II					
1st year of service	73	91,636	95,301	98,160	101,105
2nd year of service	78	96,237	100,086	103,089	106,182
3rd year of service	84	101,874	105,949	109,127	112,401
4th year of service	89	107,091	111,375	114,716	118,157
5th year of service	93	111,362	115,816	119,290	122,869
Grade III					
1st year of service	98	117,363	122,058	125,720	129,492
2nd year of service	101	120,859	125,693	129,464	133,348
3rd year of service	105	125,521	130,542	134,458	138,492
Grade IV					
1st year of service	112	134,483	139,862	144,058	148,380
2nd year of service	114	137,071	142,554	146,831	151,236
Grade V					
1st year of service	119	144,140	149,906	154,403	159,035
2nd year of service	121	146,966	152,845	157,430	162,153
Grade VI					
1st year of service	126	154,840	161,034	165,865	170,841
2nd year of service	128	158,102	164,426	169,359	174,440

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

Maintenance Officer State Library of NSW					
Classification		1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Maintenance Officer					
1st year of service		70,524	73,345	75,545	77,811
2nd year of service		74,280	77,251	79,569	81,956

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

Media Monitors					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Media Monitor, Level 1					
1st year of service	61	81,416	84,673	87,213	89,829
2nd year of service	65	84,663	88,050	90,692	93,413

3rd year of service	69	88,173	91,700	94,451	97,285
4th year of service	74	92,366	96,061	98,943	101,911
Senior Media Monitor, Level 2					
1st year of service	78	96,237	100,086	103,089	106,182
2nd year of service	82	100,011	104,011	107,131	110,345
3rd year of service	86	103,863	108,018	111,259	114,597
4th year of service	89	107,091	111,375	114,716	118,157

Miscellaneous Professional Officers, Department of Water Resources Agreement No.2535 of 1991

Miscellaneous Professional Officers, Department of Water Resources					
Classification and Grades	Common Salary Points	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Cadets/Trainees					
1st year of service	8	44,121	45,886	47,263	48,681
2nd year of service	11	49,941	51,939	53,497	55,102
3rd year of service	17	53,826	55,979	57,658	59,388
4th year of service	25	58,677	61,024	62,855	64,741
5th year of service	32	62,359	64,853	66,799	68,803
6th year of service	37	65,236	67,845	69,880	71,976
General Scale					
1st year of service	37	65,236	67,845	69,880	71,976
2nd year of service	44	69,481	72,260	74,428	76,661
3rd year of service	51	74,050	77,012	79,322	81,702
4th year of service	58	79,032	82,193	84,659	87,199
5th year of service	64	83,957	87,315	89,934	92,632
6th year of service	71	89,932	93,529	96,335	99,225
Grade 1					
1st year of service	72	90,697	94,325	97,155	100,070
2nd year of service	75	93,295	97,027	99,938	102,936
3rd year of service	78	96,237	100,086	103,089	106,182
Thereafter	81	98,941	102,899	105,986	109,166
Grade 2					
1st year of service	85	102,941	107,059	110,271	113,579
Thereafter	87	104,980	109,179	112,454	115,828
Grade 3					
1st year of service	90	108,153	112,479	115,853	119,329
Thereafter	95	113,746	118,296	121,845	125,500
Grade 4					
1st year of service	99	118,489	123,229	126,926	130,734
Thereafter	102	122,016	126,897	130,704	134,625
Grade 5					
1st year of service	108	129,331	134,504	138,539	142,695
Thereafter	111	133,183	138,510	142,665	146,945
Grade 6					
1st year of service	116	139,787	145,378	149,739	154,231
Thereafter	121	146,966	152,845	157,430	162,153

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

Administrative and Clerical Officers, Parliament House					
Classification and Grades	Common Salary Points	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Clerks General Scale					
1st year of service or 18	7	41,291	42,943	44,231	45,558
2nd year of service min. at 20	11	49,941	51,939	53,497	55,102
3rd year of service min. at 21	17	53,826	55,979	57,658	59,388
4th year of service	20	55,295	57,507	59,232	61,009
5th year of service	23	57,633	59,938	61,736	63,588
6th year of service	25	58,677	61,024	62,855	64,741
7th year of service	28	60,134	62,539	64,415	66,347
8th year of service	32	62,359	64,853	66,799	68,803
9th year of service	36	64,619	67,204	69,220	71,297
10th year of service	40	67,006	69,686	71,777	73,930
Officer with HSC at 19 paid not less than	9	46,786	48,657	50,117	51,621
Grade 1 -					
1st year of service	46	70,694	73,522	75,728	78,000
Thereafter	49	72,772	75,683	77,953	80,292
Grade 2 -					
1st year of service	52	74,803	77,795	80,129	82,533
Thereafter	55	76,857	79,931	82,329	84,799
Grade 3 -					
1st year of service	58	79,032	82,193	84,659	87,199
Thereafter	61	81,416	84,673	87,213	89,829
Grade 4 -					
1st year of service	64	83,957	87,315	89,934	92,632
Thereafter	67	86,539	90,001	92,701	95,482
Grade 5 -					
1st year of service	75	93,295	97,027	99,938	102,936
Thereafter	78	96,237	100,086	103,089	106,182
Grade 6 -					
1st year of service	82	100,011	104,011	107,131	110,345
Thereafter	85	102,941	107,059	110,271	113,579
Grade 7 -					
1st year of service	88	106,025	110,266	113,574	116,981
Thereafter	91	109,194	113,562	116,969	120,478
Grade 8 -					
1st year of service	95	113,746	118,296	121,845	125,500
Thereafter	98	117,363	122,058	125,720	129,492
Grade 9 -					
1st year of service	101	120,859	125,693	129,464	133,348
Thereafter	104	124,258	129,228	133,105	137,098
Grade 10 -					
1st year of service	108	129,331	134,504	138,539	142,695
Thereafter	111	133,183	138,510	142,665	146,945
Grade 11 -					
1st year of service	116	139,787	145,378	149,739	154,231
Thereafter	120	145,713	151,542	156,088	160,771
Grade 12 -					
1st year of service	126	154,840	161,034	165,865	170,841
Thereafter	130	161,663	168,130	173,174	178,369

Parliament House, Other Clerical Officers Determinations of the Presiding Officers

Other Clerical Officers, Parliament House					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Grade 1 - Group A - 1st year of service or under 17	1	28,742	29,892	30,789	31,713
2nd year of service or 17	4	34,231	35,600	36,668	37,768
3rd year of service or 18	6	38,846	40,400	41,612	42,860
Group B - 1st year of service or under 17	2	30,668	31,895	32,852	33,838
2nd year of service or 17	4	34,231	35,600	36,668	37,768
3rd year of service	6	38,846	40,400	41,612	42,860
Grade 1 - 4th year of service 19	9	46,786	48,657	50,117	51,621
5th year of service 20	11	49,941	51,939	53,497	55,102
6th year of service	17	53,826	55,979	57,658	59,388
7th year of service	20	55,295	57,507	59,232	61,009
8th year of service	23	57,633	59,938	61,736	63,588
9th year of service	25	58,677	61,024	62,855	64,741
10th year of service	28	60,134	62,539	64,415	66,347
Grade 1/2 - Group C - 1st year of service or under 17	3	32,287	33,578	34,585	35,623
2nd year of service or 17	6	38,846	40,400	41,612	42,860
3rd year of service or 18	9	46,786	48,657	50,117	51,621
Group D only - Officer with HSC at 19 paid not less than	9	46,786	48,657	50,117	51,621
4th year of service or 19	11	49,941	51,939	53,497	55,102
5th year of service or 20	17	53,826	55,979	57,658	59,388
6th year of service	20	55,295	57,507	59,232	61,009
7th year of service	23	57,633	59,938	61,736	63,588
8th year of service	25	58,677	61,024	62,855	64,741
9th year of service	28	60,134	62,539	64,415	66,347
10th year of service	32	62,359	64,853	66,799	68,803
11th year of service	36	64,619	67,204	69,220	71,297
12th year of service	40	67,006	69,686	71,777	73,930
Grade 3 - 1st year of service	46	70,694	73,522	75,728	78,000
2nd year of service	49	72,772	75,683	77,953	80,292
Grade 3/4 - 1st year of service	46	70,694	73,522	75,728	78,000
2nd year of service	49	72,772	75,683	77,953	80,292
3rd year of service	52	74,803	77,795	80,129	82,533
4th year of service	55	76,857	79,931	82,329	84,799
Grade 4 - 1st year of service	52	74,803	77,795	80,129	82,533
2nd year of service	55	76,857	79,931	82,329	84,799
Grade 5 - 1st year of service	58	79,032	82,193	84,659	87,199
2nd year of service	61	81,416	84,673	87,213	89,829
Grade 6 - 1st year of service	64	83,957	87,315	89,934	92,632
2nd year of service	67	86,539	90,001	92,701	95,482
Grade 7 -					

1st year of service	75	93,295	97,027	99,938	102,936
2nd year of service	78	96,237	100,086	103,089	106,182
Grade 8 -					
1st year of service	82	100,011	104,011	107,131	110,345
2nd year of service	85	102,941	107,059	110,271	113,579

Parliamentary Attendant Staff, Determinations of the Presiding Officers

Parliamentary Attendant Staff					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Parliamentary Officer - Attendant					
Grade 1					
1st year of service	32	62,359	64,853	66,799	68,803
2nd year of service	36	4,619	67,204	69,220	71,297
Thereafter	40	67,006	69,686	71,777	73,930
Grade 2					
1st year of service	41	67,758	70,468	72,582	74,759
Thereafter	43	68,968	71,727	73,879	76,095
Grade 3					
1st year of service (Level 1)	46	70,694	73,522	75,728	78,000
Thereafter (Level 2)	49	72,772	75,683	77,953	80,292
Grade 4	55	76,857	79,931	82,329	84,799
Grade 5	61	81,416	84,673	87,213	89,829

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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
**Parliamentary Officers Chef - Grade 4 (Head Chef)					
1st year	82	100,011	104,011	107,131	110,345
2nd year and thereafter	85	102,941	107,059	110,271	113,579
**Parliamentary Officer Chef - Grade 3 (Chef)	47	71,438	74,296	76,525	78,821
**Parliamentary Officer Chef - Grade 2 - (Assistant Chef)	37	65,236	67,845	69,880	71,976
Parliamentary Steward					
1st year	48	72,031	74,912	77,159	79,474
2nd year and thereafter	50	73,479	76,418	78,711	81,072
Dining Room Supervisor	40	67,006	69,686	71,777	73,930
Assistant Dining Room Supervisor	32	62,359	64,853	66,799	68,803
**Catering Supervisor (Cafeteria Supervisor)	34	63,455	65,993	67,973	70,012
**Catering Supervisor (Room Service Supervisor)	32	62,359	64,853	66,799	68,803
Senior Dining Room Attendant/Cleaner	29	60,753	63,183	65,078	67,030
Dining Room Attendant/Cleaner	27	59,630	62,015	63,875	65,791
Senior Bartender	30	61,272	63,723	65,635	67,604
Bartender	-	58,173	60,500	62,315	64,184
Kitchen Attendant	27	59,630	62,015	63,875	65,791
Kitchen Assistant	-	56,261	58,511	60,266	62,074
Stock Clerk -					
1st year	38	65,778	68,409	70,461	72,575

2nd year	40	67,006	69,686	71,777	73,930
3rd year and thereafter	43	68,968	71,727	73,879	76,095
Pantry Supervisor	34	63,455	65,993	67,973	70,012
Assistant Pantry Supervisor	30	61,272	63,723	65,635	67,604
**Cleaning Supervisor (Foreman Cleaner)	30	61,272	63,723	65,635	67,604
**Assistant Cleaning Supervisor (Assistant Foreman Cleaner)		58,173	60,500	62,315	64,184
General Useful Stores Officer		56,261	58,511	60,266	62,074
1st year		66,458	69,116	71,189	73,325
2nd year and thereafter	-	67,758	70,468	72,582	74,759
Housekeeper	-	54,713	56,902	58,609	60,367
*Senior Laundry Assistant	-	54,219	56,388	58,080	59,822
Laundry Assistant	-	53,682	55,829	57,504	59,229
Cleaner	-	53,682	55,829	57,504	59,229
**Horticulturalist Grade 2 (Gardener – experienced)	32	62,359	64,853	66,799	68,803
*Attendant/Gatekeeper	-	56,261	58,511	60,266	62,074
*Parliament House Security Officer	41	67,758	70,468	72,582	74,759
*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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Parole Officer					
Min 3	58	79,032	82,193	84,659	87,199
Max 3	61	81,416	84,673	87,213	89,829
Min 4	64	83,957	87,315	89,934	92,632
Max 4	67	86,539	90,001	92,701	95,482
Min 5	75	93,295	97,027	99,938	102,936
Max 5	78	96,237	100,086	103,089	106,182
Min 6	82	100,011	104,011	107,131	110,345
Max 6	85	102,941	107,059	110,271	113,579
Unit Leader					
Min 7	88	106,025	110,266	113,574	116,981
Max 7	91	109,194	113,562	116,969	120,478
Min 8	95	113,746	118,296	121,845	125,500
Max 8	98	117,363	122,058	125,720	129,492
District Manager 4					
Min 7	88	106,025	110,266	113,574	116,981
Max 7	91	109,194	113,562	116,969	120,478
Min 8	95	113,746	118,296	121,845	125,500
District Manager 3					
Min 8	95	113,746	118,296	121,845	125,500
Max 8	98	117,363	122,058	125,720	129,492
Min 9	101	120,859	125,693	129,464	133,348
Max 9	104	124,258	129,228	133,105	137,098
District Manager 2					
Min 9	101	120,859	125,693	129,464	133,348
Max 9	104	124,258	129,228	133,105	137,098
Min 10	108	129,331	134,504	138,539	142,695
Max 10	111	133,183	138,510	142,665	146,945
District Manager 1					
Min 10	108	129,331	134,504	138,539	142,695

Max 10	111	133,183	138,510	142,665	146,945
Min 11	116	139,787	145,378	149,739	154,231
Max 11	120	145,713	151,542	156,088	160,771

Petty Sessions Officers - Local Courts Administration Determination 741 of 1982

Petty Sessions Officers - Local Courts Administration					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Grade1/2					
1st year of service	7	41,291	42,943	44,231	45,558
2nd year of service	11	49,941	51,939	53,497	55,102
3rd year of service	17	53,826	55,979	57,658	59,388
4th year of service	20	55,295	57,507	59,232	61,009
5th year of service	23	57,633	59,938	61,736	63,588
6th year of service	25	58,677	61,024	62,855	64,741
7th year of service	28	60,134	62,539	64,415	66,347
8th year of service	32	62,359	64,853	66,799	68,803
9th year of service	36	64,619	67,204	69,220	71,297
10th year of service	40	67,006	69,686	71,777	73,930
Officer with HSC at 19 paid not less than	9	46,786	48,657	50,117	51,621
General Scale					
Grade 3					
1st year of service Max 1	49	72,772	75,683	77,953	80,292
2nd year of service Min 2	52	74,803	77,795	80,129	82,533
Thereafter Max 2	55	76,857	79,931	82,329	84,799
Grade 4					
1st year of service Max 3	61	81,416	84,673	87,213	89,829
2nd year of service Min 4	64	83,957	87,315	89,934	92,632
Thereafter Max 4	67	86,539	90,001	92,701	95,482
Grade 5					
1st year of service Max 5	78	96,237	100,086	103,089	106,182
2nd year of service Min 6	82	100,011	104,011	107,131	110,345
Thereafter Max 6	85	102,941	107,059	110,271	113,579
Grade 6					
1st year of service Min 8	95	113,746	118,296	121,845	125,500
Thereafter Max 9	104	124,258	129,228	133,105	137,098
Grade 7					
1st year of service Min 11	116	139,787	145,378	149,739	154,231
Thereafter Min 12	126	154,840	161,034	165,865	170,841

Pharmacists Agreement 2441 of 1982

Pharmacists				
Classification and Grade	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Pharmacist - Grade 1				
1st year	67,651	70,357	72,468	74,642

2nd year	70,179	72,986	75,176	77,431
3rd year	74,475	77,454	79,778	82,171
4th year	79,607	82,791	85,275	87,833
5th year	85,128	88,533	91,189	93,925
6th year	90,534	94,155	96,980	99,889
7th year	94,922	98,719	101,681	104,731
8th year	97,978	101,897	104,954	108,103
Pharmacist - Grade 2 After 2 yrs on maximum	100,903	104,939	108,087	111,330
Part-time Pharmacist (per hour)	53.92	56.08	57.76	59.49
Pharmaceutical Advisor, Pharmaceutical Services Branch				
1st year	109,618	114,003	117,423	120,946
2nd year	113,294	117,826	121,361	125,002
3rd year	116,461	121,119	124,753	128,496
4th year	119,632	124,417	128,150	131,995
Principal Pharmaceutical Advisor, Pharmaceutical Services Branch				
1st year	130,989	136,229	140,316	144,525
2nd year	134,293	139,665	143,855	148,171
Deputy Chief Pharmacist, Pharmaceutical Services Branch				
1st year	138,742	144,292	148,621	153,080
2nd year	142,196	147,884	152,321	156,891
Chief Pharmacist, Pharmaceutical Services Branch				
1st year	153,141	159,267	164,045	168,966
2nd year	156,736	163,005	167,895	172,932
Chief Pharmacist Group 1 & 3, Grade 5 Corrections Health Service				
1st year	130,983	136,222	140,309	144,518
2nd year	134,294	139,666	143,856	148,172

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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Senior Psychologist Year 1	-	134,270	139,641	143,830	148,145
Senior Psychologist Year 2	-	139,918	145,515	149,880	154,376
Senior Psychologist Year 3 and thereafter	-	145,565	151,388	155,930	160,608
Senior Specialist Psychologist Year 1	-	156,862	163,136	168,030	173,071
Senior Specialist Psychologist Year 2	-	161,371	167,826	172,861	178,047
Senior Specialist Psychologist Year 3 and thereafter	-	165,920	172,557	177,734	183,066
Community Based Incidental Allowance	-	3,402	3,538	3,644	3,753

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

Publicity Officers and Public Relations Officers					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$

Assistant Publicity Officers					
1st year of service	59	79,860	83,054	85,546	88,112
2nd year of service	62	82,184	85,471	88,035	90,676
Publicity Officers					
1st year of service	69	88,173	91,700	94,451	97,285
2nd year of service	72	90,697	94,325	97,155	100,070
3rd year of service and thereafter	74	92,366	96,061	98,943	101,911
Senior Publicity Officers, Dept of Education & Training					
1st year of service and thereafter	100	119,699	124,487	128,222	132,069
Public Relations Officer					
Grade II					
1st year of service	87	104,980	109,179	112,454	115,828
2nd year of service	89	107,091	111,375	114,716	118,157
3rd year of service and thereafter	91	109,194	113,562	116,969	120,478
Grade I					
1st year of service	103	123,141	128,067	131,909	135,866
2nd year of service	105	125,521	130,542	134,458	138,492
3rd year of service and thereafter	107	128,059	133,181	137,176	141,291
Allowance in lieu of overtime (per annum)	-	13,816	14,369	14,800	15,244

Scientific Officers Various Departments Agreement No. 2433 of 1982

Scientific Officers, Various Departments					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Grade I					
1st year of service	46	70,694	73,522	75,728	78,000
2nd year of service	50	73,479	76,418	78,711	81,072
3rd year of service	56	77,576	80,679	83,099	85,592
4th year of service	63	83,150	86,476	89,070	91,742
5th year of service	70	89,044	92,606	95,384	98,246
6th year of service and thereafter	76	94,323	98,096	101,039	104,070
Grade II					
1st year of service	81	98,941	102,899	105,986	109,166
2nd year of service	84	101,874	105,949	109,127	112,401
3rd year of service	87	104,980	109,179	112,454	115,828
4th year of service and thereafter	91	109,194	113,562	116,969	120,478
Grade III					
1st year of service	95	113,746	118,296	121,845	125,500
2nd year of service	98	117,363	122,058	125,720	129,492
3rd year of service and thereafter	100	119,699	124,487	128,222	132,069
Grade IV					
1st year of service	105	125,521	130,542	134,458	138,492
2nd year of service	108	129,331	134,504	138,539	142,695
3rd year of service and thereafter	110	131,895	137,171	141,286	145,525
Grade V					
1st year of service	114	137,071	142,554	146,831	151,236
2nd year of service and thereafter	117	141,175	146,822	151,227	155,764
Grade VI					
1st year of service	120	145,713	151,542	156,088	160,771
2nd year of service	123	149,861	155,855	160,531	165,347

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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Security Officer	25	58,677	61,024	62,855	64,741
Senior Security Officer	30	61,272	63,723	65,635	67,604
Chief Security Controller - Sydney					
1st year	75	93,295	97,027	99,938	102,936
2nd year	78	96,237	100,086	103,089	106,182
Chief Security Officer - Sydney					
(S.C. 85) 1st year	60	80,600	83,824	86,339	88,929
(S.C. 92) 2nd year	64	83,957	87,315	89,934	92,632
Newcastle - (S.C. 80)	57	78,260	81,390	83,832	86,347

Social Workers, Various Departments Agreement No.2374 of 1982

Social Workers, Various Departments					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Social Worker, Community Services Consultant					
1st year of service	44	69,481	72,260	74,428	76,661
2nd year of service	49	72,772	75,683	77,953	80,292
3rd year of service	55	76,857	79,931	82,329	84,799
4th year of service	61	81,416	84,673	87,213	89,829
5th year of service	67	86,539	90,001	92,701	95,482
6th year of service	71	89,932	93,529	96,335	99,225
7th year of service	75	93,295	97,027	99,938	102,936
8th year of service	79	97,008	100,888	103,915	107,032
9th year of service and thereafter	84	101,874	105,949	109,127	112,401
Senior Allotment Officer	89	107,091	111,375	114,716	118,157
Community Services Officer	96	114,937	119,534	123,120	126,814
Social Worker Grade I	89	107,091	111,375	114,716	118,157
Senior Social Worker	96	114,937	119,534	123,120	126,814
Regional Social Work Adviser					
South Eastern, Orana and Far West and South Western Health Regions	89	107,091	111,375	114,716	118,157
Central Western, North Coast, Illawarra and New England Health Regions	96	114,937	119,534	123,120	126,814
Southern Metropolitan, Northern Metropolitan, Western Metropolitan and Hunter Health Regions	107	128,059	133,181	137,176	141,291

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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$

Stores Officers					
Grade 1					
1st year of service	31	61,760	64,230	66,157	68,142
2nd year of service and thereafter	33	62,865	65,380	67,341	69,361
Grade 2					
1st year of service	34	63,455	65,993	67,973	70,012
2nd year of service and thereafter	35	63,968	66,527	68,523	70,579
Grade 3					
1st year of service	36	64,619	67,204	69,220	71,297
2nd year of service and thereafter	37	65,236	67,845	69,880	71,976
Grade 4					
1st year of service	39	66,458	69,116	71,189	73,325
2nd year of service	41	67,758	70,468	72,582	74,759
3rd year of service and thereafter	41	67,758	70,468	72,582	74,759
Stores and Despatch Officer Art Gallery of N.S.W.					
1st year of service	39	66,458	69,116	71,189	73,325
2nd year of service	40	67,006	69,686	71,777	73,930
3rd year of service and thereafter	41	67,758	70,468	72,582	74,759
Drug Checker and Counter Hand Commercial Services Group					
1st year of service	37	65,236	67,845	69,880	71,976
2nd year of service and thereafter	38	65,778	68,409	70,461	72,575
Area Supervisors Commercial Services Group					
1st year of service	46	70,694	73,522	75,728	78,000
2nd year of service and thereafter	48	72,031	74,912	77,159	79,474
Second O.I.C. (Other Areas) Commercial Services Group					
1st year of service	37	65,236	67,845	69,880	71,976
2nd year of service and thereafter	38	65,778	68,409	70,461	72,575
Area Supervisors (Shea's Creek Stores) Despatch Section, Government Supply Department					
1st year of service	52	74,803	77,795	80,129	82,533
2nd year of service and thereafter	55	76,857	79,931	82,329	84,799
Packing Section and Sheds 68-72 Commercial Services Group					
1st year of service	49	72,772	75,683	77,953	80,292
2nd year of service and thereafter	51	74,050	77,012	79,322	81,702
Section O.I.C. (Areas) Commercial Services Group					
1st year of service	41	67,758	70,468	72,582	74,759
2nd year of service and thereafter	43	68,968	71,727	73,879	76,095
Packing Section and Sheds 68-72 Commercial Services Group					
1st year of service	39	66,458	69,116	71,189	73,325
2nd year of service and thereafter	40	67,006	69,686	71,777	73,930
Assistant Inspector of Packing and Quality Control, Commercial Services Group	56	77,576	80,679	83,099	85,592
Inspector of Packing and Quality Control, Commercial Services Group	59	79,860	83,054	85,546	88,112
Controller of Order Processing, Commercial Services Group	59	79,860	83,054	85,546	88,112
Stores Controller, CMA	46	70,694	73,522	75,728	78,000
Assistant Stores Controller, CMA	40	67,006	69,686	71,777	73,930
Chief Stores Officer, Government Motor Garage					

1st year of service	46	70,694	73,522	75,728	78,000
2nd year of service	48	72,031	74,912	77,159	79,474
3rd year of service and thereafter	49	72,772	75,683	77,953	80,292

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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Grade I					
1st year of service	50	73,479	76,418	78,711	81,072
2nd year of service	56	77,576	80,679	83,099	85,592
3rd year of service	63	83,150	86,476	89,070	91,742
4th year of service	70	89,044	92,606	95,384	98,246
5th year of service and thereafter	76	94,323	98,096	101,039	104,070
Grade II					
1st year of service	82	100,011	104,011	107,131	110,345
2nd year of service	86	103,863	108,018	111,259	114,597
3rd year of service	89	107,091	111,375	114,716	118,157
4th year of service and thereafter	92	110,205	114,613	118,051	121,593
Grade III					
1st year of service	97	116,094	120,738	124,360	128,091
2nd year of service	100	119,699	124,487	128,222	132,069
3rd year of service	104	124,258	129,228	133,105	137,098
4th year of service and thereafter	107	128,059	133,181	137,176	141,291
Grade IV					
1st year of service	112	134,483	139,862	144,058	148,380
2nd year of service	115	138,427	143,964	148,283	152,731
3rd year of service and thereafter	117	141,175	146,822	151,227	155,764
Grade V					
1st year of service	121	146,966	152,845	157,430	162,153
2nd year of service and thereafter	123	149,861	155,855	160,531	165,347

Technical Officers (Engineering) Determination No.803 of 1983

Technical Officers (Engineering)					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Grade 1					
1st year of service	48	72,031	74,912	77,159	79,474
2nd year of service	51	74,050	77,012	79,322	81,702
3rd year of service	54	76,102	79,146	81,520	83,966
4th year of service	56	77,576	80,679	83,099	85,592
5th year of service	59	79,860	83,054	85,546	88,112
Grade 2					
1st year of service	64	83,957	87,315	89,934	92,632
2nd year of service	66	85,664	89,091	91,764	94,517
3rd year of service	68	87,172	90,659	93,379	96,180
4th year of service	70	89,044	92,606	95,384	98,246
Grade 3					
1st year of service and thereafter	77	95,131	98,936	101,904	104,961
Senior Technical Officer					
Grade 1					

1st year of service	75	93,295	97,027	99,938	102,936
2nd year of service	77	95,131	98,936	101,904	104,961
3rd year of service	80	98,063	101,986	105,046	108,197
Grade 2					
1st year of service	83	100,986	105,025	108,176	111,421
2nd year of service	86	103,863	108,018	111,259	114,597
Grade 3	90	108,153	112,479	115,853	119,329

Technical Surveyors, All Departments Agreement No. 2494 of 1986

Technical Surveyors, All Departments					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Assistant Technical Surveyors					
1st year of service	2	30,668	31,895	32,852	33,838
2nd year of service	5	36,405	37,861	38,997	40,167
3rd year of service	7	41,291	42,943	44,231	45,558
4th year of service	11	49,941	51,939	53,497	55,102
5th year of service	17	53,826	55,979	57,658	59,388
6th year of service	20	55,295	57,507	59,232	61,009
7th year of service	23	57,633	59,938	61,736	63,588
8th year of service	25	58,677	61,024	62,855	64,741
9th year of service	28	60,134	62,539	64,415	66,347
10th year of service	32	62,359	64,853	66,799	68,803
11th year of service	36	64,619	67,204	69,220	71,297
12th year of service	40	67,006	69,686	71,777	73,930
13th year of service	46	70,694	73,522	75,728	78,000
14th year of service	49	72,772	75,683	77,953	80,292
15th year of service	52	74,803	77,795	80,129	82,533
16th year of service	55	76,857	79,931	82,329	84,799
Officer with HSC at 19 paid not less than	9	46,786	48,657	50,117	51,621
Technical Surveyor					
Grade 1					
1st year of service	58	79,032	82,193	84,659	87,199
2nd year of service	61	81,416	84,673	87,213	89,829
3rd year of service	64	83,957	87,315	89,934	92,632
4th year of service	67	86,539	90,001	92,701	95,482
Grade 2					
1st year of service	73	91,636	95,301	98,160	101,105
2nd year of service	76	94,323	98,096	101,039	104,070
3rd year of service	80	98,063	101,986	105,046	108,197
4th year of service	83	100,986	105,025	108,176	111,421
Grade 3					
1st year of service	88	106,025	110,266	113,574	116,981
2nd year of service	91	109,194	113,562	116,969	120,478

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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Grade 1					

Year 1	59	79,860	83,054	85,546	88,112
Thereafter	60	80,600	83,824	86,339	88,929
Grade 2					
Year 1	62	82,184	85,471	88,035	90,676
Thereafter	63	83,150	86,476	89,070	91,742
On call allowance (per week)	-	301.80	313.85	323.25	332.95

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	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Timekeeper and/or Storekeeper					
Grade I					
1st year of service	34	63,455	65,993	67,973	70,012
2nd year of service	37	65,236	67,845	69,880	71,976
Grade II					
1st year of service	39	66,458	69,116	71,189	73,325
2nd year of service	42	68,291	71,023	73,154	75,349
Assistant to Supervisory Timekeeper					
On Appointment	43	68,968	71,727	73,879	76,095
Special Grade					
1st year of service	45	70,156	72,962	75,151	77,406
2nd year of service	46	70,694	73,522	75,728	78,000

Tracers, Various Departments Agreement No.2192 of 1975

Tracers, Various Departments					
Classification and Grades	Common Salary Point	1.7.23 Per annum 4% \$	1.7.24 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
General Scale					
1st year of service or under 17	2	30,668	31,895	32,852	33,838
2nd year of service or 17	4	34,231	35,600	36,668	37,768
3rd year of service or 18	6	38,846	40,400	41,612	42,860
4th year of service or 19	8	44,121	45,886	47,263	48,681
5th year of service or 20	10	49,488	51,468	53,012	54,602
6th year of service or 21	17	53,826	55,979	57,658	59,388
7th year of service	19	54,829	57,022	58,733	60,495
8th year of service	23	57,633	59,938	61,736	63,588
9th year of service	25	58,677	61,024	62,855	64,741
Grade 1					
1st year of service	26	59,155	61,521	63,367	65,268
2nd year of service	28	60,134	62,539	64,415	66,347
Grade 2					
1st year of service	31	61,760	64,230	66,157	68,142
2nd year of service	33	62,865	65,380	67,341	69,361
Grade 3					
1st year of service	35	63,968	66,527	68,523	70,579
2nd year of service	37	65,236	67,845	69,880	71,976
Grade 4					

1st year of service	39	66,458	69,116	71,189	73,325
2nd year of service	40	67,006	69,686	71,777	73,930

D. Chin, Vice President.

Printed by the authority of the Industrial Registrar.

**HEALTH EMPLOYEES' ADMINISTRATIVE STAFF (STATE)
AWARD 2024**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Ministry of Health.

(Case No. 242741 of 2024)

Before President Taylor

26 November 2024

AWARD

PART A

Arrangement

Clause No. Subject Matter

- 1. Definitions and Work Level Statements
- 2. Salaries and Wages
- 3. Higher Skills
- 4. Conditions of Service
- 5. Dispute Resolution
- 6. Anti-Discrimination
- 7. No Extra Claims
- 8. Area, Incidence and
Duration

PART B - MONETARY RATES

Table 1 - Rates of
Pay

Table 2 -
Allowances

PART A

1. Definitions and Work Level Statements

"Employer" means the Secretary of the Ministry of Health exercising employer functions on behalf of the Government of New South Wales.

"Health Service" means a Local Health District constituted under section 8 of the *Health Services Act 1997*, a Statutory Health Corporation constituted under section 11 of that Act, and an Affiliated Health Organisation constituted under section 13 of that Act, as amended or varied from time to time.

"Hospital" means a public hospital as defined in section 15 of the *Health Services Act 1997*, as amended or varied from time to time.

"Telephonist - Level 1" means a person whose major function (i.e. 80 per cent or more) is spent in operating a switchboard or similar equipment.

An in-charge shift allowance will apply to Telephonist - Level 1 in charge of staff. The Allowances payable are as set out in Item 1 of Table 2 - Allowances, of Part B, Monetary Rates.

"Telephonist - Level 2" means a person whose major function (i.e. 60 per cent or more) is spent operating a switchboard or similar equipment and who is required to perform routine clerical duties and/or handle monies.

"Telephonist - Level 3" means a person who is required to perform clerical duties in respect of admissions and/or accounts (other than telephone) in addition to switchboard duties.

"Union" means the Health Services Union NSW.

"Work Level Statements" - Employees will not be required to meet all conditions of the work level statements but will generally be expected to be carrying out the responsibilities contained within the descriptions.

Administration Officer -

Level 1 - These positions are established for undertaking routine clerical work, an employee at this level may be a trainee with no previous experience.

Work is performed under close supervision requiring the application of basic skills and routines such as providing receptionist services, straight forward collating, collecting and distributing, carrying out routine checks by simple comparisons, maintaining basic records, mail procedures, obtaining or providing information about straight forward matters and routine user maintenance of office equipment.

Work performed is within established routines, methods and procedures.

The work which it is envisaged would come within this level would require the exercise of any one or more of the skills set out below:

Operate personal computers, printing devices attached to personal computers, paging system, calculator. Level 2 - Training of other employees may be required.

Undertaking a range of operational and administrative tasks under general instruction and close supervision but with discretion in selecting the most appropriate method and sequence.

Requires knowledge of specific procedures and regulations.

The exercising of basic judgment is required, although problems encountered are of a simple nature with solutions found by reference to established methods and procedures.

The work which it is envisaged would come within this level would involve a range of activities requiring the use of numeric, written and verbal communication, and other work skills appropriate to the tasks and responsibilities.

In addition to other pay office duties performs the actual calculation of salaries.

Level 2A - This level of Administrative officer is required to provide a secretarial service to a Department, etc., of a hospital or to an individual officer or officers, including arranging travel bookings and itineraries, make appointments, screen telephone calls, follow visitor protocol procedures, establish telephone contact on behalf of Officer/s. The Administrative officer may be required to take shorthand notes at 100 w.p.m. and transcribe accurately from those notes and/or transcribe accurately from a Dictaphone.

Level 3 - Decision making in day to day operational matters is a normal part of the duties. Assist more senior officers in complex tasks or projects.

Work performed under broad supervision but requires some independent action.

Scope exists for exercising initiative in the application of established work practices and procedures.

Employees may be graded at this level where the principal functions of their employment require a sound knowledge of the activities usually performed within the work area and their impact upon the activities of others.

Required to carry out routine pay office duties involving the calculation of employee pays and entitlements together with provision of direct advice on pay and conditions to employees.

Level 4 - Working under limited direction and guidance with regard to work priorities.

Possess organisational skills required to set priorities and monitor workflow in the area of responsibility.

Ability to write reports, documents and correspondence, including drafting complex correspondence for senior officers, accurately and clearly.

Carry out a variety of functions which may be complex in nature and require judgment in selecting and applying established principles, techniques and methods.

Ability to investigate or evaluate legislation, regulations, instructions or procedural guidelines relevant to the tasks and responsibilities.

Ability to delegate work to subordinates where appropriate.

Carry out inspection and monitoring functions to ensure outputs are of a high quality.

Required to carry out routine pay office duties involving the calculation of employee pays and entitlements together with provision of direct advice on pay and

conditions to employees and having had a minimum of 2 years' service carrying out these duties.

Level 5 - Ability to manage physical and financial resources to ensure the delivery of services or the successful completion of a project.

Decision making across a number of areas and review of operational systems.

Ability to manage conflict of resources or priorities.

Independent action may be exercised within constraints set by senior management.

Work with little formal guidelines, usually under limited direction as to work priorities and the detailed conduct of the task.

Required to exercise advanced skills and knowledge in respect of pay office functions and whose duties include responsibilities for the checking of subordinates' work and the exercise of an interpretive role in respect of pay enquiries.

Level 6 - Possess well developed communication skills and the ability to bring a creative approach to problem solving and conflict resolution.

Formulate policies that reflect current and future organisational requirements.

Ability to develop policy and advice for senior and line management.

Guidelines, rules, instructions or procedures for use by other staff may be developed at this level relevant to the area of responsibility.

Evaluate new methods and technology and disseminate information to appropriate areas.

Required to exercise advanced skills and knowledge in respect of pay office functions and whose duties include responsibilities for the checking of subordinates work and the exercise of an interpretative role in respect of pay enquiries and having had a minimum of 2 years' service carrying out these duties.

2. Salaries and Wages

Full time Administrative Staff employees shall be paid the salaries as set out in Table 1 of Part B - Monetary Rates of this Award.

3. Higher Skills

Employees appointed as Administration Officer Level 1 who are required by the employer to type at 60 w.p.m. and/or use medical terminology verbatim, will be paid an allowance as set out in item 2 of Table 2 - Allowances, of Part B, Monetary Rates. Employees appointed as Administration Officer Level 2 or 2A who are required by the employer to use medical terminology verbatim, will be paid an allowance as set out in the said Item 2.

4. Conditions of Service

The *Health Employees Conditions of Employment (State) Award 2023* as varied or replaced from time to time, shall apply to all persons covered by this Award.

In addition, the *Health Industry Status of Employment (State) Award 2023* as varied or replaced from time to time, shall also apply to relevant employees.

5. Dispute Resolution

The dispute resolution procedures contained in the said *Health Employees Conditions of Employment (State) Award 2023* as varied or replaced from time to time, shall apply.

6. Anti-Discrimination

- (i) It is the intention of the parties bound by this Award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- (ii) It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this Award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this Award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the Award which, by its terms or operation, has a direct or indirect discriminatory effect.
- (iii) Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful

discrimination or harassment.

- (iv) Nothing in this clause is to be taken to affect:
 - (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
 - (b) offering or providing junior rates of pay to persons under 21 years of age;
 - (c) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
 - (d) a party to this Award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.
- (v) This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

NOTES -

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

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

7. No Extra Claims

The Commission makes this Award on the basis that the parties have provided the following undertaking: Other than as provided for in the *Industrial Relations Act 1996* (or its successor however described) there shall be no further claims/demands or proceedings instituted before the Industrial Relations Commission of New South Wales for extra or reduced wages, salaries, rates of pay, allowances or conditions of employment with respect to the employees covered by the Award that take effect prior to 30 June 2025 by a party to this Award.

For the avoidance of doubt, the Parties may, during the term of this Award, discuss additional opportunities for system improvements and, if agreed, a further pay increase may be provided to recognise the contribution of employees to those system improvements.

8. Area, Incidence and Duration

- (i) This Award takes effect from 1 July 2024 and shall remain in force for a period of one year. The rates and allowances in the second column of the tables in Part B - Monetary Rates will apply from the first full pay period on or after (ffppoa) 1 July 2024.
- (ii) This Award rescinds and replaces the *Health Employees Administrative Staff (State) Award 2023* published 1 September 2023 (395 I.G. 10) and all variations thereof.
- (iii) This Award shall apply to persons employed in classifications contained herein employed in the New South Wales Health Service under s115(1) of the *Health Services Act 1997*, or their successors, assignees or transmittes, excluding the County of Yancowinna.

Part B

MONETARY RATES

Table 1 - Rates of Pay

In the period 1 July 2024 to the commencement of the first full pay period on or after 1 July 2024, the applicable rates of pay are those that applied immediately prior to the first full pay period on or after 1 July 2024.

Classification	Rate from ffppoa 01/07/24 Per Week \$
Telephonist	
Level 1	
1st Year	1090.16
2nd Year	1110.22
3rd Year	1154.96
4th Year	1181.67
5th Year	1230.28
Level 2	
1st Year	1255.96
2nd Year	1282.06
3rd Year	1307.08
Level 3	
1st Year	1333.55
2nd Year	1360.25
Administration Officer	
Level 1	
1st Year	1052.72
2nd Year	1094.14
3rd Year	1134.19
4th Year	1160.55
5th Year	1187.84
Level 2	
1st Year	1227.44
2nd Year	1268.15

Level 2A	
1st Year	1291.20
2nd Year	1309.71
Level 3	
1st Year	1309.71
2nd Year	1350.53
Level 4	
1st Year	1385.35
2nd Year	1417.06
Level 5	
1st Year	1458.95
2nd Year	1492.04
Level 6	
1st Year	1539.73
2nd Year	1576.13

Table 2 - Allowances

Clause No.	Allowance Description	Rate from ffppoa 01/07/2024 \$
	Telephonist - Level 1 - In-Charge	
1	Telephonist In Charge - 3-5 (per shift)	9.86
1	Telephonist In Charge - 6-10 (per shift)	12.21
1	Telephonist In Charge - >10 (per shift)	21.11
	Higher Skills	
3	Higher Skills Allowance (per week)	19.46

I.TAYLOR, President.

Printed by the authority of the Industrial Registrar.

HEALTH AND COMMUNITY EMPLOYEES' PSYCHOLOGISTS (STATE) AWARD 2024

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Secretary, NSW Ministry of Health

(No. IRC 242665 of 2024)

Before President Taylor

26 November 2024

AWARD

PART A

Arrangement

Clause No.	Subject Matter
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- | | |
|----|------------------------------|
| 1. | Definitions |
| 2. | Classifications |
| 3. | Grading Committee |
| 4. | Conditions of Service |
| 5. | Salaries |
| 6. | Dispute Resolution |
| 7. | Savings Provision |
| 8. | No Extra Claims |
| 9. | Area, Incidence and Duration |

PART B

MONETARY RATES

Table 1 - Salary Rates

PART A

1. Definitions

"Employee" means a person employed in the New South Wales Health Service under section 115(1) of the

Health Services Act 1997, as amended or varied from time to time,

"Employer" means the Secretary of the Ministry of Health exercising employer functions on behalf of the Government of New South Wales.

"Health Service" means a Local Health District constituted under section 17 of the *Health Services Act 1997*, a Statutory Health Corporation constituted under section 41 of that Act and an Affiliated Health Organisation recognised under section 62 of that Act.

"Psychologist in Training" means an employee with a four-year degree in psychology, being a three year degree with a fourth year honours in psychology; or who has qualifications deemed equivalent by the employer, and who is eligible for provisional registration with the Psychology Board of Australia. Such employees will be provided with appropriate supervision to enable the employee to attain registration with the Psychology Board of Australia as a Psychologist.

"Union" means the Health Services Union NSW.

2. Classifications

A. Psychologist

(i) Academic and Registration Requirements

A Psychologist is an employee with a four-year degree in psychology, being a three year degree with a fourth year honours in psychology; or a qualification deemed equivalent by the employer.

The Psychologist classification includes both Psychologists in Training and Psychologists who have full registration with the Psychology Board of Australia.

A Psychologist in Training shall commence at year 1 of the scale for Psychologist.

Provided that where a Psychologist has already met the criteria for full registration and has full registration with the Psychology Board of Australia, they shall commence at year 3 of the scale for Psychologist.

Provided further that until such time as a Psychologist has met the criteria for full registration and is registered with the Psychology Board of Australia, the

employee shall not progress past the salary rate applying for Psychologist 2nd year of service.

(i) Characteristics

(a) Tasks

Psychologists are trained in the independent application of existing treatment techniques and assessment procedures to a range of behavioural and emotional disorders.

Psychologists facilitate change in attitudes and behaviour related to health and illness, for the purpose of preventing and relieving distress or dysfunction and to promote subjective well-being and personal development.

(b) Judgement and Problem Solving

Psychologists evaluate psychological factors affecting maladaptive behaviour and provide individual counselling services, therapeutic interventions, group programs and case management in the areas of (but not limited to) anger management, parenting skills, stress management, social skills training, assertiveness training, mental health and problem addictions.

Psychologists undertake psychometric testing e.g. intelligence, personality and vocational, consistent with Psychology Board of Australia competencies.

(c) Supervision and Independence

Psychologists may work independently with clinical supervision from a more senior Psychologist.

Psychologists may provide clinical supervision to less experienced Psychologists.

Psychologists with three or more years of post-registration experience are eligible to supervise Psychologists in Training for registration purposes after having successfully undertaken the Psychology Board of Australia certified supervision workshop.

(d) Organisational Relationships and Impact

Psychologists may contribute to service planning and policy development.

Psychologists may participate in psychological research and evaluation projects as required.

Psychologists may be involved in the provision of in-services to staff and students. Psychologists may formulate management and case plans.

Psychologists undertake liaison with relevant internal and external stakeholders.

B. Senior Psychologist

(i) Characteristics and General Features of Duties

Employees at this classification possess a high degree of experience as a Psychologist, with breadth and depth of experience in psychological methods and the provision of psychological services. The Senior Psychologist is able to provide a psychology service with the attribute of initiative, and to exercise independent judgment.

The general duties are as detailed for Psychologist, and in addition:

- (a) clinical supervision of Psychologists;
- (b) provision of psychological assessment and interventions involving adaptive utilisation of psychological principles and methods, including evaluation where appropriate;
- (c) administrative duties, including but not limited to:
 - (1) co-ordination of clinical activities of a service; and
 - (2) significant involvement in service planning and policy.

(ii) Academic and Registration Requirements

An employee with a four year degree in psychology, being a three year degree with a fourth year honours in psychology; or who has qualifications deemed equivalent by the employer and who is registered as a psychologist with the Psychology Board of Australia.

Employees appointed at the Senior Psychologist level shall satisfy the criteria for the Psychologist classification and have completed a minimum of one year at the 9th year of service and thereafter point on the salary scale for Psychologist. Employees appointed to this classification shall demonstrate to the satisfaction of the employer by their work performed and the results achieved, together with their aptitude, abilities and other attributes, that appointment at this level is warranted on merit.

C. Clinical Psychologist

(i) Academic and Registration Requirements

The Clinical Psychologist is a fully registered psychologist with a Masters degree or higher in Clinical Psychology, Clinical Neuropsychology or some other recognised clinical area in psychology that the employer deems relevant to the functions of the position. The postgraduate qualifications must be of no less than two years full time duration (or part-time equivalent) and include professional clinical coursework, clinical training and supervised placement experience as core components.

Employees with a three year Clinical Doctorate (or equivalent) or a Doctorate of Philosophy (PhD) shall enter the classification at year 2 of the scale.

Employees entering this classification from the classifications of Psychologist or Senior Psychologist shall enter at the salary point for this classification that is above the salary point previously applying as Psychologist or Senior Psychologist.

(ii) Characteristics

(a) Task

Clinical Psychologists are capable of undertaking all activities performed by the classifications of Psychologist and Senior Psychologist as described in the Award.

Clinical Psychologists are trained in the scientific study and application of psychological knowledge and principles for the purpose of diagnosing, understanding, preventing, treating and advising on psychopathological distress or dysfunction and to promote subjective wellbeing.

The essential tasks of Clinical Psychologists are assessment, diagnosis, case formulation and treatment of psychopathology as it is manifested (variously) in cognitive, emotional, motivational, personality and behavioural disturbances in adults, adolescents or children across a range of health care settings including outpatient, community, primary care and in-patient facilities.

Referrals appropriate to Clinical Psychologists encompass a diversity of presentations - from acute to enduring and mild to severe. Problems range from those with mainly biological causation to those emanating mainly from psychosocial factors, as well as problems of coping or adaptation to adverse circumstances that are not themselves reversible by psychological intervention e.g. physical disability, physical illness, bereavement.

(b) Judgement and Problem Solving

Clinical Psychologists exercise independent judgment concerning the selection and application of principles, methods and techniques of psychological assessment and/or treatment. Chosen interventions involve the adaptive utilisation of empirically derived psychological principles.

(c) Supervision and Independence

The appropriate discharge of duties and demonstration of competence at this level is in consequence of an understanding of theories and techniques, which enable Clinical Psychologists to assess and diagnose psychological problems and disorders and design and implement appropriate psychological procedures.

Clinical Psychologists work independently and receive clinical supervision from another Clinical Psychologist. Initially such supervision is provided by a more senior and experienced professional colleague but after several years' experience, Clinical Psychologists may participate in peer supervision only.

Clinical Psychologists may work in or lead a multidisciplinary team.

Clinical Psychologists are expected to provide clinical supervision to less experienced Psychologists, be involved in peer supervision and supervise postgraduate students on clinical placements.

(d) Organisational Relationships

Clinical Psychologists may conduct psychological research and evaluation projects as required.

Clinical Psychologists are involved in service planning and the formulation of policy.

Clinical Psychologists participate in the provision of in-service programs to staff and students.

Clinical Psychologists are a consultant to Psychologists and may provide peer consultancy to colleagues and other professionals within their area of expertise.

D. Senior Clinical Psychologist

(i) Characteristics and General Features of Duties

A Clinical Psychologist may, after not less than the completion of 12 months service at the 5th year of service and thereafter rate, make written application to the employer for progression to the classification of Senior Clinical Psychologist. The application shall comprehend, but not be limited to detailing current direct treatment responsibilities and duties discharged; together with provision of treatment consultation, supervision and training and relevant documentary support material.

The employer may also establish such positions of Senior Clinical Psychologist that it deems appropriate, from time to time.

Employees that are successful in their application for progression to Senior Clinical Psychologist shall commence on the 1st year of service rate for the classification.

Employees classified as Senior Clinical Psychologist shall discharge the duties as described for Clinical Psychologist above and in addition must demonstrate clinical expertise requiring:

- (1) higher level knowledge and experience in a specific area e.g. tertiary referral service, manifest in the level of competence, initiative, innovation, responsibility and professional recognition of the employee; and
- (2) developing and extending applications of assessment and treatment methods.

In addition, the employee must also discharge duties in at least one of the following areas:

- (a) Administrative duties, which may include:
 - (1) responsibility for overall service planning and policy; and
 - (2) other supra-clinical duties involving responsibility for service provision; and
 - (3) responsibility for professional functioning of Psychologists and Clinical Psychologists.
- (b) Consultation, involving
 - (1) the provision of consultation with other Psychologists or with other professional bodies and organisations (e.g. other government agencies) regarding psychological services and/or development of policies and procedures in areas requiring specialist psychological knowledge; and
 - (2) developing protocols for individual and group treatment programs and making available to other health professionals. Developing assessment procedures for clinical decision making.
- (c) Research and Evaluation, involving
 - (1) research, where the Psychologist has taken responsibility as principal researcher for the design, implementation and reporting of psychological research; and
 - (2) evaluation, where the Psychologist makes a major contribution to setting up evaluation systems for programs and services and major quality improvement projects;
- (d) Training, involving
 - (1) the training of Psychologists or other health professionals in a range of areas that may include specialist psychological skills;
 - (2) contributing to training for supervisors of psychological services; and
 - (3) developing and implementing training programs.

E. Principal Psychologist

(i) Characteristics and General Features of Duties

Appointment to this classification shall be through competitive selection and assessment on the basis of merit to fill an advertised vacancy; personal progression of an employee is not available for appointment to this level.

It is envisaged appointments to this level would be made from Senior Clinical Psychologists that have substantial knowledge, skills and experience at that level; be able to demonstrate significant expertise in the delivery of psychological services; and is a recognised leader in their clinical field and has contributed to the body of psychological knowledge, and/ or the development and education of psychologists within the field.

Clinical and other duties shall be as detailed above for Senior Clinical Psychologist, and in addition one or more of the following:

(a) Administrative and policy duties, which may include:

- (1) providing advice to Health Services and/or liaising between different Health Services on the development and provision of psychological services;
- (2) acting as a Senior Consultant for government or other agencies; and
- (3) providing policy advice on human and psychological services at Ministerial level;

(b) Psychological research of a significant nature and demonstrating ongoing involvement, which may include:

- (1) a significant number of research publications with the Principal Psychologist as primary author, and which have been published in respected peer reviewed journals. It would be expected that a significant proportion of these publications had been achieved since attaining specialist qualifications; and
- (2) presentation of papers, which may include psychological research or issues of clinical development, at major professional conferences and seminars;

(c) Teaching duties of a significant nature, which may include:

- (1) having a university appointment that includes active involvement in the teaching of psychology at the postgraduate level, and may also include teaching of undergraduates; and
- (2) teaching specialised clinical skills to other psychologists and/or students;

(d) Advisory, with the Principal Psychologist:

- (1) operating in a senior advisory role to the Health Service and developing systems to ensure a high level of professional functioning of psychologists in that Health Service, such as organising regular continued professional development for Psychologists, maintaining and enhancing professional ethics and conduct, supporting NSW Ministry of Health objectives via evidence based methods and evaluation; and
- (2) teaching specialised clinical skills to other psychologists and/ or students.

3. Grading Committee

A grading committee will be established on a needs basis for the specific purpose of considering applications made by employees for progression and/or regrading within the classifications of the Award. Where an employee believes that their position is inappropriately graded the application must demonstrate that the applicant meets the requirements of and is required to work at the level as described for the grading being sought.

The committee shall consist of at least three members, a majority of which must be Psychologists of an equivalent or higher grading than that sought by the applicant. In applications for regrading to Senior Clinical Psychologist there must be a Psychologist representative from another Health Service. The committee will be established via consultation between the Union and the Health Service.

The committee will receive the written application addressing the relevant criteria of the classification by the applicant and review its contents prior to proceeding to an interview of the applicant.

The committee shall record its decision and reasoning and make its recommendation to the Chief Executive of the Health Service or their nominated representative.

4. Conditions of Service

The *Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2023* as varied or replaced from time to time, shall apply to all persons covered by this Award.

In addition, the *Health Industry Status of Employment (State) Award 2023*, as varied or replaced from time to time, shall also apply to all relevant employees.

5. Salaries

Full time Psychologist employees shall be paid the salaries as set out in Table 1 of Part B - Monetary Rates, of this Award.

6. Dispute. Resolution

The dispute resolution procedures contained in the *Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2023* as varied or replaced from time to time, shall apply.

7. Savings Provision

Employees classified as Clinical Psychologists as at 5 March 2009 are to retain that classification while they remain in the position they held as at that date.

Subject to satisfactory performance, employees who, as at 27 January 2009, were employed as Psychologists and were enrolled or accepted for enrolment in a post graduate qualification as described at subclause (i) of Part C of Clause 2, Classifications, of this Award, shall be reclassified as Clinical Psychologist on successful completion of that qualification.

8. No Extra Claims

The Commission makes this Award on the basis that the parties have provided the following undertaking: Other than as provided for in the *Industrial Relations Act 1996* (or its successor however described), there shall be no further claims/demands or proceedings instituted before the Industrial Relations Commission of New South Wales for extra or reduced wages, salaries, rates of pay, allowances or conditions of employment with respect to the employees covered by the Award that take effect prior to 30 June 2025 by a party to this Award.

For the avoidance of doubt, the Parties may, during the term of this Award, discuss additional opportunities for system improvements and, if agreed, a further pay increase may be provided to recognise the contribution of employees to those system improvements.

9. Area, Incidence and Duration

- (i) This Award takes effect from 1 July 2024 and shall remain in force for a period of one year. The rates in the last column in Table 1 of Part B - Monetary Rates, will apply from the first full pay period on or after (ffppoa) 1 July 2024.

- (ii) This Award rescinds and replaces the *Health and Community Employees Psychologists (State) Award 2023* published 1 September 2023 (395 I.G.1) and all variations thereof.
- (iii) This Award shall apply to persons employed in classifications contained herein employed in the New South Wales Health Service under section 115(1) of the *Health Services Act 1997*, or their successors, assignees or transmittes, excluding the County of Yancowinna.

Part B

MONETARY RATES

In the period 1 July 2024 to the commencement of the first full pay period on or after 1 July 2024, the applicable rates of pay are those that applied immediately prior to the first full pay period on or after 1 July 2024.

Table 1 - Salary Rates

Classification	Rate from ffppoa 01/07/24 Increase 3.5% Per annum \$
Psychologists	
Psychologist	
<i>1st year of service</i>	77358
<i>2nd year of service</i>	81346
<i>3rd year of service</i>	85330
<i>4th year of service</i>	90311
<i>5th year of service</i>	95295
<i>6th year of service</i>	100276
<i>7th year of service</i>	105258
<i>8th year of service</i>	109246
<i>9th year of service and thereafter</i>	113226
Senior	
<i>1st year of service</i>	119206
<i>2nd year of service</i>	124191
<i>3rd year of service and thereafter</i>	129171
Clinical	
<i>1st year of service</i>	109247
<i>2nd year of service</i>	115219

<i>3rd year of service</i>	<i>121201</i>
<i>4th year of service</i>	<i>127182</i>
<i>5th year of service and thereafter</i>	<i>133156</i>
Senior Clinical	
<i>1st year of service</i>	<i>139137</i>
<i>2nd year of service</i>	<i>143121</i>
<i>3rd year of service and thereafter</i>	<i>147108</i>
Principal Clinical	
<i>1st year of service and thereafter</i>	<i>167036</i>
Part-time Psychologists	
<i>(Applicable only to staff employed prior to 30 June 1993 (see DOH Circular 93/58))</i>	
Psychologist	
<i>Part-Time Psychologist (per hour)</i>	<i>57.40</i>
<i>(Formula: 5th year rate ÷ 52.17857 ÷ 35 + 10%)</i>	
Clinical Psychologist	
<i>Part-Time Clinical Psychologist (per hour)</i>	<i>73.00</i>
<i>(Formula: 3rd year rate ÷ 52.17857 ÷ 35 + 10%)</i>	
Senior Clinical Psychologist	
<i>Part-Time Senior Clinical Psychologist (per hour)</i>	<i>86.20</i>

(Formula: 2nd year rate ÷ 52.17857 ÷ 35 + 10%)

I. Taylor J, *President*.

Printed by the authority of the Industrial Registrar.

Health Employees' Technical (State) Award 2024

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Secretary, NSW Ministry of Health

(No. IRC 242855 of 2024)

Before President Taylor

26 November 2024

AWARD

PART A

Arrangement

Clause No. Subject Matter

1. Definitions
2. Salaries
3. Exemptions
4. Conditions of Service
5. Disputes Resolution
6. Anti-Discrimination
7. No Extra Claims
8. Area, Incidence and
 Duration

PART B – MONETARY RATES

Table 1 – Salaries

Part A

1. Definitions

Unless the context otherwise indicates or requires the several expressions hereunder defined shall have their respective meaning assigned to them:

"Chief Medical Photographer" means a medical photographer who has been appointed as Chief Medical Photographer in a Medical Photography Department of a hospital.

"Dialysis Technician" means a person employed as such who has the Industrial Electronics Certificate of the Department of Technical and Further Education or such other certificate or course of training as, in the opinion of the employer, is deemed appropriate.

"Electronics Technician" means a person employed as such who is the possessor of an Electronics and Communications Certificate of the Department of Technical and Further Education, or who has qualifications and/or experience deemed by the employing hospital to be equivalent and the major portion of whose duties include the construction, adaptation, alteration, repair and/or maintenance of electronic equipment.

"Employer" means the Secretary of the Ministry of Health exercising the employer functions on behalf of the Government of New South Wales.

"Health Service" means a Local Health District constituted under section 8 of the *Health Services Act 1997*, a Statutory Health Corporation constituted under section 11 of that Act, and an Affiliated Health Organisation constituted under section 13 of that Act, as amended or varied from time to time.

"Hospital" means a public hospital as defined in section 15 of the *Health Services Act 1997*, as amended or varied from time to time.

"Medical Photographer" means a person who is employed as such and who has satisfactorily completed the course in photography conducted by the Department of Technical and Further Education or who possesses such other qualifications as deemed by the employer to be appropriate and whose duties include taking, processing and recording all types of clinical photographs needed for research, teaching, treatment, and/or medical illustration.

"Perfusionist - Grade 1 (Trainee Perfusionist)" means a person appointed as such who holds, or is qualified to hold, an appropriate tertiary qualification (Bachelor of Science, Bachelor of Applied Science or equivalent qualification) and who is training in perfusion.

"Perfusionist - Grade 2 (Certified Perfusionist)" means a person who has obtained the qualification of Certification in Perfusion of the Australasian Board of Cardiovascular Perfusion or having qualifications deemed by the employer to be equivalent, who is capable of performing perfusion duties of a complex nature including research and development tasks.

"Perfusionist - Grade 3 (In-Charge Perfusionist)" means a person who complies with all duties of a Trained Certified Perfusionist but in addition manages the everyday operation of the department in conjunction with a medical officer.

"Perfusionist - Grade 4 (Director of Perfusion Services)" means a person appointed as such who is the most senior Perfusionist within the Hospital and who is solely responsible for the direction and supervision of other Perfusionists within the Hospital. Director of Perfusion services is expected to exercise organisational, supervisory and management skills, mature technical and clinical knowledge, judgement as it relates to the operation and testing of equipment, to continue to develop expertise with advances in the relevant body of technical and clinical knowledge and to seek and utilise other specialist advice when required to.

"Senior Dialysis Technician" means a technician who has been appointed Senior Dialysis Technician in the area of dialysis.

"Senior Electronics Technician" means an electronics technician appointed to a position approved as such by the employer.

"Senior Technical Officer" means a person appointed to a position approved as such by the employer.

"Sole Electronics Technician" means an electronics technician appointed as such.

"Technical Officer" means a person appointed as such who is the holder of the Biological Technicians Certificate, the Chemistry Certificate, the Nuclear Medicine Technician's Certificate, the Pathology Technicians Certificate, the Pathology Technicians Higher Certificate, the Associate Diploma of Health Sciences (Pathology Techniques) of the Department of Technical and Further Education, the Associate Diploma in Medical Technology awarded by the Riverina CAE or the Associate Diploma in Medical Laboratory Science awarded by the Charles Sturt University or such other certificate or course of training as, in the opinion of the employer, is appropriate.

"Trainee Medical Photographer" means a person appointed as such who is undertaking the certificate course in photography conducted by the Department of Technical and Further Education.

"Union" means the Health Services Union NSW.

2. Salaries

Full time Technical employees shall be paid the salaries as set out in Table 1 of Part B – Monetary Rates of this Award.

3. Exemptions

This Award shall not apply to:

- (a) Members, novices or aspirants of religious orders in public hospitals, the names of whom are included or hereafter shall be included in the Third Schedule to the *Health Services Act 1997*.
- (b) Employees of Stewart House Preventorium.

4. Conditions of Service

The *Health Employees Conditions of Employment (State) Award 2023*, as varied or replaced from time to time, shall apply to all persons covered by this Award.

In addition, the *Health Industry Status of Employment (State) Award 2023* as varied or replaced from time to time, shall also apply to relevant employees.

5. Dispute Resolution

The dispute resolution procedures contained in the *Health Employees Conditions of Employment (State) Award 2023*, as varied or replaced from time to time, shall apply.

6. Anti-Discrimination

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

- (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
 - (a) offering or providing junior rates of pay to persons under 21 years of age;
 - (b) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
 - (c) a party to this Award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.
- (v) This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

NOTES –

- (d) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- (e) Section 56(d) of the *Anti-Discrimination Act 1977* provides:
 "Nothing in this Act affects ... any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion.

7. No Extra Claims

The Commission makes this Award on the basis that the parties have provided the following undertaking: Other than as provided for in the *Industrial Relations Act 1996*, there shall be no further claims/demands or proceedings instituted before the Industrial Relations Commission of New South Wales for extra or reduced wages, salaries, rates of pay, allowances or conditions of employment with respect to the employees covered by the Award that take effect prior to 30 June 2025 by a party to this Award.

For the avoidance of doubt, the Parties may, during the term of this Award, discuss additional opportunities for system improvements and, if agreed, a further pay increase may be provided to recognise the contribution of employees to those system improvements.

8. Area, Incidence and Duration

- (i) This Award takes effect from 1 July 2024 and shall remain in force for a period of one year. The

rates in the second column in Table 1 of Part B - Monetary Rates, will apply from the first full pay period on or after (ffppoa) 1 July 2024

- (ii) This Award rescinds and replaces the *Health Employees Technical (State) Award 2023* as published 8 September 2023 (395 I.G. 111) and all variations thereof.
- (iii) This Award shall apply to persons employed in classifications contained herein employed in the New South Wales Health Service under section 115(1) of the *Health Services Act 1997*, or their successors, assignees or transmittes, excluding the County of Yancowinna.

Part B

MONETARY RATES

Table 1 - Monetary

Rates

In the period 1 July 2024 to the commencement of the first full pay period on or after 1 July 2024, the applicable rates of pay are those that applied immediately prior to the first full pay period on or after 1 July 2024.

Classification	Rate from ffppoa 01/07/2023 Per week \$
Electronics Technician	
Technician	
1st Year of Service	1609.56
2nd Year of Service	1663.19
3rd Year of Service	1716.95
4th Year of Service	1820.66
Sole	
1st Year of Service and Thereafter	1906.12
Senior	
1st Year of Service	1935.91
2nd Year of Service	1965.45
Perfusionist	
Grade 1	
1st Year	1946.98
2nd Year	2007.56
Grade 2	
1st Year	2154.32
2nd Year	2223.90
3rd Year	2283.96
4th Year	2526.53

5th Year	2594.89
6th Year	2680.56
7th Year	2759.99
8th Year	2827.65
Grade 3	
1st Year	3024.48
2nd Year	3098.21
Grade 4	
1st Year	3179.78
2nd Year	3253.84
Visual Aids Officer	
Trainee	
1st Year of Training	749.89
2nd Year of Training	834.79
3rd Year of Training	905.98
4th Year of Training	986.42
5th Year of Training	1077.49
General Scale	
1st Year	1197.52
2nd Year	1256.41
3rd Year	1316.42
4th Year	1344.50
5th Year	1374.64
Grade 1	
Medical Artists, RPA, RNSH (I/C Westmead) (2-I/C POW)	1501.14
Grade 2	
Sole Medical Photographer (St. George & Gosford)	1560.96
Grade 3	
Chief Medical Photographer - specific hospitals	1733.83
Grade 4	
Co-ordinator, Audio Visual Services – Royal North Shore Hospital	1796.81
Director of Audio Visual Services	
Royal Prince Alfred and Westmead	2079.92
Technical Officer	
Trainee	
1st Year of Training	745.77
2nd Year of Training	827.14
3rd Year of Training	926.41
4th Year of Training	1013.13
Grade 1	
1st Year	1264.06
2nd Year	1292.93
3rd Year	1320.41
4th Year	1350.32
5th Year	1378.03

6th Year	1427.58
7th Year	1471.61
8th Year	1510.53
Grade 2	
1st Year	1609.56
2nd Year	1663.07
3rd Year	1716.95
4th Year	1820.66
Senior	
1st Year	1906.12
2nd Year	1935.91
3rd Year	1965.45
Dialysis Technician	
Technician	
1st Year	1500.70
Thereafter	1544.40
Senior	
Grade 1 (Sole Technician)	1589.82
Grade 2	1641.63

I. Taylor J, *President.*

Printed by the authority of the Industrial Registrar.

HEALTH EMPLOYEES' MEDICAL RADIATION SCIENTISTS (STATE) AWARD 2024

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Secretary, NSW Ministry of Health

(No. IRC 242834 of 2024)

Before President Taylor

26 November 2024

AWARD

PART A

Arrangement

Clause No.	Subject Matter
1.	Definitions
2.	Salaries
3.	Conditions of Service
4.	Dispute Resolution
5.	Anti-Discrimination
6.	No Extra Claims
7.	Area, Incidence and Duration

PART B - MONETARY RATES

Table 1 - Salaries and Allowances

PART A

1. Definitions

"Employer" means the Secretary of the Ministry of Health exercising employer functions on behalf of the Government of New South Wales.

"Health Service" means a Local Health District constituted under section 17 of the *Health Services Act 1997*, a Statutory Health Corporation constituted under section 41 of that Act, and an Affiliated Health Organisation recognised under section 62 of that Act, as amended or varied from time to time.

"Hospital" means a public hospital as defined in section 15 of the *Health Services Act 1997*, as amended or varied from time to time.

"MRPB" means the Medical Radiation Practice Board of Australia.

"SPP" – Supervised Practice Program

"Union" means the Health Services Union NSW.

"MEDICAL RADIATION SCIENTIST (MRS) (DIAGNOSTIC RADIOGRAPHERS)"

"Diagnostic Radiographer" means a person who holds a Bachelor of Medical Radiation Science in Diagnostic Radiography and holds a Statement of Accreditation issued by the Australian Institute of Radiography. From 1 July 2012 Diagnostic Radiographers are required to hold registration with the MRPB.

MRS (Diagnostic Radiographer) Qualifications:

Bachelor of Medical Radiation Science (Diagnostic Radiography).

Bachelor of Applied Science (Medical Radiation Science) - (Diagnostic Radiography).

Successful completion of a Diagnostic Radiography course recognised by the employer and the MRPB.

Accreditation by the Australian Institute of Radiography (AIR). From 1 July 2012, must hold registration with the MRPB.

LEVEL 1

Progression from Level 1 to Level 2 is automatic upon completion of the SPP (full-time or part-time equivalent) in an approved department. The MRS at this level must have been granted provisional accreditation by the AIR. From 1 July 2012, the MRS at this level must have been granted provisional registration by the MRPB. The Level 2 progression shall be retrospective to the SPP completion anniversary date.

The Medical Radiation Scientist (MRS) (Diagnostic Radiographer) at this level is employed in an approved department during their first-year post-graduation from a recognised university undergraduate course. This year may be referred to as their Provisional Development Year or PDY.

The MRS (Diagnostic Radiographer) at this level shall develop a capacity to apply knowledge, skills, professional judgement and show initiative in solving routine professional issues involving patient care, radiation safety, work health and safety (WHS), manual handling and QA. They will be expected to work in an environment where there are multi-disciplinary teams.

LEVEL 2 (Years 1 - 5)

Progression through Level 2 is automatic and occurs annually on the MRS' (Diagnostic Radiographer) anniversary. This level also maintains those who are still on the "thereafter" rate.

To satisfy the criteria for progression to Level 2 the MRS (Diagnostic Radiographer) will have completed the requirements for their SPP.

The MRS (Diagnostic Radiographers) at this level:

- Demonstrates independent and significant professional knowledge and judgement to acquire and exhibit competency in all appropriate clinical tasks.

- Begins to take an active part in multidisciplinary teams and gain experience in the more complex modalities of their department, including quality improvement/ assurance programmes, work health and safety issues and radiation safety.

- Is expected to provide a high level of patient care and management with an understanding of patient needs and psychology and continue to develop their knowledge regarding work health and safety issues (e.g. manual handling, infection control, etc.).

- Demonstrates significant ongoing commitment to continuing professional education and actively participates in undergraduate student education and departmental in-service lectures.

LEVEL 3

Grade 1 (Years 1 - 2: Specialist MRS)

At completion of one-year full-time (or part-time equivalent) at Level 3, Grade 1, Year 1, the MRS (Diagnostic Radiographer) will automatically progress to Level 3, Grade 1, Year 2.

An MRS (Diagnostic Radiographer) may apply for a personal regrading to this level after not less than two years' experience post accreditation or registration (i.e. Level 2, Year 2). The MRS (Diagnostic Radiographer) must display a suitable level of professionalism, as determined by their peers (Level 4 or above) and develop competency in at least one sub-speciality from the list below. A panel of at least three Chief MRS (Diagnostic Radiographers) or their representative will assess the application.

The relevant Health Service may also establish such positions at Level 3, Grade 1 or 2 as it deems appropriate from time-to-time.

The profession of MRS (Diagnostic Radiography) is free to bring forward new technologies and procedures as they develop with a view to gaining agreement of their inclusion in the criteria listed below.

MRS (Diagnostic Radiographers) seeking appointment to Level 3, Grade 1 shall be required to demonstrate a high level of knowledge and proficiency in complex clinical procedures including but not confined to:

Education

Applied Computer Science (including PACS)

Paediatrics

Clinical Supervisor

QA

Radiation Safety & Assessment

CT

Angiography

Intra-operative interventional techniques

MRI

Ultrasound

Mammography/Breast Imaging

General/Trauma Radiography

Dental Imaging

Software development and application.

In addition, MRS (Diagnostic Radiographers) at this level are expected to:

Demonstrate a level of participation in teaching programs within and/or outside the establishment. This teaching may include undergraduate, postgraduate students, other health

professionals, patients and their carers and the public in a field relevant to Diagnostic Radiography.

Demonstrate an ability to supervise and be responsible for other MRS' (Diagnostic Radiographers).

Demonstrate an ability to supervise and assess clinical experience of MRS (Diagnostic Radiography) undergraduate students. Provide liaison between the universities and the clinical setting.

Be able to demonstrate active participation and involvement in development of techniques through associated reports, presentations, conferences, publications or workplace in-service lectures.

Contribute to Quality Assurance activities.

Display judgement and demonstrate a high level of initiative and independence in problem solving; or

Possess a post graduate certificate in a relevant area of specialisation.

LEVEL 3

Grade 2 (Years 1 - 2: Consultant MRS)

At completion of one year full-time (or part-time equivalent) at Level 3, Grade 2, Year 1, the MRS (Diagnostic Radiographer) will automatically progress to Level 3, Grade 2, Year 2.

The MRS (Diagnostic Radiographer) after not less than the completion of 12 months service at Level 3, Grade 1, Year 2 may apply to the Chief MRS (Diagnostic Radiographer) for personal progression to Level 3, Grade 2. The applicant will be assessed by a panel of at least three Chief MRS' (Diagnostic Radiographers) or their representatives.

The MRS (Diagnostic Radiographer) at this level will have extensive clinical expertise related to specific areas/modalities and be able to demonstrate a high level of competency and a consistently high standard of practice, as outlined in Level 3, Grade 1 and as determined by their peers (Level 4 and above). They will be expected to demonstrate their expertise through the development and maintenance of protocols, clinical reviews, teaching and delivery of in-service and presentations of papers/publications related to their area of expertise at departmental level and at conferences at national or international level. They may be called on in an advisory capacity to assist other MRS (Diagnostic Radiographers) with difficulties encountered within specific situations relating to their area of expertise.

Applicants should have substantiated reports by Senior MRS (Diagnostic Radiographers) Level 4 or above and/or Staff Specialists. The reports should focus on the expertise, judgement, and provision of advice by the applicant, together with the impact on services provided by the department arising from the work of the applicant. A minimum of two reports should be included and at least one must be from an MRS. (Diagnostic Radiographer). This wider acknowledgment of their expertise may be for example, in publications in peer-reviewed journals.

The MRS (Diagnostic Radiographer) Level 3, Grade 2 may also be designated as the Clinical Imaging Educator/Tutor.

This position would be responsible to the Chief MRS (Diagnostic Radiographer) for the identification, provision and delivery of continuing education for MRS (Diagnostic Radiographers) with both clinical and general management components. In addition, responsible for the co-ordination and determined service delivery of the educator/tutor function for undergraduates on clinical placement and MRS (Diagnostic Radiographers) undergoing the SPP.

LEVEL 3

Grade 3

The MRS (Diagnostic Radiographer) at this level must have obtained an appropriate recognised postgraduate diploma allied to their area of expertise. This refers to post graduate diploma in areas such as (but not restricted to) ultrasound, CT, MRI, mammography, angiography, QA, management, education, research or IT. Such applicable diplomas must be relevant to the area of specialisation.

LEVEL 4

Grade 1 (Years 1 - 2: Section Manager/Assistant Chief MRS/Sole Chief MRS)

At completion of one year full-time (or part-time equivalent) at Level 4, Grade 1, Year 1, the MRS (Diagnostic Radiographer) will automatically progress to Level 4, Grade 1 Year 2.

An MRS (Diagnostic Radiographer) at this level would manage the operations of a section or functional unit (specialist or general) within the Diagnostic Radiology department and discharge the associated administrative duties. These operations include day to day management, throughput and patient care, patient scheduling as well as immediate staffing. The MRS (Diagnostic Radiographer) would be responsible to the Assistant Chief MRS (Assistant Chief Diagnostic Radiographer) or the Chief MRS (Chief Diagnostic Radiographer) for the overall QA, organisation, activities and maintenance of standards within the particular specialised section; or

MRS (Diagnostic Radiographers) at this level may be a sole Chief MRS (Diagnostic Radiographer) responsible to a Health Manager for both the clinical and financial management of the Imaging Department; or

An MRS (Diagnostic Radiographer) at this level may be an Assistant Chief MRS (Diagnostic Radiographer) within a department with 4-7 FTE MRS (Diagnostic Radiographers) in addition to other associated department staff e.g., clerical, hospital assistants, etc; or

Possess a Master's Degree in an area of Medical Radiation Science specialisation which is relevant to medical imaging and which will benefit the profession. Eligibility requires a minimum of three years equivalent clinical practice after successful completion of a SPP.

LEVEL 4

Grade 2

An MRS (Diagnostic Radiographer) at this level would manage an area of the Diagnostic Radiology department with at least two specialist modalities such as 2 CT units or 2 Angiographic units; or

Two imaging sections within a tertiary referral teaching hospital e.g., Operating Suite and General Radiography.

In a department of only one specialist modality it may be appropriate to have only one position at this level, but the focus of the position would be the decision of the relevant Health Service.

The areas referred to in this section would include a number of imaging sections or units, such as all CT units or all angiographic units. The manager of the area would have the responsibility for the overall organisation of the designated area and be responsible for tasks such as coordinated implementation of existing and new techniques, creation of protocols for scheduling and training, overall waiting list management and ensuring all resources are used in the most effective manner; or

The MRS (Diagnostic Radiographer) at this level may be a Chief MRS (Diagnostic Radiographer) who manages a department with 2-3 FTE MRS (Diagnostic Radiographers) in addition to other associated department staff e.g., clerical, hospital assistants; or

The MRS (Diagnostic Radiographer) at this level may be an Assistant Chief MRS (Diagnostic Radiographer) within a department with 8-14 FTE MRS' (Diagnostic Radiographers) in addition to other associated department staff e.g., clerical, hospital assistants, etc.

At this level the MRS (Diagnostic Radiographer) will have the duties and responsibilities of an MRS Section Manager (Level 4 Grade 1) but possess a post graduate diploma or Master's degree in an area of relevance to their position. The post graduate diploma/Master's degree will have been completed after a minimum four years clinical experience. Such a position is to receive accelerated progression to Level 4, Grade 2, Year 2.

LEVEL 5

Grade 1

The MRS (Diagnostic Radiographer) at this level is a Chief MRS (Diagnostic Radiographer) who manages a department with 4-7 FTE MRS (Diagnostic Radiographers) in addition to other associated departmental staff e.g., clerical, hospital assistants, etc; or

The MRS (Diagnostic Radiographer) at this level is an Assistant Chief MRS (Diagnostic Radiographer) within a department with 15 - 19 FTE MRS (Diagnostic Radiographers) in addition to other associated departmental staff e.g., clerical, hospital assistants, etc; or

At this level the MRS (Diagnostic Radiographer) is responsible for coordinating and managing a complex function for example, but not limited to: IT, PACS/RIS, CT, US etc. across a Local Health District(s); or

Has completed a PhD in a relevant area of specialisation.

LEVEL 5

Grade 2

The MRS (Diagnostic Radiographer) at this level is a Chief MRS (Diagnostic Radiographer) who manages a department with 8-14 FTE MRS (Diagnostic Radiographers) in addition to other associated departmental staff e.g. clerical, hospital assistants, etc; or

The MRS (Diagnostic Radiographer) at this level is an Assistant Chief MRS (Diagnostic Radiographer) within a department with 20-24 FTE MRS (Diagnostic Radiographers) in addition to other associated departmental staff e.g. clerical, hospital assistants, etc.

LEVEL 5

Grade 3

The MRS (Diagnostic Radiographer) at this level is a Chief MRS (Diagnostic Radiographer) who manages a department with 15-19 FTE MRS (Diagnostic radiographers) in addition to other associated departmental staff e.g., clerical, hospital assistants, etc; or

The MRS (Diagnostic Radiographer) at this level is an Assistant Chief MRS (Diagnostic Radiographer) within a department with more than 24 FTE MRS (Diagnostic Radiographers) in addition to other associated departmental staff e.g., clerical, hospital assistants etc.

LEVEL 6

Grade 1

The MRS (Diagnostic Radiographer) at this level is a Chief MRS (Diagnostic Radiographer) who manages a department with 20-24 FTE MRS (Diagnostic Radiographers) in addition to other associated departmental staff e.g., clerical, hospital assistants etc.

LEVEL 6

Grade 2

The MRS (Diagnostic Radiographer) at this level is a Chief MRS (Diagnostic Radiographer) who manages a department with 25-30 FTE MRS (Diagnostic Radiographers) in addition to other associated departmental staff e.g., clerical, hospital assistants, etc.

LEVEL 6

Grade 3

The MRS (Diagnostic Radiographer) at this level is a Chief MRS (Diagnostic Radiographer) who manages a department with 31 or more FTE MRS (Diagnostic Radiographers) in addition to other associated departmental staff e.g., clerical, hospital assistants, etc.

NB: FTEs refer to establishment radiographer positions only.

"MEDICAL RADIATION SCIENTIST (MRS) (NUCLEAR MEDICINE)"

An MRS (Nuclear Medicine) means a person who has acquired a Bachelor of Applied Science in Medical Radiation Science - Nuclear Medicine or equivalent qualifications recognised by the MRPB and currently holds a radiation license under the Radiation Control Act 1990. From 1 July 2012, an MRS (Nuclear Medicine) must hold registration with the MRPB. Employees employed as MRS (Nuclear Medicine) are classified into six levels as follows:

LEVEL 1 - SPP MRS (Nuclear Medicine)

The MRS (Nuclear Medicine) at this level are employed in an Australian and New Zealand Society of Nuclear Medicine (ANZSNM) approved department during their first-year post graduation from a university undergraduate or postgraduate course/program recognised by the MRPB. This year may be referred to as their Supervised Practice Program (SPP).

The MRS (Nuclear Medicine) at this level shall develop a capacity to apply knowledge, skills, professional judgement and show initiative in solving routine professional issues involving patient care, radiation safety, work health and safety, and manual handling.

Progression from Level 1 to Level 2 is upon completion of their SPP (full-time or part-time equivalent) in an approved department. The MRS (Nuclear Medicine) SPP must also have been granted accreditation with the ANZSNM.

NB. The level 2 progression shall be retrospective to their successful completion of their SPP.

LEVEL 2 (Years 1 - 5)

The MRS (Nuclear Medicine) at this level has completed at least one-year full-time employment or equivalent in an ANZSNM approved Department and obtained their accreditation.

The MRS (Nuclear Medicine) at this level:

- Demonstrates independent and significant professional knowledge and judgement when performing clinical tasks.

- Begins to take an active part in multidisciplinary teams and gain experience in the more complex Nuclear Medicine procedures including Quality Improvement / Assurance programmes.

- Is expected to provide a high level of patient care and continue to develop their knowledge regarding workplace safety issues (e.g. manual handling, work health and safety).

Demonstrates significant ongoing commitment to continuing education and participates in undergraduate student education and departmental in-service lectures.

Progression through Level 2 is automatic and occurs annually on the MRS' (Nuclear Medicine) anniversary of accreditation or registration.

LEVEL 3

Grade 1 (Years 1-2: Specialist MRS (Nuclear Medicine))

The MRS (Nuclear Medicine) may apply for a personal regrading to this level after not less than two years' experience post accreditation or registration (full-time or part-time equivalent). The MRS (Nuclear Medicine) must display a suitable level of professionalism, as determined by their peers, and develop competency in at least one essential criterion and 3 desirable criteria from the list below. A panel of at least three Chief MRS (or their representative) will assess the application.

Essential Criteria

Undertake relevant workplace academic postgraduate certificate, diploma or higher qualification or other 'relevant' professional qualifications i.e. Ultrasound, BMD, CT (hybrid course); or

Develop a high level of competency within area/s of specialty with a minimum of 12 months (not necessarily continuous) experience in those relevant area/s. Areas of specialty may include: Education, applied computer science (including PACS), paediatrics, clinical supervisor, QA, Radiopharmacy, software development and application etc; or

Develop a consistently high standard of practice within the profession and has proven problem solving skills. The MRS (Nuclear Medicine) at this level should also be actively involved in the organisation and management of the workplace (e.g. Staff mentoring, IT duties, Staff Appraisals, QA, QC).

Desirable Criteria

Demonstrated high standard of practice within the profession, through the active involvement in areas such as conferences, lectures, seminars, continuing education or professional development.

Published papers, presentations or preparation of significant reports.

Active involvement in workplace in-services.

Contributes to the establishment of clinical protocols and development of techniques.

Demonstrate competency in, and a detailed knowledge of complex clinical procedures

Demonstrates an ability to supervise and assess clinical experience of MRS undergraduate students.

Involved in department quality management activities, including protocols and procedures

Involved in research either performed in the department or in conjunction with the department.

Participation in relevant professional committees. Example of these may be radiation safety, WHS, QA or Health Service committees relevant to the professional activities of Nuclear Medicine.

The profession of Nuclear Medicine is free to bring forward new technologies and procedures as they develop with a view to gaining agreement of their inclusion in the above listed criteria.

At completion of one-year full-time (or part-time equivalent) at Level 3 Grade 1 Year 1, the MRS (Nuclear Medicine) will automatically progress to Level 3 Grade 1 Year 2.

LEVEL 3

Grade 2 (Year 1-2: Specialist / Educator Co-ordinator MRS (Nuclear Medicine))

The MRS (Nuclear Medicine) may after not less than the completion of 2 years' service (full-time or part-time equivalent) at Level 3, Grade 1, Year 2 apply to the Chief MRS for personal progression to Level 3, Grade 2, Year 1. A panel of at least three Chief MRS (or their representative) will assess the application.

MRS (Nuclear Medicine) must have clinical expertise related to specific areas/modalities and be able to demonstrate a high level of competency and a consistently high standard of practice, as outlined in Level 3, Grade 1 and as determined by their peers (Level 4 and above).

They will be expected to demonstrate their expertise through the development and maintenance of protocols, clinical reviews, teaching and delivery of in-service and presentations of papers/publications related to their area of expertise at departmental level and at conferences at national or international level. They may be called on in an advisory capacity to assist other MRS (Nuclear Medicine) with difficulties encountered within specific situations relating to their area of expertise.

Applicants should have substantiated reports/appraisals by Senior MRS (Level 4 or above) and/or Staff Specialists. The reports should focus on the expertise, judgement, and provision of advice by the applicant, together with the impact on services provided by the department arising from the work of the applicant. A minimum of two reports should be included and at least one must be from an MRS (Nuclear Medicine). This wider acknowledgment of their expertise may be in publications in peer-reviewed journals; or

The MRS (Nuclear Medicine) Level 3, Grade 2 may also be designated as the Nuclear Medicine Department Educator/Tutor co-ordinator.

This position would be responsible to the Level 5 & 6 MRS (Nuclear Medicine) for the identification, provision and delivery of continuing education for the department, including both clinical and general management components. In addition, responsible for the co-ordination and determined service delivery of the tutor function for undergraduates on clinical placement and MRS (Nuclear Medicine) undergoing their SPP. This position would also be expected to liaise with the relevant professional bodies (e.g., Mentor program, accreditation, ANZSNM and New South Wales Society of Nuclear Medicine Scientists (NSWSNMS).

At completion of one-year full-time (or part-time equivalent) at Level 3 Grade 2 Year 1, the MRS (Nuclear Medicine) will automatically progress to Level 3 Grade 2 Year 2.

LEVEL 3

Grade 3

The MRS (Nuclear Medicine) at this level must have obtained an appropriate postgraduate diploma allied to their area of expertise. This refers to post graduate qualifications in areas such as (but not restricted to) ultrasound, CT, QA, management, education, research or IT. Such applicable qualifications must be relevant to the area of specialisation.

LEVEL 4

Grade 1 (Year 1-2: Section Manager)

The MRS (Nuclear Medicine) at this level is responsible for the scheduling and adaptation of services within a section of a Nuclear Medicine department. They must possess excellent leadership, communication and interpersonal skills. An MRS (Nuclear Medicine) at this level performs the clinical

duties and some associated administrative duties (e.g. policy and procedure development and implementation) of that section, under the direction of the Level 5 and/or Level 6 MRS (Nuclear Medicine); or
Research Co-ordinator MRS

The MRS at this level is primarily responsible for the co-ordination and development of research projects within the department. This MRS is required to liaise with related groups such as clinical departments, university faculties or private companies. This MRS is to be known as the research co-ordinator. At completion of one-year full-time (or part-time equivalent) at Level 4, Grade 1, Year 1 the MRS (Nuclear Medicine) will automatically progress to Level 4, Grade 1, Year 2.

LEVEL 4

Grade 2 (Year 1-2: Section Manager)

The MRS (Nuclear Medicine) at this level is responsible for the scheduling and adaptation of services within a section of a Nuclear Medicine department. They must possess excellent leadership, communication and interpersonal skills. An MRS (Nuclear Medicine) at this level performs the clinical duties and some associated administrative duties (e.g. policy and procedure development and implementation) of that section, under the direction of the Level 5 and/or Level 6 MRS (Nuclear Medicine); and

The MRS at this level must have obtained an appropriate postgraduate diploma or above allied to their area of expertise. This refers to post graduate qualifications in areas such as (but not restricted to) ultrasound, CT, QA, management, education, research or IT. Such applicable qualifications must be relevant to the area of specialisation.

At completion of one-year full-time (or part-time equivalent) at Level 4, Grade 2, Year 1 the MRS (Nuclear Medicine) will automatically progress to Level 4, Grade 2, Year 2.

LEVEL 5

Grade 1 (Deputy Chief MRS)

The MRS (Nuclear Medicine) at this level is responsible for providing managerial support to the Chief MRS (Nuclear Medicine) in a Nuclear Medicine Department with less than 3 gamma cameras. This MRS is to be known as the Deputy Chief MRS.

An MRS (Nuclear Medicine) at this level performs a combination of both clinical and administrative duties under the direction of the Chief MRS (Nuclear Medicine) e.g., Policy/procedure development and implementation, provide feedback and performance appraisals of less experienced MRS (Nuclear Medicine).

The Level 5, Grade 1 MRS (Nuclear Medicine) also possesses an understanding of hospital and departmental administration, and a working knowledge of purchasing requirements.

LEVEL 5

Grade 2 (Deputy Chief MRS)

The MRS (Nuclear Medicine) at this level is responsible for providing managerial support to the Chief MRS (Nuclear Medicine) in a Nuclear Medicine Department with 3 or more gamma cameras. This MRS is to be known as the Deputy Chief MRS.

An MRS (Nuclear Medicine) at this level performs a combination of both clinical and administrative duties under the direction of the Chief MRS (Nuclear Medicine) e.g., Policy/procedure development and implementation, provide feedback and performance appraisals of less experienced MRS (Nuclear Medicine).

The Level 5, Grade 2 MRS (Nuclear Medicine) also possesses an understanding of hospital and departmental administration, and a working knowledge of purchasing requirements.

LEVEL 5

Grade 3 (Deputy Chief MRS)

The MRS (Nuclear Medicine) at this level is responsible for providing managerial support to the Chief MRS (Nuclear Medicine) in a Nuclear Medicine Department with 3 or more gamma cameras including a dedicated PET facility. This MRS is to be known as the Deputy Chief MRS.

An MRS (Nuclear Medicine) at this level performs a combination of both clinical and administrative duties under the direction of the Chief MRS (Nuclear Medicine) e.g., Policy/procedure development and implementation, provide feedback and performance appraisals of less experienced MRS (Nuclear Medicine).

The Level 5, Grade 3 MRS (Nuclear Medicine) also possesses an understanding of hospital and departmental administration, and a working knowledge of purchasing requirements.

LEVEL 6

Grade 1 (Chief MRS (Nuclear Medicine))

The Chief MRS (Nuclear Medicine) has ultimate responsibility for service standards, patient throughput, continuing education, research, training of MRS (Nuclear Medicine) staff and students as well as liaison with appropriate universities and with relevant other bodies.

Duties of the MRS Level 6 Grade 1 include: HR management, recruitment and selection of staff, complaint handling, departmental accreditation, QA (EquiP) maintenance, financial, expenditure and resource management. Administration and clinical management, delegation and negotiation skills and development, and implementation of policies/procedures and strategic business plans are also tasks that the Level 6 Grade 1 MRS must perform.

The Level 6 Grade 1 MRS (Nuclear Medicine) is responsible for managing a Nuclear Medicine Department with less than 3 gamma cameras, in addition to other associated departmental staff e.g. clerical, hospital assistants etc. This MRS is to be known as the Chief MRS; or

The Level 6 Grade 1 MRS (Nuclear Medicine) is responsible for managing a Nuclear Medicine Department that is not accredited by the Australian and New Zealand Association of Physicians in Nuclear Medicine for the training of advanced registrars in Nuclear Medicine. This MRS is to be known as the Chief MRS.

LEVEL 6

Grade 2 (Chief MRS (Nuclear Medicine))

The Chief MRS (Nuclear Medicine) has ultimate responsibility for service standards, patient throughput, continuing education, research, training of MRS (Nuclear Medicine) staff and students as well as liaison with appropriate universities and with relevant other bodies.

Duties of the MRS Level 6, Grade 2 include: HR management, recruitment and selection of staff, complaint handling, departmental accreditation, QA (EquiP) maintenance, financial, expenditure and resource management. Administration and clinical management, delegation and negotiation skills and development, and implementation of policies/procedures and strategic business plans are also tasks that the Level 6, Grade 2 MRS must perform.

The Level 6, Grade 2 MRS (Nuclear Medicine), is responsible for managing a Nuclear Medicine Department with 3 or more gamma cameras, in addition to other associated departmental staff eg. clerical, hospital assistants etc; and

The Level 6, Grade 2 MRS (Nuclear Medicine) is responsible for managing a Nuclear Medicine Department that is accredited by the Australian and New Zealand Association of Physicians in Nuclear Medicine for the training of advanced registrars in Nuclear Medicine. This MRS is to be known as the Chief MRS.

LEVEL 6

Grade 3

The Chief MRS (Nuclear Medicine) has ultimate responsibility for service standards, patient throughput, continuing education, research, training of MRS (Nuclear Medicine) staff and students as well as liaison with appropriate universities and with relevant other bodies.

Duties of the MRS Level 6, Grade 3 include: HR management, recruitment and selection of staff, complaint handling, departmental accreditation, QA (Equip) maintenance, financial, expenditure and resource management. Administration and clinical management, delegation and negotiation skills and development, and implementation of policies/procedures and strategic business plans are also tasks that the Level 6, Grade 3 MRS must perform.

The Level 6, Grade 3 MRS (Nuclear Medicine), is responsible for managing a Nuclear Medicine Department with 3 or more gamma cameras including a dedicated PET facility, in addition to other associated departmental staff e.g., clerical, hospital assistants etc; and

The Level 6, Grade 3 MRS (Nuclear Medicine) is responsible for managing a Nuclear Medicine Department that is accredited by the Australian and New Zealand Association of Physicians in Nuclear Medicine for the training of advanced registrars in Nuclear Medicine. This MRS is to be known as the Chief MRS.

"MEDICAL RADIATION SCIENTIST (RADIATION THERAPIST)"

An MRS (Radiation Therapist) means a person who has acquired a Bachelor of Medical Radiation Science (Radiation Therapy)/Bachelor of Applied Science (Medical Radiation Sciences) - Radiation Therapy; or has qualifications deemed equivalent by the employer and recognised by the MRPB. From 1 July 2012, MRS (Radiation Therapists) must hold registration with the MRPB. Employees employed as a Medical Radiation Therapist are classified into one of the following six levels:

LEVEL 1

The Medical Radiation Scientists ('MRS') (Radiation Therapists) at this level are employed in an approved department during their first-year post-graduation from a recognised university undergraduate course. This year may be referred to as their Supervised Practice Program (SPP).

The MRS at this level shall develop a capacity to apply knowledge, skills, professional judgement and show initiative in solving routine professional issues involving patient care, radiation safety, work health and safety, manual handling and QA. They will be expected to work in an environment where there are multi-disciplinary teams.

Progression from Level 1 to Level 2 is upon their successful completion of their PDY (full-time or part-time equivalent) in an approved department. The MRS (PDY) must also have been granted provisional accreditation with the AIR. From 1 July 2012, the MRS (PDY) must have been granted provisional registration by the MRPB. The Level 2 progression shall be retrospective to the PDY anniversary date.

Radiation Therapists at this level are responsible for their own Continuing Professional Development as determined and required by the MRPB.

LEVEL 2 (Years 1 - 5)

Radiation Therapists at this level have completed the requirements for the PDY and progression from Level 1. Radiation Therapists at Level 2 and above shall have a high level of patient care and

understanding towards the patient; involvement in work health and safety and Quality Assurance matters; and work in an environment where there are multi-disciplinary teams.

Radiation Therapists operating at this level are required to demonstrate competency within the areas of patient treatment, planning and delivery; and active involvement/ participation in workplace in-services.

The MRS at this level:

Demonstrates independent and significant professional knowledge and judgment to acquire and exhibit competency in all appropriate clinical tasks.

Begins to take an active part in multidisciplinary teams and gain experience in the more complex modalities of their department, including Quality Improvement/Assurance programmes, work health and safety issues and radiation safety.

Is expected to provide a high level of patient care and treatment planning and delivery with an understanding of patient needs and psychology, and continue to develop their knowledge regarding work health and safety issues (e.g. manual handling).

Demonstrates significant ongoing commitment to continuing education and professional development, and participates in undergraduate student education and departmental in-service lectures.

Radiation Therapists at this level are responsible for their own Continuing Professional Development as determined and required by the MRPB.

Progression through Level 2 is automatic, and occurs annually on the MRS' anniversary. This level also maintains those who are still on the "thereafter" rate.

LEVEL 3

Grade 1 (Years 1 - 2: Radiation Therapist Specialist)

A Radiation Therapist may apply to the Chief Radiation Therapist for a personal regrading to this level after not less than two years post accreditation experience (i.e. Completion of Level 2, Year 2). The application will be assessed by a panel of at least three Chief Radiation Therapists. The relevant Health Service may also establish such positions at Level 3, Grade 1 that it deems appropriate, from time to time.

Radiation Therapists seeking appointment at Level 3, Grade 1 shall be required to demonstrate a high level of knowledge and proficiency in at least two complex clinical procedures including but not confined to:

Treatment planning and delivery:

CNS

Multi-field junctional techniques (3 fields or more)

Mono isocentric techniques

Conformal therapy

Brachytherapy (both treatment and planning)

Radiosurgery/stereotactic

Intensity Modulated Radiation Therapy

Paediatric radiation therapy

Complex radiation therapy techniques related to specific trials and protocols

3-Dimensional Treatment Planning

Technique development

Complex mould-room procedures

The Union and the employer are free to bring forward new technologies and procedures as they develop, with a view to gaining agreement on their inclusion in the above-listed criteria.

In addition, Radiation Therapists at this level are expected to:

Demonstrate a record of participation in teaching programmes within and/or outside the place of work. This teaching may include undergraduate, postgraduate students, other health professionals, patients and their carers or the public in a field relevant to Radiation Therapy;

Demonstrate an ability to supervise and be responsible for other Radiation Therapists;

Demonstrate an ability to supervise and assess clinical experience of Radiation Therapy undergraduate students. Provide liaison between the Universities and the clinical setting; and

Be able to demonstrate active participation/involvement in research and development through associated reports, presentations, conferences, publications; or workplace in-services.

At completion of one-year full-time (or part-time equivalent) at Level 3, Grade 1, Year 1, the MRS will automatically progress to Level 3, Grade 1, Year 2.

Radiation Therapists at this level are responsible for their own Continuing Professional Development as determined and required by the MRPB.

LEVEL 3

Grade 2 (Years 1-2: Radiation Therapist Consultant)

A Radiation Therapist may, after not less than the completion of 12 months service at Level 3, Grade 1 Year 2, apply to the Chief Radiation Therapist for personal progression to Level 3, Grade 2 (Year 1) - Radiation Therapist Consultant and will be assessed by a panel of at least three Chief Radiation Therapists.

The relevant Health Service may also establish such positions at Level 3, Grade 2 (Radiation Therapist Consultant) that it deems appropriate, from time to time.

Radiation Therapist Consultants have clinical expertise related to specific areas of radiation therapy e.g., Paediatric specialty, stereotactic radiosurgery, clinical review, counselling, head and neck cancers, genito-urinary cancers etc., and may be called on in an advisory capacity to assist other Radiation Therapists with difficulties encountered within specific situations relating to their area of expertise.

The Radiation Therapist Consultant will be expected to demonstrate their expertise through the development and maintenance of protocols, delivery of in-services and presentation of papers related to their area of expertise at departmental level and at conferences at national or international level.

In addition to the criterion for Level 3 Grade 1, the Radiation Therapist must be able to demonstrate expertise in 2 further speciality areas, or one further speciality area and a postgraduate qualification deemed appropriate to the profession by the panel.

The Level 3 Grade 2 Radiation Therapist should also demonstrate an increased involvement in teaching and presentations/publications.

Applicants should have substantiated reports by Senior Radiation Therapists (Level 4 or above) and/or Radiation Oncologists and/or other associated health service managers. The reports should focus on the expertise, judgement, and provision of advice by the applicant, together with the impact on services provided by the Radiation Therapy department arising from the work of the applicant. A minimum of two reports should be included and at least one must be from a Radiation Therapist. This wider acknowledgment of their expertise may be in publications in peer-reviewed journals.

Radiation Therapists at this level are responsible for their own Continuing Professional Development as determined and required by the MRPB.

At completion of one year full-time (or part-time equivalent) at Level 3, Grade 2, Year 1, the MRS will automatically progress to Level 3, Grade 2, Year 2.

LEVEL 4

Grade 1 (Years 1 - 2: Section/Functional Unit Manager/Senior Radiation Therapist)

A Radiation Therapist at this level would manage the operations of a section or functional unit of a Radiation Therapy Department and discharge associated administrative duties.

A section or unit within this level is a single treatment machine where the managers would be responsible for the administrative detail, such as day to day running, throughput and patient care, patient scheduling, as well as immediate staffing. The Radiation Therapist at this level would also be responsible for maintaining adequate QA on patient treatment sheets, record and verify systems (including data entry) Portal films, EPI and billing data entry requirements. The Radiation Therapist would also be actively involved in ensuring all treatment deviations are investigated, reported and corrective measures implemented where appropriate. A section or unit may also relate to sections within the treatment planning area. These sections may include, but are not limited to simulator, mould room and planning room.

Radiation Therapy Level 4 Grade 1 positions may also be established as multidisciplinary team co-ordinators, where the Radiation Therapist is responsible for the management and associated duties of the multidisciplinary team functions.

Radiation Therapy Level 4 Grade 1 positions may also be established as Radiation Therapist - Education.

A position of Radiation Therapist - Education is responsible to the Chief Radiation Therapist for the identification, provision and delivery of continuing education for Radiation Therapists, with both clinical and general management components; and for the co-ordination and appropriate service delivery of the tutor function for undergraduates/trainees on clinical placement and Radiation Therapists in their Professional Development Year.

Radiation Therapists at this level are responsible for their own Continuing Professional Development as determined and required by the MRPB.

At completion of one year full-time (or part-time equivalent) at Level 4, Grade 1, Year 1, the MRS will automatically progress to Level 4, Grade 1, Year 2.

LEVEL 4

Grade 2 (Years 1 - 2: Radiation Therapist Supervisor)

A Radiation Therapist at this level would manage an area of a Radiation Therapy Department, such as treatment planning or treatment delivery, work health and safety and or radiation safety legislation and

Equip co-ordinators. The Radiation Therapist at this level would be expected to maintain expertise in radiation therapy planning, simulation and treatment delivery.

The Radiation Therapist in this position would be responsible for the overall Quality Assurance, organisation, activities and maintenance of standards within the particular area in conjunction with the Chief Radiation Therapist and Deputy Chief Radiation Therapist.

The area referred to in this level would include a number of the sections or units, such as all the treatment machines and the total planning area. The manager of an area would have responsibility for the overall organisation of the designated area and be responsible for tasks such as coordinated implementation of existing and new techniques, overall waiting list management, ensuring planning and treatment resources are used in the most effective manner. The radiation therapist would also be responsible for ensuring all treatment deviations are investigated, reported and corrective measures are implemented where appropriate.

Radiation Therapists at this level are responsible for their own Continuing Professional Development as determined and required by the MRPB.

At completion of one year full-time (or part-time equivalent) at Level 4, Grade 2, Year 1, the MRS will automatically progress to Level 4, Grade 2, Year 2.

LEVEL 5 (Years 1 - 3)

A Radiation Therapist at this level is an Assistant Chief Radiation Therapist who assists in the management of a Radiation Therapy department of a hospital.

Radiation Therapists at this level are responsible for their own Continuing Professional Development as determined and required by the MRPB.

Progression through Level 5 is automatic, and occurs annually on the MRS' anniversary.

LEVEL 6 (Years 1 - 3)

A Radiation Therapist at this level manages a Radiation Therapy department of a hospital. The Chief Radiation Therapist has ultimate responsibility for patient service standards and patient throughput, continuing education, research, training of radiation therapy staff and students; liaison with appropriate universities and with relevant other bodies.

Radiation Therapists at this level are responsible for their own Continuing Professional Development as determined and required by the MRPB.

Progression through Level 6 is automatic, and occurs annually on the MRS' anniversary.

2. Salaries

Full time Medical Radiation Scientist employees shall be paid the salaries and allowances as set out in Table 1 of Part B - Monetary Rates, of this Award.

3. Conditions of Service

The Health Employees Conditions of Employment (State) Award 2023, as varied or replaced from time to time, shall apply to all persons covered by this Award.

In addition, the Health Industry Status of Employment (State) Award 2023, as varied or replaced from time to time, shall also apply to relevant employees.

4. Dispute Resolution

The dispute resolution procedures contained in the Health Employees Conditions of Employment (State) Award 2023, as varied or replaced from time to time, shall apply.

5. Anti-Discrimination

- (i) It is the intention of the parties bound by this Award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- (ii) It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this Award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this Award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the Award which, by its terms or operation, has a direct or indirect discriminatory effect.
- (iii) Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- (iv) Nothing in this clause is to be taken to affect:
 - (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
 - (b) offering or providing junior rates of pay to persons under 21 years of age;
 - (c) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
 - (d) a party to this Award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.
- (v) This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

NOTES -

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

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

6. No Extra Claims

The Commission makes this Award on the basis that the parties have provided the following undertaking: Other than as provided for in the *Industrial Relations Act 1996*, there shall be no further claims/demands or proceedings instituted before the Industrial Relations Commission of New South Wales for extra or reduced wages, salaries, rates of pay, allowances or conditions of employment with respect to the employees covered by the Award that take effect prior to 30 June 2025 by a party to this Award.

For the avoidance of doubt, the Parties may, during the term of this Award, discuss additional opportunities for system improvements and, if agreed, a further pay

increase may be provided to recognise the contribution of employees to those system improvements.

7. Area, Incidence and Duration

- (i) This Award takes effect from 1 July 2024 and shall remain in force for a period of one year. The salaries and allowances in the second column in Table 1 of Part B - Monetary Rates, will apply from the first full pay period on or after (ffppoa) 1 July 2024.
- (ii) This Award rescinds and replaces the Health Employees' Medical Radiation Scientists (State) Award 2023 published on 8 September 2023 (395 I.G. 85) and all variations thereof.
- (iii) This Award shall apply to persons employed in classifications contained herein employed in the NSW Health Service under s115(1) of the *Health Services Act* 1997, or their successors, assignees or transmittes, excluding the County of Yancowinna.

PART B

MONETARY RATES

Table 1 - Salaries and Allowances

In the period 1 July 2024 to the commencement of the first full pay period on or after 1 July 2024, the applicable rates of pay are those that applied immediately prior to the first full pay period on or after 1 July 2024.

Classification	Rate from ffppoa 01/07/2024 Per week \$
Radiographer	
Level 1 (35hrs)	
Year 1	1407.41
Level 2 (35hrs)	
Year 1	1457.40
Year 2	1643.91
Year 3	1859.81
Year 4	1947.06
Year 5	2007.61
Level 3 (35hrs)	
Grade 1 - Year 1	2154.37
Grade 1 - Year 2	2224.03
Grade 2 - Year 1	2283.85
Grade 2 - Year 2	2526.56
Grade 3 - Year 1	2594.87
Level 4 (35hrs)	
Grade 1 - Year 1	2594.87
Grade 1 - Year 2	2680.57

Grade 2 - Year 1	2759.85
Grade 2 - Year 2	2827.64
Level 5 (35hrs)	
Year 1	3024.60
Year 2	3098.29
Year 3	3253.85
Level 6 (35hrs)	
Year 1	3331.06
Year 2	3407.34
Year 3	3484.24
Nuclear Medicine Technologist	
Level 1 (38hrs)	
Year 1	1407.41
Level 2 (38hrs)	
Year 1	1457.40
Year 2	1643.91
Year 3	1859.81
Year 4	1947.06
Year 5	2007.61
Level 3 (38hrs)	
Grade 1 - Year 1	2154.37
Grade 1 - Year 2	2224.03
Grade 2 - Year 1	2283.85
Grade 2 - Year 2	2526.56
Grade 3 - Year 1	2594.87
Level 4 (38hrs)	
Grade 1 - Year 1	2594.87
Grade 1 - Year 2	2680.57
Grade 2 - Year 1	2759.85
Grade 2 - Year 2	2827.64
Level 5 (38hrs)	
Year 1	3024.60
Year 2	3098.29
Year 3	3253.85
Level 6 (38hrs)	
Year 1	3331.06
Year 2	3407.34
Year 3	3484.24
Radiation Therapist	
Level 1 (35hrs)	
Year 1	1407.41
Level 2 (35hrs)	
Year 1	1457.40
Year 2	1643.91
Year 3	1859.81

Year 4	1947.06
Year 5	2007.61
Level 3 (35hrs)	
Grade 1 - Year 1	2154.37
Grade 1 - Year 2	2224.03
Grade 2 - Year 1	2283.85
Grade 2 - Year 2	2526.56
Level 4 (35hrs)	
Grade 1 - Year 1	2594.87
Grade 1 - Year 2	2680.57
Grade 2 - Year 1	2759.85
Grade 2 - Year 2	2827.64
Level 5 (35hrs)	
Year 1	3024.60
Year 2	3098.29
Year 3	3253.85
Level 6 (35hrs)	
Year 1	3331.06
Year 2	3407.34
Year 3	3484.24

Allowance Description	Rate from ffppoa 01/07/2024 Per week \$
Where a Chief Radiographer provides a weekly service to another hospital or hospitals and is not entitled to an adjustment to a higher salary rate for this service, he/she shall be paid the following allowance:	
Chief Radiographer - Serving Other Hospitals	62.30

I. TAYLOR, *President.*

Printed by the authority of the Industrial Registrar.

Health Employees' Pharmacists (State) Award 2024

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Secretary, NSW Ministry of Health

(No. IRC 242847 of 2024)

Before President Taylor

26 November 2024

AWARD

PART A

Arrangement

Clause No. Subject Matter

1. Definitions
2. Competency Criteria
3. Salaries
4. Conditions of Service
5. Dispute Resolution
6. Anti-Discrimination
7. No Extra Claims
8. Area, Incidence and

Duration PART B - MONETARY

RATES

Table 1 – Salaries

Part A

1. Definitions

"Deputy Director of Pharmacy" means a pharmacist who is appointed as such to an established position and whose function is to assist the Director of Pharmacy in the administration of the Department.

"Director of Pharmacy" means a pharmacist who has been appointed as such in a pharmacy department of a hospital.

"Employer" means the Secretary of the Ministry of Health exercising the employer function on behalf of the Government of New South Wales.

"Group 1 Hospitals"

- (a) Gosford Hospital, John Hunter Hospital (Newcastle), St Vincent's Hospital, Royal North Shore, St George Hospital and Community Health Services (Kogarah) and Concord Repatriation General Hospital.
- (b) Westmead, Royal Prince Alfred (including Balmain and Rachel Forster), Prince Henry and Prince of Wales Group (includes Sydney Children's Hospital)

"Group 2 Hospitals" - Calvary Mater Hospital (Newcastle), Sydney Children's Hospitals Network (Randwick and Westmead), Liverpool, Nepean, Wollongong Hospital, Blacktown & Mt Druitt Hospitals, Bankstown- Lidcombe, Macarthur Health Service.

"Group 3 Hospitals" - Coffs Harbour Base, Wagga Wagga Base, Sutherland, Tamworth, Canterbury, Lismore Base, Ryde, Hornsby Ku-Ring-Gai, Fairfield, Dubbo Base.

"Group 4 Hospitals" - Northern Beaches Hospital, Auburn, Balmain, Sydney Hospital and Sydney Eye Hospital, Albury Wodonga health (Wodonga Campus), Wyong Public Hospital, Blue Mountains District ANZAC Memorial Hospital, Springwood Hospital, Griffith Base, Orange Health Service, Bathurst Base, Shellharbour, Shoalhaven District Memorial Hospital, Macquarie Hospital (Mental Health Residential Facility), Armidale Rural Referral Hospital, The Tweed Hospital, Murwillumbah District Hospital

"Group 5 Hospitals" - Belmont, Cessnock, Maitland, Kurri Kurri, Muswellbrook, Neringah, Royal Ryde Rehabilitation, Uniting War Memorial Hospital, Bowral, Cootamundra, Manning, Kempsey, Wauchope, Young, Goulburn Base Hospital, Bulli, Casino, Kyogle, Grafton, Mona Vale, Cowra, Royal Hospital for Women, Parkes/Forbes, Lithgow, Condobolin, Inverell, Moree/Narrabri, Glen Innes.

"Health Service" means a Local Health District constituted under section 8 of the *Health Services Act 1997*, a Statutory Health Corporation constituted under section 11 of that Act, and an Affiliated Health Organisation constituted under section 13 of that Act, as amended or varied from time to time

"Hospital" means a public hospital as defined in section 15 of the *Health Services Act 1997* as amended or varied from time to time.

"Pharmacist" means a person who is registered as a practicing pharmacist with the Pharmacy Board of Australia.

A Pharmacist who has after registration not less than three years' experience in hospital pharmacy and can demonstrate competency in at least one of the essential competency criteria and 3 other competency criteria will be classified as a Pharmacist Grade 2.

Provided that Pharmacists paid at the eight year of service rate immediately prior to transfer to this structure shall not be eligible for incremental progression unless they meet the criteria for appointment to Grade 2.

"Pharmacist Grade 3" means a Pharmacist who is responsible to the Director of Pharmacy or Deputy Director of Pharmacy for the management and efficient performance of a specific unit or function of the hospital's pharmacy Department. Such appointment shall only be made where the hospital employs at least 5 Pharmacists or a Director of Pharmacy Group 5 Hospitals and Deputy Director of Pharmacy Group 3 Hospitals

"Pharmacist Grade 4" Director of Pharmacy Group 4 Hospitals and Deputy Director of Pharmacy Group 2 Hospitals.

"Pharmacist Grade 5" Director of Pharmacy Group 3 Hospitals and Deputy Director of Pharmacy Group 1 Hospitals.

"Pharmacist Grade 6" Director of Pharmacy Group 2 Hospitals.

"Pharmacist Grade 7" Director of Pharmacy Group 1 Hospitals.

"Union" means the Health Services Union NSW.

2. Competency Criteria

Essential:

(i) Postgraduate qualifications in either Diploma of Hospital Pharmacy, Diploma of Clinical Pharmacy or any other relevant postgraduate qualifications and a minimum of 6 months experience in the relevant specialty. Relevant areas of specialty practice may include but should not be limited to: Liaison

Pharmacy, Clinical Trials, Research and/or Project Coordinator, Information Technology, Oncology, Nutritional Support, Paediatrics, Critical Care; or

(ii) In the case of a Pharmacist who does not hold a post graduate qualification and has had, after registration, not less than 3 years' experience in hospital pharmacy including not less than 12 months, experience in the relevant specialty acceptable to the employer; or

(iii) Be able to demonstrate a higher level of performance in clinical pharmacy practices as defined by at least meeting the standards in the document published by Society of Hospital Pharmacists of Australia in 1996 to the satisfaction of the Director of Pharmacy and equivalent Director of Pharmacy from another Health Service and if necessary, another Pharmacist nominated by the employer.

Other:

(a) An ability to demonstrate a record of participation in teaching programs with other Pharmacists and/or University students, community health, nursing staff or other health care providers.

(b) Demonstrated ability to supervise other Pharmacy staff and be responsible for the supervision of other Pharmacists.

(c) A record of significant contribution to quality assurance activities (e.g. being responsible for the implementation of maintenance of a quality assurance program)

(d) Participation in institutional committees relevant to the profession such as drug, nursing/pharmacy, infection control or quality assurance committees.

(e) Display judgment and demonstrate initiative and independence in problem solving.

(f) Be able to demonstrate active participation in research, presentation and publication of research results in peer review journals

3. *Salaries*

Full-time Pharmacist employees shall be paid the salaries as set out in Table 1 of Part B - Monetary Rates, of this Award.

4. *Conditions of Employment*

The *Health Employees Conditions of Employment (State) Award 2023* as varied or replaced from time to time, shall apply to all persons covered by this Award.

In addition, the *Health Industry Status of Employment (State) Award 2023*, as varied or replaced from time to time, shall also apply to relevant employees.

5. *Dispute Resolution*

The dispute resolution procedure contained in the *Health Employees Conditions of Employment (State) Award 2023*, as varied or replaced from time to time, shall apply.

6. *Anti-Discrimination*

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

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

NOTES -

- (a) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- (b) Section 56(d) of the *Anti-Discrimination Act 1997* provides:

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

7. No Extra Claims

The Commission makes this Award on the basis that the parties have provided the following undertaking: Other than as provided for in the *Industrial Relations Act 1996*, there shall be no further claims/demands or proceedings instituted before the Industrial Relations Commission of New South Wales for extra or reduced wages, salaries, rates of pay, allowances or conditions of employment with respect to the employees covered by the Award that take effect prior to 30 June 2025 by a party to this Award.

For the avoidance of doubt, the Parties may, during the term of this Award, discuss additional opportunities for system improvements and, if agreed, a further pay increase may be provided to recognise the contribution of employees to those system improvements.

8. Area, Incidence and Duration

- (i) This Award takes effect from 1 July 2024 and shall remain in force for a period of one year. The rates and allowances in the second column in Table 1 of Part B - Monetary Rates, will apply from the first full pay period on or after (ffppoa) 1 July 2024.
- (ii) This Award rescinds and replaces the *Health Employees' Pharmacists (State) Award 2023* published 1 September 2023 (395 I.G. 28) and all variations thereof.
- (iii) This Award shall apply to persons employed in classifications contained herein employed in the New South Wales Health Service under section 115(1) of the *Health Services Act 1997*, or their successors, assignees or transmittes, excluding the County of Yancowinna.

Part B

MONETARY RATES

Table 1 - Salaries

In the period 1 July 2024 to the commencement of the first full pay period on or after 1 July 2024, the applicable rates of pay are those that applied immediately prior to the first full pay period on or after 1 July 2024.

Classification	Rate from ffppoa 01/07/2024 Per week
Graduate Pharmacist Unregistered	1457.46
Pharmacist	
Grade 1	
1st Year	1543.04
2nd Year	1643.92
3rd Year	1752.54
4th Year	1946.98
5th Year	2007.56
Grade 2	
1st Year	2154.32
2nd Year	2223.90
3rd Year	2283.96
Grade 3	
Senior Pharmacist	
Director of Pharmacy-Group 5 Hospital	

Deputy Director of Pharmacy-Group 3 Hospital	
1st Year	2526.53
2nd Year	2594.89
Grade 4	
Director of Pharmacy - Group 4 Hospital	
Deputy Director of Pharmacy - Group 2 Hospital	
1st Year	2594.89
2nd Year	2680.56
Grade 5	
Director of Pharmacy - Group 3 Hospital	
Deputy Director of Pharmacy - Group 1 Hospital	
1st Year	2759.99
2nd Year	2827.65
Grade 6	
Director of Pharmacy - Group 2 Hospital	
1st Year	3024.48
2nd Year	3098.21
Grade 7	
Director of Pharmacy - Group 1 Hospital	
Group A - 1st Year	3253.84
Group A - 2nd Year	3331.10
Group B - 1st Year	3407.32
Group B - 2nd Year	3484.33

Table 2 - Allowances

Allowance Description	Rate from ffppoa 01/07/2024 Per week \$
Fellowship Allowance (Pharmacists)	49.20

I. Taylor, *President.*

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