



NEW SOUTH WALES
INDUSTRIAL GAZETTE

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CONTENTS

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Pages 1 — 35

		Page
Awards and Determinations —		
Crown Employees (Sheriff's Officers) Award 2024	AIRC	1
Crown Employees (Department of Planning and Environment) Sydney Olympic Park Authority Managed Sports Venues Award 2022	VIRC	7
Crown Employees (NSW Police Force Administrative Officers and Temporary Employees) Award 2009	VIRC	9
Local Government (Early Childhood Education and Care Worker Retention Payments) Splinter Award 2024	VIRC	24
Roads and Maritime Services School Crossing Supervisors Award 2019	VIRC	27
Taronga Conservation Society Australia Retail and Restaurant Employees' Award 2022 - 2023	VIRC	29
Transport for New South Wales and Sydney Metro Salaries and Conditions of Employment Award 2022	VIRC	30
Crown Employees (Department of Planning and Environment) Sydney Olympic Park Authority Managed Sports Venues Award 2022	CORR	35

NEW SOUTH WALES

INDUSTRIAL GAZETTE

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INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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CROWN EMPLOYEES (SHERIFF'S OFFICERS) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Industrial Relations Secretary.

(Case No. 422232 of 2024)

Before The Honourable Justice Chin, Vice President

18 November 2024

AWARD

PART A

1. Arrangement

PART A

Clause No.	Subject Matter
1.	Arrangement
2.	Title
3.	Definitions
4.	Salary
5.	Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009 to Apply
6.	Meal Allowance for Staff who are Required to Travel
7.	Uniforms Laundering and Grooming
8.	Vehicle Maintenance
9.	Skill Development, Training and Promotion
10.	Grievance and Dispute Settling Procedures
11.	Anti-Discrimination
12.	Work Practice Reform
13.	Area, Incidence and Duration
14.	No Extra Claims

PART B

MONETARY RATES

Table 1 - Salary Rates

Table 2 - Meal Allowance

2. Title

This Award will be known as the Crown Employees (Sheriff's Officers) Award 2024.

3. Definitions

"Act" means the *Government Sector Employment Act 2013* and its Regulations and Rules.

"Department" means the Department of Communities and Justice (Courts, Tribunals and Service Delivery Division)

"Association" means the Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales.

"Public Service Commissioner" has the same meaning as in the *Government Sector Employment Act 2013*.

"Officer" means and includes all persons permanently or temporarily employed under the provisions of the *Government Sector Employment Act 2013*, and who as at the operative date of this award were occupying one of the positions covered by this Award or who, after that date, are appointed to one of such positions.

4. Salary

Salaries payable to officers under this award are set by the Crown Employees (Public Sector - Salaries 2022) Award or any replacement award. They are reproduced for convenience at Table 1 - Salaries, of Part B, Monetary Rates of this award.

The salaries prescribed in Table 1 - Salaries, of Part B, Monetary Rates of this award reflect an agreement between the parties and includes a 3% increase to salaries payable with effect from the first full pay periods to commence on or after 1 July 2024, 1 July 2025 and 1 July 2026.

The reclassification of Officers effective from the first full pay period to commence on or after 1 July 2024 resolves the work value of Officers up to and including 1 July 2024.

5. Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009 to Apply

The provisions of the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009 apply to this award except for clause 29, Meal Expenses on One Day Journeys, and clause 46, Uniforms, Protective Clothing and Laundry Allowance.

6. Meal Allowance for Staff Who Are Required to Travel

- (i) For the purposes of this clause "region" means the Department regions which an officer is from time to time assigned. The 5 Regions are:
 - a. Metro
 - b. Greater Metro
 - c. Hunter/North
 - d. Illawarra/South
 - e. West/South West
- (ii) An officer who is required to travel to perform duty outside the officer's region and who is not required to obtain overnight accommodation at a place other than the officer's residence will be paid the following allowances as set out in Table 2 of Part B, Monetary Rates for:
 - (a) breakfast when required to commence travel at or before 6.00am and at least 1 hour before the prescribed starting time;
 - (b) an evening meal when required to travel until or beyond 6.30pm; and
 - (c) lunch when unable to take lunch within the officer's region and, as a result, incurs additional expense for lunch. In such instances, the officer will be paid the amount equivalent to the additional expense or the allowance specified for lunch in Table 2 of Part B, Monetary Rates, whichever is the lesser.

7. Uniforms, Laundering and Grooming

The uniform requirements of Sheriff's Officers are determined by the Sheriff. Officers who are required to wear complete uniform in accordance with those determinations are responsible at their own cost for the care

and laundering of all uniform items provided to them. Officers are required to be personally well-groomed, neat and tidy at all times when on duty.

8. Vehicle Maintenance

Sheriff's Officers are responsible for the care, maintenance and cleaning of official vehicles and suitable equipment and materials are to be supplied for those purposes.

9. Skill Development, Training and Promotion

To be eligible to be appointed to any promotional positions an officer will be required to satisfactorily complete the minimum training courses determined by the Sheriff from time to time to become eligible to apply for promotion on a competitive merit basis.

The Sheriff may from time to time prescribe those courses to be satisfactorily completed by all applicants at each promotional rank, and the frequency of continuing refresher training. Without limiting the foregoing a course or courses may be prescribed in the areas of:

- (i) ethical practice skills;
- (ii) client service skills;
- (iii) tactical and self-defence competencies;
- (iv) conflict management and resolution;
- (v) information technology skills;
- (vi) operational management;
- (vii) leadership and management.

10. Grievance and Dispute Settling Procedures

- (i) All grievances and disputes relating to the provisions of this award will initially be dealt with as close to the source as possible, with graduated steps for further attempts at resolution at higher levels of authority within the Department, if required.
- (ii) An officer is required to notify in writing their immediate supervisor, as to the substance of the grievance, dispute or difficulty, request a meeting to discuss the matter and if possible, state the remedy sought.
- (iii) Where the grievance or dispute involves confidential or other sensitive material (including issues of harassment or discrimination under the *Anti-Discrimination Act 1977*) that makes it impractical for the officer to advise their immediate manager the notification may occur to the next appropriate level of management, including where required, to the Agency Head or delegate
- (iv) The immediate supervisor, or other appropriate officer, will convene a meeting in order to resolve the grievance, dispute or difficulty within two (2) working days, or as soon as practicable, of the matter being brought to attention.
- (v) If the matter remains unresolved with the immediate supervisor, the officer may request to meet the appropriate person at the next level of management in order to resolve the matter. This manager will respond within two (2) working days, or as soon as practicable. This sequence of reference to successive levels of management may be pursued by the officer until the matter is referred to the Agency Head.
- (vi) The Agency Head may refer the matter to the Industrial Relations Secretary for consideration.

- (vii) If the matter remains unresolved, the Agency Head will provide a written response to the officer and any other party involved in the grievance, dispute or difficulty, concerning action to be taken, or the reason for not taking action, in relation to the matter.
- (viii) An officer, at any stage, may request to be represented by their union.
- (ix) The officer, or the Association on their behalf, or the Agency Head may refer the matter to the New South Wales Industrial Relations Commission if the matter is unresolved following the use of these procedures.
- (x) The officer, Association, Department and the Industrial Relations Secretary will agree to be bound by any order or determination by the New South Wales Industrial Relations Commission in relation to the dispute.
- (xi) Whilst the procedures outlined in subclauses (i) to (x) of this clause are being followed, normal work undertaken prior to notification of the dispute or difficulty will continue unless otherwise agreed between the parties, or, in the case involving health and safety, if practicable, normal work will proceed in a manner which avoids any risk to the health and safety of any officer or member of the public.

11. 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 an obligation to take all reasonable steps to ensure that the operation of the provisions of this award are not directly or indirectly discriminatory in their effects. It 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:
 - 1. any conduct or act which is specifically exempted from anti-discrimination legislation;
 - 2. offering or providing junior rates of pay to persons under 21 years of age;
 - 3. any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
 - 4. a party to this award from pursuing matters of unlawful discrimination in any State or federal jurisdiction.
 - 5. this clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

12. Work Practice Reform

The parties are to work diligently, cooperatively and in good faith to achieve ongoing work practice reforms to improve the efficiency and effectiveness of Sheriff's Office operations.

13. Area Incidence and Duration

- (i) This award will apply to Sheriff's Officers of the Department of Communities and Justice (Courts, Tribunals and Service Delivery).

- (ii) This award is made following an application for a new award pursuant to section 10 of the *Industrial Relations Act* 1996 and rescinds and replaces the Crown Employees (Sheriff's Officers) Award published on 10 September 2021 (390 I.G.372).
- (iii) This award has effect from the beginning of the first full pay period on or after 1 July 2024 and will remain in force until 30 June 2027.
- (iv) This award remains in force until varied or rescinded.

14. 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.
- (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 in 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.

PART B

MONETARY RATES

Table 1 - Salary Rates - Sheriff's Officers

The salary rates are set by with the Crown Employees (Public Sector - Salaries 2022) Award and all variations thereof and are effective from the beginning of the first pay period to commence on or after 1 July 2024. They are reproduced below for convenience.

Position	1 July 2023 Per annum 4% \$	Reclassification 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

Table 2 - Meal Allowance

Capital cities and the following country centres:

Maitland
Newcastle
Port Macquarie
Wagga Wagga
Wollongong

	1 July 2024	1 July 2025	1 July 2026
Breakfast	\$ 33.90	As per ATO	As per ATO
Lunch	\$ 38.10	As per ATO	As per ATO
Dinner	\$ 64.95	As per ATO	As per ATO

All other NSW Country Centres

	1 July 2024	1 July 2025	1 July 2026
Breakfast	\$ 30.35	As per ATO	As per ATO
Lunch	\$ 34.65	As per ATO	As per ATO
Dinner	\$ 59.75	As per ATO	As per ATO

D. CHIN J, *Vice President*

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**CROWN EMPLOYEES (DEPARTMENT OF PLANNING AND
ENVIRONMENT) SYDNEY OLYMPIC PARK AUTHORITY
MANAGED SPORTS VENUES AWARD 2022**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Industrial Relations Secretary.

(Case No. 215279 of 2025)

Before Commissioner McDonald

4 July 2025

VARIATION

1. Delete subclauses 18.1, 18.2 and 18.3 of clause 18, Terms of Engagement, of the award published 20 January 2023 (393 I.G. 1087) and reprinted 20 October 2023 (395 I.G. 556) and insert in lieu the following:
 - 18.1 Full-time and part-time employees at the Aquatic, Athletics and Archery Centres and Satellite Sports Venues employed in classifications under subclause 5.1 will be engaged by the week and their engagement will only be terminated by the employer or employee giving the notice prescribed below, or by payment or forfeiture, as the case may be of the appropriate wages in lieu of notice.

Period of Continuous	Service Period of Notice
Less than 1 year	1 week
1 year and less than 3 years	2 weeks
3 years and less than 5 years	3 weeks
5 years and over	4 weeks

In addition to the notice above, employees over 45 years of age at the time of the giving of the notice, with not less than two years continuous service, will be entitled to an additional week's notice.

- 18.2 A temporary employee will be employed for a fixed period. The engagement of a temporary employee may be varied by agreement between the employer and employee.
 - 18.3 Full-time and part-time gymnastics program employees employed in classifications under subclause 5.4 will be engaged by the week and their engagement may be terminated by the employer or employee giving notice in accordance with subclause 18.1, or by payment or forfeiture, as the case may be of the appropriate wages in lieu of notice.
2. Delete Table 4 - Rates of Pay for Full-Time Classifications under subclause 5.4 of Part B and insert in lieu the following:

Table 4 - Rates of Pay for Full-Time Classifications under subclause 5.4

Classification Level	Salary from the first full pay period on or after 1 July 2023 (4%) \$	Salary from the first full pay period on or after 1 July 2024 (3.5%) \$
Level 1	775.80	948.00*
Level 2	799.80	977.30*
Level 3	833.00	1,017.90*
Level 4	862.20	1,053.60*
Level 5	914.20	1,117.10*

Level 6	1007.80	1,231.50
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3. This variation will take effect from the first full pay period commencing on and from 1 July 2024.

J. McDONALD, *Commissioner*

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(1872)

SERIAL C10008

CROWN EMPLOYEES (NSW POLICE FORCE ADMINISTRATIVE OFFICERS AND TEMPORARY EMPLOYEES) AWARD 2009

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Commissioner of Police.

(Case No. 418280 of 2024)

Before The Honourable Justice Chin, Vice President

2 December 2024

VARIATION

1. Delete clause 10, Salaries, of the award published 6 May 2022 (391 I.G. 1107) and insert in lieu thereof the following:

10. Salaries

- 10.1 The salaries under this award are payable to staff members appointed to or performing the duties of any of the positions or classifications listed in Table 1 - Rates of Pay of Part B, Monetary Rates, of this award.
- 10.2 Salaries payable to officers under this award are set by the Crown Employees (Public Sector - Salaries 2022) Award or any replacement award. They are reproduced for convenience at Table 1 – Rates of Pay, of Part B, Monetary Rates of this award.
- 10.3 The salaries prescribed for classifications in Table 1 – Rates of Pay, of Part B, Monetary Rates of this award reflect an agreement between the parties to increase salaries by 4% from the first full pay period on or after 1 July 2024 with the following exception for Mounted Police Grooms as below:
- alignment of Grooms salaries to the equivalent clerk general scale step 11 and step 12 effective from the first full pay period to commence on or after 1 July 2024; and
- a 3% increase to salaries payable with effect from the first full pay periods to commence on or after 1 July 2024.
- 10.4 The salary increases referred to in subclause 10.3 of this clause, will only be paid to those staff members who are employed as at the date of effect of the Crown Employees (Public Sector – Salaries 2019~~24~~) Award.
- 10.5 The following allowances are subject to adjustment in line with the salary increases:
- Community Language Allowance
- First Aid Allowance
- Flying Allowance
- On-Call Allowance
- Shift Allowances
- 10.6 In addition to the allowances listed in subclause 10.5 of this clause, any other allowance applying to classifications in Table 1 which is normally moved in accordance with salary increases is to be adjusted in line with the salary increases.

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

PART B

MONETARY RATES

Table 1 - Rates of Pay

Administrative Officer and Temporary Employee Classifications			
Classification and Grades	1.7.202 4 Per annum 4% \$	1.7.25 Per annum 3% \$	1.7.26 Per annum 3% \$
Armourer, Police			
1st year of service	86,476	89,070	91,742
2nd year of service	88,050	90,692	93,413
3rd year of service	90,001	92,701	95,482
4th year of service and thereafter	91,700	94,451	97,285
Senior Armourer, Police			
1st year of service	96,061	98,943	101,911
2nd year of service	98,096	101,039	104,070
3rd year of service and thereafter	100,888	103,915	107,032
Administrative and Clerical Clerks General Scale Clerks General Scale step 1	35,600	36,668	37,768
Clerks General Scale step 2	40,400	41,612	42,860
Clerks General Scale step 3	42,943	44,231	45,558
- 1st year of service or 18 years			
Clerks General Scale step 4	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	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	55,979	57,658	59,388
Minimum for employee 21 years of age			
Clerks General Scale step 7	57,507	59,232	61,009
Clerks General Scale step 8	59,938	61,736	63,588
Clerks General Scale step 9	61,024	62,855	64,741
Clerks General Scale step 10	62,539	64,415	66,347
Clerks General Scale step 11	64,853	66,799	68,803
Clerks General Scale step 12	67,204	69,220	71,297
Clerks General Scale step 13	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 will be paid by way of allowance above step 13 of the General Scale	72,666	74,846	77,091
Grade 1			
1st year of service	73,522	75,728	78,000
Thereafter	75,683	77,953	80,292
Grade 2			
1st year of service	77,795	80,129	82,533
Thereafter	79,931	82,329	84,799

Grade 3			
1st year of service	82,193	84,659	87,199
Thereafter	84,673	87,213	89,829
Grade 4			
1st year of service	87,315	89,934	92,632
Thereafter	90,001	92,701	95,482
Grade 5			
1st year of service	97,027	99,938	102,936
Thereafter	100,086	103,089	106,182
Grade 6			
1st year of service	104,011	107,131	110,345
Thereafter	107,059	110,271	113,579
Grade 7			
1st year of service	110,266	113,574	116,981
Thereafter	113,562	116,969	120,478
Grade 8			
1st year of service	118,296	121,845	125,500
Thereafter	122,058	125,720	129,492
Grade 9			
1st year of service	125,693	129,464	133,348
Thereafter	129,228	133,105	137,098
Grade 10			
1st year of service	134,504	129,464	133,348
Thereafter	138,510	133,105	137,098
Grade 11			
1st year of service	145,378	149,739	154,231
Thereafter	151,542	156,088	160,771
Grade 12			
1st year of service	161,034	165,865	170,841
Thereafter	168,130	173,174	178,369
Clerical Officer - translated to Administrative and Clerical Clerks classification - see Table 2 of the award			
Clinical Pharmacologist	182,528	188,004	193,644
Computer Systems Officer (CSO)			
CSO Level 1 - Non Graduate			
Year 1A	42,943	44,231	45,558
Year 1B	51,939	53,497	55,102
Year 1C	55,979	57,658	59,388
Year 1D	57,507	59,232	61,009
Year 1E	59,938	61,736	63,588
Year 1F	61,024	62,855	64,741
Year 2	64,852	66,798	68,802
Year 3	75,683	77,953	80,292
Year 4	79,931	82,329	84,799
CSO Level 1 - Graduate			
Year 1A (Any degree)	64,853	66,799	68,803
Year 1B (Degree - Computer Sciences)	67,204	69,220	71,297
Year 2	75,691	77,962	80,301
Year 3	79,931	82,329	84,799
CSO Level 2			
Year 1	84,673	87,213	89,829
Year 2	90,001	92,701	95,482
Year 3	100,086	103,089	106,182
CSO Level 3			
Year 1	104,011	107,131	110,345
Year 2	107,059	110,271	113,579
Year 3	110,266	113,574	116,981
Year 4	113,562	116,969	120,478
Year 5	118,296	121,845	125,500

Year 6	122,058	125,720	129,492
CSO Level 4			
Year 1	125,693	129,464	133,348
Year 2	129,228	133,105	137,098
Year 3	134,504	138,539	142,695
Year 4	138,510	142,665	146,945
CSO Level 5			
Year 1	145,378	149,739	154,231
Year 2	151,542	156,088	160,771
CSO Level 6			
Year 1	161,034	165,865	170,841
Year 2	168,130	173,174	178,369
Departmental Professional Officer			
Grade I -			
1st year of service	73,522	75,728	78,000
2nd year of service	76,418	78,711	81,072
3rd year of service	80,679	83,099	85,592
4th year of service	86,476	89,070	91,742
5th year of service	92,606	95,384	98,246
6th year of service and thereafter	98,096	101,039	104,070
Grade II -			
1st year of service	102,899	105,986	109,166
2nd year of service	105,949	109,127	112,401
3rd year of service	109,179	112,454	115,828
4th year of service and thereafter	113,562	116,969	120,478
Grade III -			
1st year of service	118,296	121,845	125,500
2nd year of service	122,058	125,720	129,492
3rd year of service	124,487	128,222	132,069
4th year of service and thereafter	129,228	133,105	137,098
Grade IV -			
1st year of service	134,504	138,539	142,695
2nd year of service and thereafter	137,171	141,286	145,525
Grade V -			
1st year of service	142,554	146,831	151,236
2nd year of service and thereafter	145,378	149,739	154,231
Grade VI -			
1st year of service	149,906	154,403	159,035
2nd year of service and thereafter	152,845	157,430	162,153
Grade VII -			
1st year of service	157,569	162,296	167,165
2nd year of service and thereafter	161,034	165,865	170,841
Grade VIII -			
1st year of service	166,273	171,261	176,399
2nd year of service and thereafter	168,130	173,174	178,369
Director of Music (Police Band)			
1st year	100,086	103,089	106,182
2nd year	102,899	105,986	109,166
3rd year	105,949	109,127	112,401
4th year	109,179	112,454	115,828
5th year and thereafter	112,479	115,853	119,329
Loading			
1st year	10,008	10,308	10,617
2nd year	10,290	10,599	10,917
3rd year	10,596	10,914	11,241
4th year	10,919	11,247	11,584
5th year and thereafter	11,250	11,588	11,936

Car Drivers			
Driver/General Assistant	65,380	67,341	69,361
Departmental - Driver/Assistant	69,116	71,189	73,325
Police Executive Driver/Assistant			
1st year and thereafter	69,076	71,148	73,282
All incidence of employment allowance	63,918	65,836	67,811
Clothing Allowance \$600 per annum			
Driving Instructor			
1st year	90,659	93,379	96,180
2nd year	91,700	94,451	97,285
3rd year and thereafter	94,325	97,155	100,070
Engineer			
Grade I Diplomat Experience Since Qualifying			
In first year	73,522	75,728	78,000
After one year	76,418	78,711	81,072
After two years	80,679	83,099	85,592
After three years	86,476	89,070	91,742
After four years	92,606	95,384	98,246
After five years	98,096	101,039	104,070
Grade I Graduate Experience Since Qualifying			
In first year	76,418	78,711	81,072
After one year	80,679	83,099	85,592
After two years	86,476	89,070	91,742
After three years	92,606	95,384	98,246
After four years	98,096	101,039	104,070
Grade II			
1st year of service	104,011	107,131	110,345
2nd year of service	108,018	111,259	114,597
3rd year of service	111,375	114,716	118,157
4th year of service and thereafter	114,613	118,051	121,593
Grade III			
1st year of service	120,738	124,360	128,091
2nd year of service	124,487	128,222	132,069
3rd year of service	129,228	133,105	137,098
4th year of service and thereafter	133,181	137,176	141,291
Grade IV			
1st year of service	139,862	144,058	148,380
2nd year of service	143,964	148,283	152,731
3rd year of service and thereafter	146,822	151,227	155,764
Grade V			
1st year of service	152,845	157,430	162,153
2nd year of service and thereafter	155,855	160,531	165,347
Grade VI			
1st year of service	159,303	164,082	169,004
2nd year of service and thereafter	162,723	167,605	172,633
Imaging Technician			
1st year	82,193	84,659	87,199
2nd year	84,673	87,213	89,829
3rd year	87,315	89,934	92,632
4th year and thereafter	90,001	92,701	95,482
Interpreters and Translators			
Interpreter/Translator			
Year 1	80,679	83,099	85,592
Year 2	86,476	89,070	91,742
Year 3	92,606	95,384	98,246
Year 4	98,096	101,039	104,070
Year 5	102,899	105,986	109,166

Senior Interpreter/Translator			
Year 1	105,949	109,127	112,401
Year 2	109,179	112,454	115,828
Year 3	113,562	116,969	120,478
Legal Officers			
Grade I			
1st year of service	77,012	79,322	81,702
2nd year of service	79,931	82,329	84,799
3rd year of service	82,193	84,659	87,199
4th year of service	84,673	87,213	89,829
5th year of service	88,050	90,692	93,413
Grade II			
1st year of service	95,301	98,160	101,105
2nd year of service	100,086	103,089	106,182
3rd year of service	105,949	109,127	112,401
4th year of service	111,375	114,716	118,157
5th year of service	115,816	119,290	122,869
Grade III			
1st year of service	122,058	125,720	129,492
2nd year of service	125,693	129,464	133,348
3rd year of service	130,542	134,458	138,492
Grade IV			
1st year of service	139,862	144,058	148,380
2nd year of service	142,554	146,831	151,236
Grade V			
1st year of service	149,906	154,403	159,035
2nd year of service	152,845	157,430	162,153
Grade VI			
1st year of service	161,034	165,865	170,841
2nd year of service	164,426	169,359	174,440
Librarians and Archivists			
Grade 1			
Year 1	73,522	75,728	78,000
Year 2	77,795	80,129	82,533
Year 3	82,193	84,659	87,199
Year 4	87,315	89,934	92,632
Year 5	91,700	94,451	97,285
Year 6	96,061	98,943	101,911
Grade 2			
Year 1	100,086	103,089	106,182
Year 2	104,011	107,131	110,345
Year 3	109,179	112,454	115,828
Year 4	113,562	116,969	120,478
Grade 3			
Year 1	119,534	123,120	126,814
Year 2	123,229	126,926	130,734
Year 3	128,067	131,909	135,866
Year 4	133,181	137,176	141,291
Grade 4			
Year 1	137,171	141,286	145,525
Year 2	141,206	145,442	149,805
Year 3	145,378	149,739	154,231
Year 4	149,906	154,403	159,035
Grade 5			
Year 1	154,138	158,762	163,525
Year 2	159,303	164,082	169,004
Year 3	164,426	169,359	174,440
Year 4	170,006	175,106	180,359

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

2nd year	113,562	116,969	120,478
Class 5			
1st year	118,296	121,845	125,500
2nd year	122,058	125,720	129,492
Class 6			
1st year	125,693	129,464	133,348
2nd year	129,228	133,105	137,098
Class 7			
1st year	134,504	138,539	142,695
2nd year	138,510	142,665	146,945
Public Relations Officer			
Assistant Publicity Officers			
1st year of service	83,054	85,546	88,112
2nd year of service	85,471	88,035	90,676
Publicity Officers			
1st year of service	91,700	94,451	97,285
2nd year of service	94,325	97,155	100,070
3rd year of service and thereafter	96,061	98,943	101,911
Public Relations Officer			
Grade II			
1st year of service	109,179	112,454	115,828
2nd year of service	111,375	114,716	118,157
3rd year of service and thereafter	113,562	116,969	120,478
Grade I			
1st year of service	128,067	131,909	135,866
2nd year of service	130,542	134,458	138,492
3rd year of service and thereafter	133,181	137,176	141,291
Allowance in lieu of overtime (per annum)	16,164	16,649	17,148
Radio Technician			
1st year of service	74,296	76,525	78,821
2nd year of service	74,912	77,159	79,474
3rd year of service and thereafter	76,418	78,711	81,072
Radio Technician, Senior			
1st year of service	81,390	83,832	86,347
2nd year of service and thereafter	82,193	84,659	87,199
Scientific Officer			
Grade I			
1st year of service	73,522	75,728	78,000
2nd year of service	76,418	78,711	81,072
3rd year of service	80,679	83,099	85,592
4th year of service	86,476	89,070	91,742
5th year of service	92,606	95,384	98,246
6th year of service and thereafter	98,096	101,039	104,070
Grade II			
1st year of service	102,899	105,986	109,166
2nd year of service	105,949	109,127	112,401
3rd year of service	109,179	112,454	115,828
4th year of service and thereafter	113,562	116,969	120,478
Grade III			
1st year of service	118,296	121,845	125,500
2nd year of service	122,058	125,720	129,492
3rd year of service and thereafter	124,487	128,222	132,069
Grade IV			
1st year of service	130,542	134,458	138,492
2nd year of service	134,504	138,539	142,695
3rd year of service and thereafter	137,172	141,287	145,526
Grade V			
1st year of service	142,554	146,831	151,236

2nd year of service and thereafter	146,822	151,227	155,764
Grade VI			
1st year of service	151,542	156,088	160,771
2nd year of service	155,855	160,531	165,347
Senior Officers			
Grade 1			
Year 1	188,122	193,766	199,579
Year 2	202,707	208,788	215,052
Grade 2			
Year 1	206,137	212,321	218,691
Year 2	220,670	227,290	234,109
Grade 3			
Year 1	228,055	234,897	241,944
Year 2	250,338	257,848	265,583
Stenographers and Machine Operators (Present Occupants Only)			
1st year (up to 17 years)	31,895	32,852	33,838
2nd year (or 17 years)	37,861	38,997	40,167
3rd year (or 18 years)	42,943	44,231	45,558
4th year (or 19 years)	48,657	50,117	51,621
5th year (or 20 years)	51,468	53,012	54,602
6th year (or 21 years)	57,023	58,734	60,496
7th year	58,595	60,353	62,164
8th year	60,527	62,343	64,213
9th year	65,380	67,341	69,361
10th year	66,527	68,523	70,579
11th year	68,409	70,461	72,575
12th year	69,686	71,777	73,930
Grade 1			
1st year	73,522	75,728	78,000
2nd year	75,683	77,953	80,292
Grade 2			
1st year	77,795	80,129	82,533
2nd year	79,931	82,329	84,799
Grade 3			
1st year	82,193	84,659	87,199
2nd year	84,673	87,213	89,829
Stores Officers			
Grade 1			
1st year of service	64,230	66,157	68,142
2nd year of service and thereafter	65,380	67,341	69,361
Grade 2			
1st year of service	65,993	67,973	70,012
2nd year of service and thereafter	66,527	68,523	70,579
Grade 3			
1st year of service	67,204	69,220	71,297
2nd year of service and thereafter	67,845	69,880	71,976
Grade 4			
1st year of service	69,116	71,189	73,325
2nd year of service	70,468	72,582	74,759
3rd year of service and thereafter	70,468	72,582	74,759
Technical Officer			
Grade 1			
1st year of service	74,912	77,159	79,474
2nd year of service	77,012	79,322	81,702
3rd year of service	79,146	81,520	83,966
4th year of service	80,679	83,099	85,592
5th year of service	83,054	85,546	88,112

Grade 2			
1st year of service	87,315	89,934	92,632
2nd year of service	89,091	91,764	94,517
3rd year of service	90,659	93,379	96,180
4th year of service	92,606	95,384	98,246
Grade 3			
1st year of service and thereafter	98,936	101,904	104,961
Senior Technical Officer			
Grade 1			
1st year of service	97,027	99,938	102,936
2nd year of service	98,936	101,904	104,961
3rd year of service	101,986	105,046	108,197
Grade 2			
1st year of service	105,025	108,176	111,421
2nd year of service	108,018	111,259	114,597
Grade 3	112,479	115,853	119,329
Technical Officer, Maintenance Services	102,899	105,986	109,166
Technician			
Class 1		71,777	73,930
1st year of service	69,686	73,878	76,094
2nd year of service	71,726		
Class 2		77,953	80,292
1st year of service	75,683	80,129	82,533
2nd year of service	77,795		
Class 3		84,659	87,199
1st year of service	82,193	86,339	88,929
2nd year of service	83,824		
Class 4		88,035	90,676
1st year of service	85,471	89,070	91,742
2nd year of service	86,476	72,582	74,759
Transport Officer	70,468	84,659	87,199
Transport Officer, Mechanical			
Year 1	82,193	85,546	88,112
Year 2	83,054	86,339	88,929
Year 3	83,824	87,213	89,829
Year 4	84,673	69,880	71,976
Uniform Fitter and Advisory Officer	67,845	71,777	73,930
Allowances			
On call allowances (per hour)	1.14	1.17	1.21
Community Language Allowance Scheme (per annum)			
Base level rate	1,643	1,692	1,743
Higher level rate	2,471	2,545	2,621
Flying Allowance (per hour)	24.80	25.50	26.30
First Aid Allowance (per annum)			
Holders of basic qualification	1059	1091	1124
Holders of current occupational first aid certificate	1,591	1,639	1,688

Table 2 Allowances

Effective 1 July 2024

Item No	Clause No	Description	Amount
1		Meal expenses on one day journeys	
		Capital cities and high cost country centres (see list in item 2)	
	31.1.1	Breakfast	\$33.90
	31.1.2	Dinner	\$64.95

	31.1.3	Lunch	\$38.10
		Tier 2 and other country centres (see list in item 2)	
	31.1.1	Breakfast	\$30.35
	31.1.2	Dinner	\$59.75
	31.1.3	Lunch	\$34.65
2		Travelling allowances	
	28.8.2	Capital cities	Per day (inclusive of accommodation, meals and incidental expenses allowance)
		Adelaide	\$318.90
		Brisbane	\$341.90
		Canberra	\$338.90
		Darwin	\$380.90
		Hobart	\$336.90
		Melbourne	\$333.90
		Perth	\$340.90
		Sydney	\$358.90
	28.8.2	High cost country centres	Per day (inclusive of accommodation, meals and incidental expenses allowance)
		Albany (WA)	\$353.90
		Alice Springs (NT)	\$366.90
		Ararat (VIC)	\$319.90
		Armidale (NSW)	\$326.90
		Bairnsdale (VIC)	\$333.90
		Ballarat (VIC)	\$347.90
		Benalla (VIC)	\$328.90
		Bendigo (VIC)	\$324.90
		Bordertown (SA)	\$324.90
		Bourke (NSW)	\$344.90
		Bright (VIC)	\$340.90
		Broken Hill (NSW)	\$321.90
		Broome (WA)	\$380.90
		Bunbury (WA)	\$338.90
		Bundaberg (QLD)	\$344.90
		Burnie (TAS)	\$338.90
		Cairns (QLD)	\$335.90
		Carnarvon (WA)	\$330.90
		Castlemaine (VIC)	\$322.90
		Ceduna (SA)	\$316.90
		Charters Towers (QLD)	\$328.90
		Christmas Island (WA)	\$378.90
		Cocos (Keeling) Islands (WA)	\$491.90
		Dalby (QLD)	\$361.90
		Dampier (WA)	\$335.90
		Derby (WA)	\$352.90
		Devonport (TAS)	\$321.90
		Dubbo (NSW)	\$330.90
		Emerald (QLD)	\$339.90
		Esperance (WA)	\$340.90
		Exmouth (WA)	\$374.90
		Geelong (VIC)	\$335.90

	Geraldton (WA)	\$325.90
	Gladstone (QLD)	\$331.90
	Gold Coast (QLD)	\$369.90
	Gosford (NSW)	\$335.90
	Goulburn (NSW)	\$325.90
	Gosford (NSW)	\$321.90
	Grafton (NSW)	\$329.90
	Griffith (NSW)	\$319.90
	Gunnedah (NSW)	\$327.90
	Halls Creek (WA)	\$330.90
	Hamilton (VIC)	\$321.90
	Hervey Bay (QLD)	\$335.90
	Horn Island (QLD)	\$505.90
	Horsham (VIC)	\$325.90
	Jabiru (NT)	\$376.90
	Kalgoorlie (WA)	\$341.90
	Karratha (WA)	\$383.90
	Katherine (NT)	\$388.90
	Kingaroy (QLD)	\$340.90
	Kununurra (WA)	\$364.90
	Launceston (TAS)	\$334.90
	Lismore (NSW)	\$323.90
	Mackay (QLD)	\$326.90
	Maitland (NSW)	\$347.90
	Mildura (VIC)	\$318.90
	Mount Gambier (SA)	\$324.90
	Mount Isa (QLD)	\$345.90
	Mudgee (NSW)	\$348.90
	Muswellbrook (NSW)	\$317.90
	Nambour (QLD)	\$323.90
	Newcastle (NSW)	\$355.90
	Newman (WA)	\$431.90
	Nhulunbuy (NT)	\$390.90
	Norfolk Island (NSW)	\$363.90
	Northam (WA)	\$374.90
	Nowra (NSW)	\$328.90
	Orange (NSW)	\$362.90
	Port Hedland (WA)	\$335.90
	Port Lincoln (SA)	\$330.90
	Port Macquarie (NSW)	\$350.90
	Portland (VIC)	\$319.90
	Rockhampton (QLD)	\$334.90
	Roma (QLD)	\$342.90
	Seymour (VIC)	\$321.90
	Shepparton (VIC)	\$327.90
	Swan Hill (VIC)	\$341.90
	Toowoomba (QLD)	\$321.90
	Thursday Island (QLD)	\$483.90
	Townsville (QLD)	\$334.90
	Wagga Wagga (NSW)	\$337.90
	Wangaratta (VIC)	\$346.90
	Warrnambool (VIC)	\$319.90
	Weipa (QLD)	\$398.90
	Whyalla (SA)	\$327.90
	Wilpena-Pound (SA)	\$383.90
	Wollongong (NSW)	\$341.90

		Wonthaggi (VIC)	\$348.90
		Yulara (NT)	\$730.90
	28.8.2	Tier 2 country centres	Per day (inclusive of accommodation, meals and incidental expenses allowance)
		Albury (NSW)	\$303.70
		Bathurst (NSW)	\$303.70
		Bega (NSW)	\$303.70
		Chinchilla (QLD)	\$303.70
		Cobar (NSW)	\$303.70
		Coffs Harbour (NSW)	\$303.70
		Colac (VIC)	\$303.70
		Cooma (NSW)	\$303.70
		Cowra (NSW)	\$303.70
		Echuca (VIC)	\$303.70
		Inverell (NSW)	\$303.70
		Kadina (SA)	\$303.70
		Maryborough (QLD)	\$303.70
		Naracoorte (SA)	\$303.70
		Narrabri (NSW)	\$303.70
		Nowra (NSW)	\$303.70
		Port Augusta (SA)	\$303.70
		Port Pirie (SA)	\$303.70
		Queanbeyan (NSW)	\$303.70
		Queenstown (TAS)	\$303.70
		Renmark (SA)	\$303.70
		Sale (VIC)	\$303.70
		Tamworth (NSW)	\$303.70
		Taree (NSW)	\$303.70
		Tennant Creek (NT)	\$303.70
		Tumut (NSW)	\$303.70
		Wodonga (VIC)	\$303.70
	28.8.2	Other country centres	\$289.70
	28.8.2	Incidental expenses when claiming actual expenses - all locations	\$23.95
	28.11	Daily allowance payable after 35 days and up to 6 months in the same location - all locations	50% of the appropriate location rate
3	28.8.1	Incidental expenses	\$23.95
4		Camping allowance	Per night
	36.2.1	Established camp	\$39.95
		Non- established camp	\$52.85
	36.2.2	Additional allowance for staff who camp in excess of 40 nights per year	\$12.70
5	37.2	Composite allowance (per day)	\$190.70
6		Use of private motor vehicle	Cents per kilometre
	38.3	Official business	88.0
	38.3	Casual rate (40% of official business rate)	35.0
		Motorcycle allowance (50% of the official business rate)	44.0

	38.7	Towing trailer or horse float (13% of the official business rate)	11.0
7		Camping equipment allowance	Per night
	40.2	Camping equipment allowance	\$39.65
	40.2	Bedding and sleeping bag	\$6.65
8		Remote areas allowance	Per annum
		With dependants	
	41.2.1	- Grade A	\$2,530 pa
	41.2.2	- Grade B	\$3,356 pa
	41.2.3	- Grade C	\$4,481 pa
		Without dependants	
	41.2.1	- Grade A	\$1,767 pa
	41.2.2	- Grade B	\$2,273 pa
	41.2.3	- Grade C	\$3,139 pa
9	42.1	Assistance to staff members stationed in a remote area when travelling on recreation leave	
		By private motor vehicle	Appropriate casual rate up to a maximum of 2850 kms less \$62.40
		Other transport - with dependants	Actual reasonable expenses in excess of \$62.40 and up to \$417.75
		Other transport - without dependants	Actual reasonable expenses in excess of \$62.40 and up to \$206.30
		Rail travel	Actual rail fare less \$62.40
10	43	Insurance cover	Up to \$1,173
11	44.2	Exchanges	Actual cost
12	45.1	Room at home used as office	\$1,154 pa
13	94.1.1	On-call (stand-by) and on-call allowance (effective ffpp on or after 1 July 2020)	\$1.14 per hour
14	47	Flying allowance (effective ffpp on or after 1 July 2020)	\$24.75 per hour
15	48.1	Uniforms, protective clothing and laundry allowance	\$6.00 per week
16	50.1	Garage and carport allowance	Per annum
		- Garage allowance	\$815 pa
		- Carport allowance	\$181 pa
17	51.1	Community language allowance scheme (effective ffpp on or after 1 July 2020)	Per annum
		- Base Level Rate	\$1,643 pa
		- Higher Level Rate	\$2,471 pa
18	52.1	First aid allowance (effective ffpp on or after 1 July 2019)	Per annum
		- Holders of basic qualifications	\$1,059 pa
		- Holders of current occupational first aid certificate	\$1,591 pa

19	96.1	Overtime meal allowances	Effective 1 July 2024
		Breakfast	\$37.65
		Lunch	\$37.65
		Dinner	\$37.65
		Supper	\$13.80

NB: In adjusting expense related and salary related allowances, annual rates are adjusted to the nearest dollar, weekly and daily rates are rounded to the nearest 5 cents, and hourly rates are moved to the nearest cent (except for the flying allowance which is moved to the nearest 10 cents).

3. This variation shall take effect from the first full pay period commencing on or after 1 July 2024.

D. CHIN J, *Vice President*

Printed by the authority of the Industrial Registrar.

(1946)

SERIAL C10014

LOCAL GOVERNMENT (EARLY CHILDHOOD EDUCATION AND CARE WORKER RETENTION PAYMENTS) SPLINTER AWARD 2024

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Local Government NSW, Industrial Organisation of Employers.

(Case No. 413811 of 2024)

Before Commissioner Muir

21 May 2025

VARIATION

1. Delete subclause 3.1 of clause 3. Coverage, of the award published 28 March 2025 (397 I.G. 1182), and reprinted 23 May 2025 (397 I.G. 2011) and insert in lieu thereof the following:
- 3.1 This Award shall apply to all employers named in Schedule A who operate a Child Care Subsidy (“CCS”) approved Centre-Based Day Care (“CBDC”) or Outside School Hours Care (“OSHC”); and who are determined by the Commonwealth Department of Education to be eligible for the Early Childhood Education and Care Worker Retention Payment Grant (“ECEC Worker Retention Payment Grant”); and who execute a Grant Agreement with the Commonwealth Department of Education for the provision of grant funding.
2. Delete the table in A.1 of Schedule A - Employers Covered by this Award and insert in lieu the following:

	Name of Employer	Date
1	Liverpool Plains Shire Council	28 November 2024
2	Bogan Shire Council	28 November 2024
3	Moree Plains Shire Council	28 November 2024
4	Eurobodalla Shire Council	28 November 2024
5	Lachlan Shire Council	28 November 2024
6	Bathurst Regional Council	28 November 2024
7	Penrith City Council	28 November 2024
8	Cumberland City Council	28 November 2024
9	Central Coast Council	28 November 2024
10	Canterbury-Bankstown Council	28 November 2024
11	Northern Beaches Council	28 November 2024
12	Tamworth Regional Council	28 November 2024
13	Wollondilly Shire Council	28 November 2024
14	Inner West Council	28 November 2024
15	Campbelltown City Council	28 November 2024
16	City of Parramatta	28 November 2024
17	Leeton Shire Council	28 November 2024
18	Sutherland Shire Council	28 November 2024
19	Fairfield City Council	28 November 2024
20	Lane Cove Council	28 November 2024
21	Liverpool City Council	28 November 2024
22	Singleton Council	28 November 2024
23	Cobar Shire Council	28 November 2024
24	Byron Shire Council	28 November 2024
25	Coolamon Shire Council	28 November 2024
26	Snowy Valleys Council	28 November 2024
27	Cabonne Shire Council	28 November 2024
28	Georges River Council	28 November 2024

29	City of Canada Bay Council	28 November 2024
30	Bayside Council	28 November 2024
31	Randwick City Council	28 November 2024
32	Armidale Regional Council	28 November 2024
33	Albury City Council	28 November 2024
34	Blacktown City Council	28 November 2024
35	Upper Hunter Shire Council	28 November 2024
36	Glen Innes Severn Council	28 November 2024
37	Greater Hume Council	9 December 2024
38	Bega Valley Shire Council	28 November 2024
39	Lockhart Shire Council	28 November 2024
40	The Hills Shire Council	28 November 2024
41	Warrumbungle Shire Council	28 November 2024
42	Waverley Council	28 November 2024
43	Willoughby City Council	28 November 2024

3. Delete Table 1 - Hourly quantum increases applying to the *Children's Services Award 2010* as of 2 December 2024 of Schedule B – Employers covered by this Award, and insert in lieu the following:

Table 1 – Hourly quantum increases applying to the *Children's Services Award 2010* as of 2 December 2024.

Column 1	Column 2	Column 3
<i>Children's Services Award 2010</i> classification	Hourly rate prior to 2 December 2024	Quantum dollar increase from 2 December 2024
Support Worker		
Level 1.1	\$24.10	\$2.41
Level 2.1	\$24.84	\$2.48
Level 2.2	\$25.66	\$2.57
Level 3.1	\$27.17	\$2.72
Children's Services Employee		
Level 1.1	\$24.10	\$2.41
Level 2.1	\$24.84	\$2.48
Level 2.2	\$25.66	\$2.57
Level 3.1	\$27.17	\$2.72
Level 3.2	\$28.10	\$2.81
Level 3.3	\$28.99	\$2.90
Level 3.4 (Diploma)	\$30.59	\$3.06
Level 4A.1	\$28.99	\$2.90
Level 4A.2	\$29.39	\$2.94
Level 4A.3	\$29.79	\$2.98
Level 4A.4	\$30.21	\$3.02
Level 4A.5	\$30.61	\$3.06
Level 4.1	\$32.00	\$3.20
Level 4.2	\$32.49	\$3.25
Level 4.3	\$32.97	\$3.30
Level 5.1	\$33.46	\$3.35
Level 5.2	\$33.95	\$3.40
Level 5.3	\$34.43	\$3.44
Level 6.1	\$38.59	\$3.86
Level 6.2	\$39.07	\$3.91
Level 6.3	\$39.55	\$3.96
Level 6.4	\$41.02	\$4.10
Level 6.5	\$41.40	\$4.14
Level 6.6	\$41.89	\$4.19
Level 6.7	\$42.39	\$4.24
Level 6.8	\$42.88	\$4.29

Level 6.9	\$43.36	\$4.34
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4. This variation takes effect from 28 November 2024.

C. MUIR, *Commissioner*

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ROADS AND MARITIME SERVICES SCHOOL CROSSING SUPERVISORS AWARD 2019

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Secretary, Department of Transport.

(Case No. 342977 of 2024)

Before The Honourable Justice Chin, Vice President

31 January 2025

VARIATION

1. Add the word "and" before the words "all variations thereof" in clause 2.3 of clause 2, Area, Incidence, Duration, of the award published 20 March 2020 (387 I.G. 379) and reprinted 1 December 2023 (395 I.G. 1497) to read as follows:
- 2.3 This Award rescinds and replaces the Roads and Maritime Services - School Crossing Supervisors) Award 2017 published 20 March 2020 (387 I.G. 379) and all variations thereof.
2. At the end of the subclause 2.4 of clause 2, Area, Incidence, Duration, insert the sentence "This award remains in force until varied or rescinded, the period for which it was made having already expired" to read as follows:
- 2.4 This Award comes into effect on 1 July 2019 and will remain in force until 30 June 2022. This award remains in force until varied or rescinded, the period for which it was made having already expired.
3. Delete paragraphs (a), (b), (c) and (d) of subclause 7.1 of clause 7, Payment of Wages and insert in lieu the following:
 - (a) 4.0% operative from the first full pay period on or after 1 July 2024
 - (b) 3.0% operative from the first full pay period on or after 1 July 2025 and
 - (c) 3.0% operative from the first full pay period on or after 1 July 2026.
4. Delete subclause 8.1 of clause 8, Superannuation and insert in lieu the following:
- 8.1 RMS will contribute a proportion of each SCSs wage as determined by Commonwealth superannuation legislation into a superannuation fund nominated by each SCS. The superannuation proportion is 11.5% effective from 1 July 2024.
5. Delete the reference to subclause "15.2" and insert in lieu "14.2" in subclause 14.1 of clause 14, Termination.
6. Delete the reference to subclause "15.4" and insert in lieu "14.4" in subclause 14.5 of clause 14, Termination.
7. Replace the references to paragraphs "22.2(a)" and "22.2(b)" with "21.2(a)" and "21.2(b)" in paragraph 21.2(c) of clause 21, Secure Employment.
8. Replace the references to paragraphs "22.2(c)" with "21.2(c)" in paragraph 21.2(f) of clause 21, Secure Employment.
9. Replace references to subclause "22.3" with "21.3" in paragraph 21.3(c) of clause 21, Secure Employment.

10. Delete subclause 22.1 of clause 22, Code of Conduct and insert in lieu the following:
- 22.1 RMS requires that all SCSs comply with the Transport Code of Conduct.
11. Delete paragraph 22.2(a) of clause 22, Code of Conduct and Ethics and insert in lieu the following:
 - (a) Escalate the matter to senior management and/or the Business Partner as required. Conduct a fact-finding investigation, if and as required.
12. Delete subclause 22.5 of clause 22, Code of Conduct and insert in lieu the following:
- 22.5 Transport Conduct Management and Discipline Procedure, as varied from time to time, should be observed when disciplinary matters arise.
13. Delete clause 24. No Extra Claims and insert in lieu thereof the following:

24. No Extra Claims

- 24.1 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 30 June 2027 unilaterally made by a party to this Award unless otherwise agreed by the parties.
- 24.2 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 30 June 2027.
14. Delete the table in clause 25, Rates of Pay, and insert in lieu thereof the following:

25. Rates of Pay

Category Refer to clause 7, Payment of Wages for the calculation of rates	4.0% Operative from the first full pay period on or after 1 July 2023 (\$/hr)	4.0% Operative from the first full pay period on or after 1 July 2024 (\$/hr)	3.0% Operative from the first full pay period on or after 1 July 2025 (\$/hr)	3.0% Operative from the first full pay period on or after 1 July 2026 (\$/hr)
Base Rate (N)	26.3168	27.37	28.19	29.04
Permanent SCSs (P)	24.6720	25.66	26.43	27.22
Additional hours/training(A)	28.5099	29.65	30.54	31.46
Casual SCSs (C)	31.5802	32.84	33.83	34.84

15. This variation is to take effect on and from 1 July 2024

D. CHIN J, *Vice President*

(1931)

SERIAL C10007

TARONGA CONSERVATION SOCIETY AUSTRALIA RETAIL AND RESTAURANT EMPLOYEES' AWARD 2022 - 2023

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Industrial Relations Secretary.

(Case No. 215262 of 2025)

Before Commissioner McDonald

26 June 2025

VARIATION

1. Delete Schedule 1 of the award published 23 December 2022 (393 I.G. 999) and reprinted 8 December 2023 (395 I.G. 1621) and in insert in lieu and insert in lieu thereof the following:

Classification	Weekly 4 July 22 \$	Weekly 3 July 23 \$	Weekly 1 July 24 \$
Retail Sales Assistant	838.90	872.50	948.00
Retail Sales Supervisor	866.80	901.50	979.50
Retail Coordinator - TWPZ	881.80	917.10	996.40
Retail Coordinator - TZ	1102.70	1,146.80	1,186.90
Kitchen Hand	764.80	795.40	948.00
Wait Staff	789.10	820.70	978.20
Duty Officer	960.80	999.20	1,034.20
Cook	826.20	859.20	1024.00
Apprentice Chef (% of Senior Chef wage)			
Year 1 - 46%	495.40	515.20	614.00
Year 2 - 54%	581.50	604.80	720.80
Year 3 - 67%	721.50	750.40	894.30
Chef			
Level 1	902.60	938.70	1,118.70
Level 2	960.80	999.20	1,190.90
Level 3	991.60	1,031.30	1,229.10
Senior Chef	1076.90	1,120.00	1,334.80
Applicable Junior rates for Retail Sales Assistant, Wait Staff and Kitchen Hand:			
Age:			
17 years and under - 62%			
18 years of age - 70%			
19 years of age - 80%			
20 years of age - 90%			

2. This variation will take effect from the first full pay period commencing on and from 1 July 2024.

J. McDONALD, *Commissioner*

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(1909)

SERIAL C10010

TRANSPORT FOR NEW SOUTH WALES AND SYDNEY METRO SALARIES AND CONDITIONS OF EMPLOYMENT AWARD 2022

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Secretary, Department of Transport.

(Case No. 470892 of 2024)

Before The Honourable Justice Chin, Vice President

19 December 2024

VARIATION

1. Delete clause 4, Area, Incidence and Duration, of the award published 20 October 2022 (392 I.G. 1412) and reprinted 2 February 2024 (396 I.G. 536) and insert in lieu thereof the following:

4. Area, Incidence and Duration

4.1 This Award shall apply to:

- (a) The Employer; and
- (b) Employees.

4.2 This Award comes into effect on 1 July 2022 and will remain in force up to 30 June 2023. This Award remains in force until varied or rescinded, the period of which it was made already having expired.

4.3 This Award rescinds and replaces the Transport for New South Wales Salaries and Conditions of Employment Award 2019 published 24 September 2021 (390 I.G.408) and operates in place of clause 5 of the Transport Service of New South Wales Sydney Metro Agreement 2018 made under s 68(K)(2) of the Act.

4.4 Parties to this Award are:

- (a) the Employer;
- (b) Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales (PSA);
- (c) Rail, Tram and Bus Union of New South Wales (RTBU);
- (d) Australian Services Union of N.S.W. (ASU);
- (e) The Association of Professional Engineers, Scientists and Managers, Australia (NSW Branch) (APESMA, also known as Professionals Australia); and
- (f) the Electrical Trades Union of Australia, New South Wales Branch.

4.5 An agreement made under s.68K(2) of the Act shall override this Award to the extent of any inconsistency.

4.6 The parties will make best endeavours to commence discussions in relation to the next Award six months prior to 30 June 2027.

2. Delete clause 7.5 of clause 7, Classifications, Salary and Allowances and insert in lieu thereof the following:

7.5 Salary and allowance adjustments provided for in this Award are as follows:

- (a) salaries will increase by:
 - (i) 4.0% from the first full pay period commencing on or after 1 July 2024.
 - (ii) 3.0% from the first full pay period commencing on or after 1 July 2025.
 - (iii) 3.0% from the first full pay period commencing on or after 1 July 2026.
- (b) allowance items 1, 2, 12 and 13 will be increased in accordance with (a) rounded to the nearest 10 cents.
- (c) allowance items 3 to 11, 14 and 15 will be increased in accordance with variations made via NSW Department of Premier and Cabinet Circulars and Schedule B amended as required.

3. Delete subclause 7.6 of clause 7, Classifications, Salary and Allowances and insert in lieu thereof the following:

7.6 Where an Employee has completed 12 months service at a level within a classification, the Employee will automatically progress one level within the Employee's classification, unless it is deferred by the manager prior to the increment date should the Employee's conduct, performance and attendance be unsatisfactory.

4. Delete clause 9, No Extra Claims and insert in lieu thereof the following:

9. No Extra Claims

9.1 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 30 June 2027 unilaterally made by a party to this Award unless otherwise agreed by the parties.

9.2 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 30 June 2027.

9.3 This clause does not prevent the parties from seeking the assistance of the Industrial Relations Commission of New South Wales in accordance with clause 5.8 and clauses 8 and 9 of the Memorandum of Understanding between the parties entered into in December 2024.

5. Delete Part 1 and Part 2 of Schedule A, Classification Structure and Rates of Pay and insert in lieu thereof the following:

SCHEDULE A**CLASSIFICATION STRUCTURE AND RATES OF PAY****PART 1**

Classification	Level	From the first full pay period on or after 1 July 2023 (Per annum)	4.0% increase effective from the first full pay period on or after 1 July 2024 (Per annum) \$	3.0% increase effective from the first full pay period on or after 1 July 2025 (Per annum) \$	3.0% increase effective from the first full pay period on or after 1 July 2026 (Per annum) \$
Transport Service Grade	Level 1A	59,062	61,424	63,267	65,165
	Level 1B	60,537	62,958	64,847	66,792
	Level 1C	62,015	64,496	66,431	68,424
	Level 1D	63,491	66,031	68,012	70,052
	Level 1E	64,968	67,567	69,594	71,682
Transport Service Grade 2	Level 2A	65,314	67,927	69,965	72,064
	Level 2B	66,947	69,625	71,714	73,865
	Level 2C	68,582	71,325	73,465	75,669
	Level 2D	70,215	73,024	75,215	77,471
	Level 2E	71,849	74,723	76,965	79,274
Transport Service Grade 3	Level 3A	72,265	75,156	77,411	79,733
	Level 3B	74,071	77,034	79,345	81,725
	Level 3C	75,876	78,911	81,278	83,716
	Level 3D	77,682	80,789	83,213	85,709
	Level 3E	79,489	82,669	85,149	87,703
Transport Service Grade 4	Level 4A	80,465	83,684	86,195	88,781
	Level 4B	82,477	85,776	88,349	90,999
	Level 4C	84,488	87,868	90,504	93,219
	Level 4D	86,500	89,960	92,659	95,439
	Level 4E	88,509	92,049	94,810	97,654
Transport Service Grade 5	Level 5A	90,746	94,376	97,207	100,123
	Level 5B	93,016	96,737	99,639	102,628
	Level 5C	95,284	99,095	102,068	105,130
	Level 5D	97,554	101,456	104,500	107,635
	Level 5E	99,823	103,816	106,930	110,138
Transport Service Grade 6	Level 6A	101,170	105,217	108,374	111,625
	Level 6B	103,699	107,847	111,082	114,414
	Level 6C	106,229	110,478	113,792	117,206
	Level 6D	108,757	113,107	116,500	119,995
	Level 6E	111,287	115,738	119,210	122,786
Transport Service Grade 7	Level 7A	113,121	117,646	121,175	124,810
	Level 7B	116,512	121,172	124,807	128,551
	Level 7C	119,907	124,703	128,444	132,297
	Level 7D	123,302	128,234	132,081	136,043
	Level 7E	126,695	131,763	135,716	139,787
Transport Service Grade 8	Level 8A	128,409	133,545	137,551	141,678
	Level 8B	132,260	137,550	141,677	145,927
	Level 8C	136,112	141,556	145,803	150,177
	Level 8D	139,963	145,562	149,929	154,427
	Level 8E	143,815	149,568	154,055	158,677
Transport Service Grade 9	Level 9A	147,865	153,780	158,393	163,145
	Level 9B	152,300	158,392	163,144	168,038
	Level 9C	156,735	163,004	167,894	172,931

	Level 9D	161,171	167,618	172,647	177,826
	Level 9E	165,608	172,232	177,399	182,721

PART 2

Classification	Level	From the first full pay period on or after 1 July 2023 (Per annum)	4.0% increase effective from the first full pay period on or after 1 July 2024 (Per annum) \$	3.0% increase effective from the first full pay period on or after 1 July 2025 (Per annum) \$	3.0% increase effective from the first full pay period on or after 1 July 2026 (Per annum) \$
Professional Engineer Grade A	Level 1	101,170	105,217	108,374	111,625
	Level 2	106,229	110,478	113,792	117,206
	Level 3	108,757	113,107	116,500	119,995
	Level 4	113,121	117,646	121,175	124,810
	Level 5	116,512	121,172	124,807	128,551
	Level 6	119,907	124,703	128,444	132,297
Professional Engineer Grade B	Level 1	123,302	128,234	132,081	136,043
	Level 2	128,409	133,545	137,551	141,678
	Level 3	133,924	139,281	143,459	147,763
	Level 4	139,500	145,080	149,432	153,915
	Level 5	143,815	149,568	154,055	158,677
Professional Engineer Grade C	Level 1	147,865	153,780	158,393	163,145
	Level 2	153,776	159,927	164,725	169,667
	Level 3	159,689	166,077	171,059	176,191
	Level 4	165,608	172,232	177,399	182,721

6. Delete Schedule B, Allowances and Expenses and insert in lieu thereof the following:

SCHEDULE B**ALLOWANCES AND EXPENSES**

#	To be updated in accordance with the NSW Treasury Circulars / Premiers Department Circulars				
Allowances and Expenses	Subject	From the first full pay period on or after 1 July 2023 \$	Amount effective first full pay period on or after 1 July 2024 \$	Amount effective first full pay period on or after 1 July 2025 \$	Amount effective first full pay period on or after 1 July 2026 \$
Item 1	On Call (Rostered Day)	44.80	46.60	48.00	49.40
Item 2	On Call (Non Rostered Day)	67.70	70.40	72.50	74.70
Item 3#	Overtime Meal	33.25	#	#	#
Item 4#	Breakfast Meal (no overnight stay)	32.10	#	#	#
Item 5#	Lunch Meal (no overnight stay)	36.10	#	#	#
Item 6#	Dinner Meal (no overnight stay)	61.50	#	#	#
Item 7#	Overnight Stay Away from Headquarters Allowance	Varies depending on location - see relevant Premiers Department Circular			

Item 8#	Incidental Expenses Associated with Overnight Stay Away from Headquarters	23.00	#	#	#
Item 9#	Private use of Motor Vehicle - up to 1600 cc	0.84/km	#	#	#
Item 10#	Private use of Motor Vehicle -between 1601cc and 2600cc	0.84/km	#	#	#
Item 11#	Private use of Motor Vehicle - over 2600 cc	0.84/km	#	#	#
Item 12	Holders of St John's Ambulance	1042.60	1084.30	1116.80	1150.30
Item 13	Holders of current occupational first aid certification issued within the previous three years and in charge of a First aid room in a workplace of 200 or more	1566.00	1628.60	1677.50	1727.80
Item 14#	Remote Location (with dependants)		#	#	#
	Grade A	2437.00			
	Grade B	3233.00			
	Grade C	4317.00			
	Remote Location (without dependants)		#	#	#
	Grade A	1702.00			
	Grade B	2190.00			
	Grade C	3024.00			
Item 15#	Remote Location Annual Leave Travel by Private Vehicle	appropriate casual rate up to maximum of 2850km less \$60.10	Appropriate casual rate up to a maximum of 2850 kms less \$62.40	#	#
	Other Transport (with dependants)	Actual reasonable expenses in excess of \$60.10 and up to \$402.45	Actual reasonable expenses in excess of \$62.40 and up to \$417.75	#	#
	Other Transport (without dependants)	actual reasonable expenses in excess of \$60.10 and up to \$198.75	Actual reasonable expenses in excess of \$62.40 and up to \$206.30	#	#
	Rail Travel	actual rail fare less \$60.10	Actual rail fare less \$62.40	#	#

7. This variation shall take effect from the first full pay period commencing on or after 1 July 2024.

D. CHIN J, *Vice President*

**CROWN EMPLOYEES (DEPARTMENT OF PLANNING AND
ENVIRONMENT) SYDNEY OLYMPIC PARK AUTHORITY
MANAGED SPORTS VENUES AWARD 2022**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Correction to Serial C10003 published 26 June 2025

(397 I.G. 3061)

(Case No. 243271 of 2024)

CORRECTION

1. Delete instruction 1 in its entirety.
2. Delete subclause 35.5 of clause 35, Area, Incidence and Duration, and insert in lieu thereof the following:

35.5 The award will operate from 1 July 2022 and remain in force until 30 June 2024. This Award remains in force until varied or rescinded, the period for which it was made already having expired.

K. JONES. *Industrial Registrar.*

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