

REGISTER OF ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: EA08/14

TITLE: State Water Corporation & APESMA Salaried Officer Enterprise Agreement 2008

I.R.C. NO: IRC8/812

DATE APPROVED/COMMENCEMENT: 2 June 2008 / 1 July 2008

TERM: 12

**NEW AGREEMENT OR
VARIATION:** Replaces EA06/146.

GAZETTAL REFERENCE: 11 July 2008

DATE TERMINATED:

NUMBER OF PAGES: 20

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to all employees employed by State Water Corporation, located at Riverview Business Park, 36 Darling Street, Dubbo NSW 2830 who are engaged in the classifications listed in Tables 1, 2, 3, 4, 5 & 6 of clause 5 of this agreement and who fall within the coverage of the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2006 and the State Water Corporation (Storages, Operations and River Infrastructure Staff) Award.

PARTIES: State Water Corporation -&- The Association of Professional Engineers, Scientists and Managers, Australia (NSW Branch)

STATE WATER CORPORATION & APESMA SALARIED OFFICERS ENTERPRISE AGREEMENT 2008

July 2008

1. Arrangement

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2. Title

This agreement shall be known as the State Water Corporation & APESMA Salaried Officers Enterprise Agreement 2008.

3. Parties Bound and Coverage

3.1 The parties to this Agreement are:

3.1.1 State Water Corporation;

3.1.2 The Association of Professional Engineers, Scientists and Managers Australia (New South Wales Branch).

3.2 In this agreement "the Association" or "the Union" means:

3.2.1 The Association of Professional Engineers, Scientists and Managers Australia (New South Wales Branch) in respect of:

- (a) Professional Engineers as defined in the rules of The Association of Professional Engineers, Scientists and Managers Australia (New South Wales Branch) which, without limiting that category includes:
 - (i) Persons employed in the classification of Engineer;
 - (ii) Persons performing professional engineering work; and
- (b) Existing members of the Association of Professional Engineers, Scientists and Managers Australia (New South Wales Branch) to the extent that they do not come within 3.2.1(a).

4. Operation and Statement of Intent

4.1 This Agreement is entered into to clarify the terms and conditions of persons employed by the State Water Corporation and to protect entitlements so far as the parties are able consequent upon the commencement of the *Workplace Relations Amendment (WorkChoices) Act 2005* (Cth).

4.2 This Agreement applies to those classifications of employees covered by the classifications listed in Tables 1, 2, 3, 4, 5 & 6 to this Agreement as identified in clause 5.

4.3 It is the express objective of the parties to this Agreement that this Agreement reflect the terms and conditions of employment (and in particular agreed future salary increases) applicable to the various classifications of employees operating within the State Water Corporation at the time of this Agreement, without variation.

4.4 No employee is to be disadvantaged by the parties entering into this Agreement.

4.5 The agreement shall take effect from the 1st July 2008 and remain in force thereafter for a period of 12 months, unless varied or terminated earlier by the provisions provided by the Industrial Relations Act 1996. The pay rates contained in the agreement are effective from the first full pay period after 1st July 2008.

5. Conditions of Employment

5.1 Except where specifically varied by this Agreement, the conditions of employment for all employees of the State Water Corporation covered by this Agreement are those to be found in the Crown Employees (Public Service – Conditions of Employment) Reviewed Award 2006 as at the time of making this agreement.

5.2 The Classifications of position listed in the table set out in clause 5.3 shall, in addition to the conditions pursuant to clause 5.1, attract conditions of employment as set out in the Crown Employees (State Water – Storages,

Operations and River Infrastructure Staff) Award. Where the conditions between the Crown Employees (Public Service – Conditions of Employment) Reviewed Award 2006 and the Crown Employees (State Water – Storages, Operations and River Infrastructure Staff) Award differ, the terms and conditions in the latter instrument shall apply.

5.3 The Classifications listed in the following Table shall be applicable to the Positions so identified.

Classification	Position Title
State Water Officer 1	Assets Field Officer (Coastal, Hay, Leeton, Moree, Narrabri, North, Warren, Lake Cargelligo)
State Water Officer 2	2IC Major Weirs (Euston & Wentworth)
State Water Officer 3	2IC Minor Ungated Storage (Brogo, Carcoar, Chaffey, Glennies Creek, Lostock, Pindari, Split Rock, Toonumbar, Windamere)
State Water Officer 4	OIC Major Weirs (Euston & Wentworth)
State Water Officer 4	2IC Major Ungated Storage (Blowering & Glenbawn)
State Water Officer 4	Lowbidgee Assets Officer (Balranald)
State Water Officer 5	OIC Minor Ungated Storage (Brogo, Carcoar, Chaffey, Glennies Creek, Lostock, Pindari, Split Rock, Toonumbar, Windamere)
State Water Officer 5	Lowbidgee Operations Officer (Balranald)
State Water Officer 5	Senior Assets Officer (Coastal, Hay, Leeton, Moree, Narrabri, North, Warren, Lake Cargelligo)
State Water Officer 6	OIC Major Ungated Storage (Blowering & Glenbawn)

State Water Officer 6	21C Major Gated Storage (Burrendong, Burrinjuck, Copeton, Hume, Keepit, Wyangala, Menindee)
State Water Officer 7	Operations Officer (Deniliquin, Dubbo, Forbes, Goondiwindi, Moree, Narrabri, Leeton, Warren)
State Water Officer 8	OIC Major Gated Storage (Burrendong, Burrinjuck, Copeton, Hume, Keepit, Wyangala, Menindee)

5.4 The Classifications of position listed in Table 3 shall, in addition to the conditions pursuant to clause 5.1, attract conditions of employment as set out in the Crown Employees (Department Of Public Works And Services) Reviewed Award 2004. Where the conditions between the Crown Employees (Public Service – Conditions of Employment) Reviewed Award 2006 and the Crown Employees (Department Of Public Works And Services) Reviewed Award 2004 differ, the terms and conditions in the latter instrument shall apply.

5.5 Lands Officers

In addition to the conditions pursuant to the Crown Employees (Public Service – Conditions of Employment) Reviewed Award 2006, those employees who are employed in the classification of positions in Table 4 of this Agreement will attract conditions of employment as set out in the Crown Employees (Lands Officers, Department of Lands and Department of Infrastructure, Planning and Natural Resources 2003) Award. Where the conditions between the Crown Employees (Public Service – Conditions of Employment) Reviewed Award 2006 and the Crown Employees (Lands Officers, Department of Lands and Department of Infrastructure, Planning and Natural Resources 2003) Award differ, the terms and conditions in the latter instrument shall apply.

5.6 Technical Officers (Engineering)

In addition to the conditions pursuant to the Crown Employees (Public Service – Conditions of Employment) Reviewed Award 2006, those employees who are employed in the classification of positions in Table 5 of this Agreement will attract conditions of employment as set out in the Technical Officers (Engineering) Determination No. 803 of 1983. Where the conditions between the Crown Employees (Public Service – Conditions of Employment) Reviewed Award 2006 and the Technical Officers (Engineering) Determination No. 803 of 1983 differ, the terms and conditions in the latter instrument shall apply.

5.7 Legal Officers

In addition to the conditions pursuant to the Crown Employees (Public Service – Conditions of Employment) Reviewed Award 2006, those employees who are employed in the classification of positions in Table 6 of this Agreement will attract conditions of employment as set out in the Legal

Officers, Various Departments Agreement No. 2375 of 1982. Where the conditions between the Crown Employees (Public Service – Conditions of Employment) Reviewed Award 2006 and the Legal Officers, Various Departments Agreement No. 2375 of 1982 differ, the terms and conditions in the latter instrument shall apply

5.8 The parties agree that employment within State Water Corporation will be on a Full-Time, Part-Time or casual basis. The ordinary forms of employment will be Full-Time or Part-Time. Casual employees for the purpose of this clause are those persons engaged by the State Water Corporation on a casual basis.

5.6 State Water Corporation will continue to adopt a cooperative approach to industrial relations, and will continue to engage in collective bargaining with employees and their representatives. During the life of this Agreement all salaried officers shall be employed in accordance with the salaries and conditions prescribed in this Agreement.

6. Salaries

6.1 The Salaries payable to persons employed by the State Water Corporation are those provided by this clause.

6.2 This Agreement provides for a 4% wage increase from the first full pay period on or after 1 July 2008. This increase consists of a 2.5% increase to compensate employees for cost of living increases and an additional 1.5%, the costs of which will be paid for by employee-related cost savings during the life of the agreement. Parties agree that savings made during the life of the agreement to meet the ongoing cost of the 1.5% payment have been compensated by the 1.5% payment and cannot form part of any future work value claim.

6.3 The Salaries payable to persons employed by the State Water Corporation in the Classifications identified in Table 1 to this Agreement are payable in accordance with the salaries identified in Table 1.

6.4 The Salaries payable to those persons engaged in the Classifications referred to in the Table at clause 5.3 above continue to be payable in accordance with the Grading Structure and Classifications identified in the Crown Employees (State Water – Storages, Operations and River Infrastructure Staff) Award. The common salary points and corresponding salaries applicable to that grading structure are set out in Table 2 to this Agreement.

6.5 The Salaries payable to those persons engaged in the Classifications referred to in Table 3 continue to be payable in accordance with the Grading Structure and Classifications identified in the Crown Employees (Department Of Public Works And Services) Reviewed Award 2004. The salaries payable are as set out in Table 3.

6.6 The Salaries payable to those persons engaged in the classifications referred to in Table 4 of this Agreement continue to be payable in accordance with the classifications identified in the Crown Employees (Lands Officers, Department of Lands and Department of Infrastructure, Planning and Natural Resources 2003) Award. The common salary points and corresponding salaries applicable to that grading structure are set out in Table 4 of this Agreement.

6.7 The Salaries payable to those persons engaged in the classifications referred to in Table 5 of this Agreement continue to be payable in accordance with the classifications identified in the Technical Officers (Engineering) Determination No. 803 of 1983. The common salary points and corresponding salaries applicable to that grading structure are set out in Table 5 of this Agreement.

6.8 The Salaries payable to those persons engaged in the classifications referred to in the Table 6 of this Agreement continue to be payable in accordance with the classifications identified in the Legal Officers, Various Departments Agreement No. 2375 of 1982. The common salary points and corresponding salaries applicable to that grading structure are set out in Table 6 of this Agreement.

7. Grievance and Dispute Settling Procedures

7.1 Where an employee has a grievance or dispute concerning an employment matter, the following steps will be taken:

7.1.1 The grievance or dispute shall first be discussed with their immediate manager/team leader who will make the necessary enquiries and give the employee or employees a response.

7.1.2 The immediate manager, or other appropriate officer, shall 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. The employee has a right to have a Union representative present at the meeting should the employee so elect.

7.1.3 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 staff member to advise their immediate manager the notification may occur to the next appropriate level of management, including where required, to the Chief Executive Officer or delegate.

7.1.4 Should the grievance or dispute remain unresolved, the employee or employees (or the Union on their behalf) should forward the details of the grievance or dispute in writing to the Branch Manager who will arrange a meeting, within ten working days, with the relevant people to discuss the matter with a view to resolving the grievance or dispute.

7.1.5 If the grievance or dispute is still unresolved, the Chief Executive Officer (or his delegate) and the employee or employees (or the appropriate Union on their behalf) shall be notified and a conference arranged to examine and resolve the matter.

7.1.6 If the grievance or dispute is not settled by the conference, State Water Corporation, the employee or employees (or the appropriate Union on their behalf) may refer the matter to an agreed mediator for a mediation conference which shall be attended by the employee or employees with their Union representative and a person with appropriate authority from State Water Corporation. The costs of the mediation shall be met by State Water Corporation.

(i) The mediation conference is not to be conducted in a legalistic fashion and shall be approached by all concerned to bring about

an agreed solution. The mediator will not make decisions or impose a solution on the parties unless requested to do so, in writing, by both parties.

- (ii) If a settlement is reached, the terms of the settlement must be written down and signed by both parties and the mediator before the mediation conference is terminated.
- (iii) An agreed settlement shall be binding on the parties and enforceable.
- (iv) Either party may terminate the mediation conference, in writing, at any time.

7.1.7 If the grievance or dispute still remains unresolved following mediation, either party has the right to have the matter referred to the President of the Industrial Relations Commission of New South Wales for further conciliation and if unresolved arbitration and determination.

- (i) During the grievance and dispute resolution procedure, the normal work situation that existed prior to the grievance or dispute arising shall be maintained and no party shall be prejudiced.
- (ii) This procedure shall not prevent State Water Corporation or the Union from making direct representations to one another on any matter giving rise to or likely to give rise to a grievance or dispute.

8. Management of Conduct and Performance

8.1 Part 2.7 and sections 60-61 of the *Public Sector Employment and Management Act 2002* (PSEM Act) and the Guidelines made under Part 2.7 of the PSEM Act, as amended from time to time shall apply to all permanent employees of State Water Corporation as though they were officers of the public service.

8.2 For the purpose of the reference to Part 2.7 of the PSEM Act, the Chief Executive Officer of State Water Corporation is to be the appropriate Department Head, and may delegate the exercise of these functions to other staff of the State Water Corporation.

8.3 The provision in this clause shall not apply to temporary and casual employees at the State Water Corporation.

9. Cooperative Implementation of New Organisational Arrangements

The parties to this agreement have reached an in principle agreement and commitment to the cooperative implementation of the new organisational arrangements to achieve efficient levels of operating expenditure.

10. Annual Leave

State Water may utilise a Christmas shutdown during which time employees will take recreation leave in association with the public holidays to effect a 2 week shutdown.

11. Excess Travel Time

- 11.1 Excess travel time provisions and the accrual of the same to be removed.
- 11.2 In place, excess travel time will be treated as travel time.
- 11.3 Travel within defined band widths to be added to flex time and treated the same as flex time.

12. Span of Hours and Bandwidth

Bandwidth and span of hours to be standardised from 6am to 7pm.

13. Flexible Leave

Employees who have an accrued annual leave balance in excess of forty [40] days will not be able to access flexible leave and banked flexible leave.

14. Shift Rosters

14.1 This clause applies to those employees covered by the classifications listed below:

Classification	Position Title
State Water Officer 7	Operations Officer (Deniliquin, Leeton,)

14.2 State Water and an employee may agree to change or vary the roster arrangements as defined in Clause 9.1 of the Crown Employees (State Water - Storages, Operations and River Infrastructure Officers) Award.

14.3 The request to change or vary the roster may be initiated by either State Water or the employee and may be based on changes to the dam surveillance regime, to meet the specific needs of a particular job or individual or for any other reason.

14.4 An alternative roster arrangement may include (but is not limited to):

Operations Officers

Operations Officers may work a 10 on 4 off roster of 8.5 hours Monday to Friday and 4 hours rostered on Saturday and Sunday every second weekend. Operations Officers may agree with their Manager which two adjacent weekdays will be their RDOs.

14.5 There will be no impact on the other terms and conditions of employment for any Operations Officer working a 10 on 4 off roster.

14.6 The terms of this clause can only be varied through agreement between the unions and State Water. State Water may reinstate the roster arrangements as per Clause 9.1 of the Crown Employees (State Water - Storages, Operations and River Infrastructure Officers) Award where there is agreement with the unions and the affected employee.

14.7 There will be no impact on the terms and conditions of employment for any Operations Officer working on an 11 on 3 off roster.

Table 1
State Water Corporation Employee Classifications and Salaries

Classification and Grades	1.7.07 Per annum Existing Rates \$	1.7.08 Per annum With 4% \$
Administrative and Clerical Officers		
Clerks General Scale		
1 st year of service or 18 years	27,055	28,137
2 nd year of service Minimum at 20 years	32,723	34,032
3 rd year of service Minimum at 21 years	35,266	36,677
4 th year of service	36,229	37,678
5 th year of service	37,762	39,272
6 th year of service	38,448	39,986
7 th year of service	39,400	40,976
8 th year of service	40,857	42,491
9 th year of service	42,338	44,032
10 th year of service	43,903	45,659
Provided that officers who on 6 th December 1979 were on 14 th year of General Scale and paid a personal allowance of \$417pa in terms of Circular No. 202 of 1979 shall be paid by way of allowance above 10 th year of the General Scale.	45,781	47,612
Minimum for employee with Higher School		
Certificate Qualification at 19 years of age	30,656	31,882
Grade 1		
1 st year of service	46,320	48,173
Thereafter	47,682	49,589
Grade 2		
1 st year of service	49,012	50,972
Thereafter	50,356	52,370
Grade 3		
1 st year of service	51,784	53,855
Thereafter	53,344	55,478
Grade 4		
1 st year of service	55,010	57,210
Thereafter	56,701	58,969
Grade 5		
1 st year of service	61,128	63,573
Thereafter	63,056	65,578
Grade 6		
1 st year of service	65,527	68,148
Thereafter	67,448	70,146

Grade 7		
1 st year of service	69,468	72,247
Thereafter	71,546	74,408
Grade 8		
1 st year of service	74,527	77,508
Thereafter	76,896	79,972
Grade 9		
1 st year of service	79,188	82,356
Thereafter	81,414	84,671
Grade 10		
1 st year of service	84,738	88,128
Thereafter	87,263	90,754
Grade 11		
1 st year of service	91,589	95,253
Thereafter	95,472	99,291
Grade 12		
1 st year of service	101,454	105,512
Thereafter	105,923	110,160
Senior Officers		
Grade 1		
Year 1	118,519	123,260
Year 2	127,708	132,816
Grade 2		
Year 1	129,868	135,063
Year 2	139,025	144,586
Grade 3		
Year 1	143,678	149,425
Year 2	157,716	164,025
Departmental Professional Officers		
Grade I -		
1 st year of service	46,320	48,173
2 nd year of service	48,143	50,069
3 rd year of service	50,829	52,862
4 th year of service	54,480	56,659
5 th year of service	58,341	60,675
6 th year of service and thereafter	61,801	64,273
Grade II -		
1 st year of service	64,827	67,420
2 nd year of service	66,749	69,419
3 rd year of service	68,784	71,535
4 th year of service and thereafter	71,546	74,408
Grade III -		
1 st year of service	74,527	77,508
2 nd year of service	76,896	79,972
3 rd year of service	78,427	81,564
4 th year of service and thereafter	81,414	84,671
Grade IV -		
1 st year of service	84,738	88,128

2nd year of service and thereafter	86,419	89,876
Grade V -		
1st year of service	89,810	93,402
2nd year of service and thereafter	91,589	95,253
Grade VI -		
1st year of service	94,443	98,221
2nd year of service and thereafter	96,293	100,145
Grade VII -		
1st year of service	99,269	103,240
2nd year of service and thereafter	101,454	105,512
Grade VIII -		
1st year of service	104,754	108,944
2nd year of service and thereafter	105,923	110,160
Miscellaneous Professional Officers		
Cadets/Trainees		
1st year of service	28,908	30,064
2nd year of service	32,722	34,031
3rd year of service	35,267	36,678
4th year of service	38,447	39,985
5th year of service	40,857	42,491
6th year of service	42,743	44,453
General Scale		
1st year of service	42,743	44,453
2nd year of service	45,523	47,344
3rd year of service	48,519	50,460
4th year of service	51,784	53,855
5th year of service	55,010	57,210
6th year of service	58,926	61,283
Grade 1		
1st year of service	59,428	61,805
2nd year of service	61,127	63,572
3rd year of service	63,057	65,579
Thereafter	64,828	67,421
Grade 2		
1st year of service	67,449	70,147
Thereafter	68,783	71,534
Grade 3		
1st year of service	70,862	73,696
Thereafter	74,528	77,509
Grade 4		
1st year of service	77,634	80,739
Thereafter	79,946	83,144
Grade 5		
1st year of service	84,739	88,129
Thereafter	87,263	90,754
Grade 6		
1st year of service	91,588	95,252
Thereafter	96,293	100,145

Surveyors, Trigonometrical Surveyors and Cartographic Surveyors

Grade I		
1st year of service	48,143	50,069
2nd year of service	50,829	52,862
3rd year of service	54,480	56,659
4th year of service	58,341	60,675
5th year of service and thereafter	61,801	64,273
Grade II		
1st year of service	65,527	68,148
2nd year of service	68,051	70,773
3rd year of service	70,167	72,974
4th year of service and thereafter	72,208	75,096
Grade III		
1st year of service	76,064	79,107
2nd year of service	78,427	81,564
3rd year of service	81,414	84,671
4th year of service and thereafter	83,906	87,262
Grade IV		
1st year of service	88,113	91,638
2nd year of service	90,699	94,327
3rd year of service and thereafter	92,500	96,200
Grade V		
1st year of service	96,293	100,145
2nd year of service and thereafter	98,190	102,118
Engineers		
Grade I Diplomate Experience Since Qualifying		
In first year	46320	48,173
After one year	48143	50,069
After two years	50829	52,862
After three years	54480	56,659
After four years	58341	60,675
After five years	61801	64,273
Grade I Graduate Experience Since Qualifying		
In first year	48143	50,069
After one year	50829	52,862
After two years	54480	56,659
After three years	58341	60,675
After four years	61801	64,273
Grade II		
1st year of service	65527	68,148
2nd year of service	68051	70,773
3rd year of service	70167	72,974
4th year of service and thereafter	72208	75,096
Grade III		
1st year of service	76064	79,107
2nd year of service	78427	81,564

3rd year of service	81414	84,671
4th year of service and thereafter	83906	87,262
Grade IV		
1st year of service	88113	91,638
2nd year of service	90699	94,327
3rd year of service and thereafter	92500	96,200
Grade V		
1st year of service	96293	100,145
2nd year of service and thereafter	98190	102,118
Grade VI		
1st year of service	100364	104,379
2nd year of service and thereafter	102516	106,617

Table 2
Crown Employees (State Water – Storages, Operations and River Infrastructure Staff) Award

Classification and Grades	Common Salary Point	1.7.07 Per annum Existing Rates \$	1.7.08 Per annum With 4% \$
Officer 1			
1st year of service	31	40,466	42,085
2nd year of service	37	42,743	44,453
3rd year of service	43	45,188	46,996
4th year of service	46	46,320	48,173
5th year of service	49	47,682	49,589
6th year of service and thereafter	52	49,012	50,972
Officer 2			
1st year of service	52	49,012	50,972
2nd year of service	55	50,356	52,370
3rd year of service	58	51,784	53,855
4th year of service and thereafter	61	53,344	55,478
Officer 3			
1st year of service	55	50,356	52,370
2nd year of service	58	51,784	53,855
3rd year of service	61	53,344	55,478
4th year of service and thereafter	64	55,010	57,210
Officer 4			
1st year of service	67	56,701	58,969
2nd year of service	73	60,041	62,443
3rd year of service	75	61,128	63,573
4th year of service	78	63,056	65,578
5th year of service and thereafter	82	65,527	68,148
Officer 5			
1st year of service	83	66,166	68,813
2nd year of service and thereafter	85	67,448	70,146

Officer 6			
1st year of service	88	69,468	72,247
2nd year of service and thereafter	90	70,862	73,696
Officer 7			
1st year of service	91	71,546	74,408
2nd year of service	95	74,527	77,508
3rd year of service and thereafter	98	76,896	79,972
Officer 8			
1st year of service	100	78,427	81,564
2nd year of service and thereafter	104	81,414	84,671

Table 3
Crown Employees (Department Of Public Works And Services) Reviewed
Award 2004

Classification and Grades	Year	1.7.07 Per annum Existing Rates \$	1.7.08 Per annum With 4% \$
DPWS Staff			
General Scale	1	\$27,426	\$28,523
General Scale	HSC Age 19 yrs	\$31,076	\$32,319
General Scale	Age 20 or 2nd yr	\$33,169	\$34,496
General Scale	Age 21 or 3rd yr	\$35,749	\$37,179
General Scale	4	\$36,725	\$38,194
General Scale	5	\$38,275	\$39,806
General Scale	6	\$38,973	\$40,532
General Scale	7	\$39,941	\$41,539
General Scale	8	\$41,417	\$43,074
General Scale	9	\$42,920	\$44,637
General Scale	10	\$44,500	\$46,280
	Personal	\$45,810	\$47,642
Grade 1	1	\$46,953	\$48,831
	2	\$48,332	\$50,265
Grade 2	1	\$49,685	\$51,672
	2	\$51,044	\$53,086
Grade 3	1	\$52,493	\$54,593
	2	\$54,076	\$56,239
Grade 4	1	\$55,765	\$57,996
	2	\$57,475	\$59,774
Grade 5	1	\$61,965	\$64,444
	2	\$63,923	\$66,480
Grade 6	1	\$66,426	\$69,083
	2	\$68,370	\$71,105

Grade 7	1	\$70,423	\$73,240
	2	\$72,530	\$75,431
Grade 8	1	\$75,546	\$78,568
	2	\$77,952	\$81,070
Grade 9	1	\$80,273	\$83,484
	2	\$82,530	\$85,831
DPWS Senior Staff			
1#	1	\$85,903	\$89,339
	2	\$88,459	\$91,997
2#	1	\$92,843	\$96,557
	2	\$96,782	\$100,653
3#	1	\$102,845	\$106,959
	2	\$107,374	\$111,669
# These levels replace Grades 10, 11 and 12 of the A&C salary scale.			
DPWS Professional Staff			
General Scale	1	\$27,427	\$28,524
General Scale	HSC Age 19 yrs	\$31,076	\$32,319
General Scale	Age 20 or 2nd yr	\$33,169	\$34,496
General Scale	Age 21 or 3rd yr	\$35,749	\$37,179
General Scale	4	\$36,725	\$38,194
General Scale	5	\$38,275	\$39,806
General Scale	6	\$38,973	\$40,532
General Scale	7	\$39,941	\$41,539
General Scale	8	\$41,416	\$43,073
General Scale	9	\$42,920	\$44,637
General Scale	10	\$44,501	\$46,281
General Scale	11	\$45,810	\$47,642
General Scale	12	\$46,954	\$48,832
General Scale	13	\$48,332	\$50,265
Grade 1	1	\$48,801	\$50,753
	2	\$51,526	\$53,587
	3	\$55,224	\$57,433
	4	\$59,138	\$61,504
	5	\$62,646	\$65,152
Grade 2	1	\$66,426	\$69,083
	2	\$68,984	\$71,743
	3	\$71,126	\$73,971
	4	\$73,197	\$76,125
Grade 3	1	\$77,107	\$80,191
	2	\$79,501	\$82,681
	3	\$82,530	\$85,831
	4	\$85,055	\$88,457
Grade 4	1	\$89,320	\$92,893
	2	\$91,937	\$95,614
	3	\$93,770	\$97,521

DPWS Senior Professional Staff			
Snr 1	1	\$97,612	\$101,516
	2	\$99,536	\$103,517
Snr 2	1	\$101,739	\$105,809
	2	\$103,925	\$108,082
Snr 3	1	\$106,190	\$110,438
	2	\$107,374	\$111,669
These levels replace Grades 5 and 6 of the Engineers' and Architects' salary scale.			

Table 4
Crown Employees (Lands Officers, Department of Lands and Department of Infrastructure, Planning and Natural Resources 2003) Award

Classification	CSP	1.7.07	1.7.08
		Per annum	Per annum
		Existing Rates	With 4%
		\$	\$
Level 1			
1st Year of Service or age 18	7	\$ 27,054	\$ 28,136
2nd Year of Service or age 20	11	\$ 32,723	\$ 34,032
3rd Year of Service of age 21	17	\$ 35,267	\$ 36,678
4th Year of Service	20	\$ 36,229	\$ 37,678
5th Year of Service	23	\$ 37,762	\$ 39,272
6th Year of Service	25	\$ 38,134	\$ 39,659
7th Year of Service	28	\$ 39,401	\$ 40,977
8th Year of Service	32	\$ 40,857	\$ 42,491
9th Year of Service	36	\$ 42,338	\$ 44,032
10th Year of Service	40	\$ 43,902	\$ 45,658
11th Year of Service	46	\$ 46,320	\$ 48,173
12th Year of Service	49	\$ 47,682	\$ 49,589
provided that a Lands Officer with the HSC at age 19 shall not be paid less than	9	\$ 30,656	\$ 31,882
Level 2			
1st Year of Service	52	\$ 49,012	\$ 50,972
2nd Year of Service	55	\$ 50,356	\$ 52,370
3rd Year of Service	58	\$ 51,784	\$ 53,855
4th Year of Service	61	\$ 46,854	\$ 48,728
5th Year of Service	64	\$ 55,010	\$ 57,210
6th Year of Service	67	\$ 56,701	\$ 58,969
Level 3			
1st Year of Service	75	\$ 61,128	\$ 63,573
2nd year of Service	78	\$ 62,980	\$ 65,499

Level 4			
1st Year of Service	82	\$ 65,528	\$ 68,149
2nd Year of Service	85	\$ 67,449	\$ 70,147
Level 5			
1st Year of Service	88	\$ 69,468	\$ 72,247
2nd Year of Service	91	\$ 71,546	\$ 74,408
Level 6			
1st Year of Service	95	\$ 74,528	\$ 77,509
2nd Year of Service	98	\$ 76,895	\$ 79,971
Level 7			
1st Year of Service	101	\$ 79,187	\$ 82,354
2nd Year of Service	104	\$ 81,414	\$ 84,671
3rd Year of Service	108	\$ 84,738	\$ 88,128
4th Year of Service	111	\$ 87,263	\$ 90,754
Level 8			
1st Year of Service	116	\$ 91,589	\$ 95,253
2nd Year of Service	120	\$ 95,472	\$ 99,291
3rd Year of Service	126	\$ 101,454	\$ 105,512
4th Year of Service	130	\$ 105,923	\$ 110,160

Table 5
Technical Officers (Engineering) Determination No. 803 of 1983

Classification	CSP	1.7.07	1.7.08
		Per annum	Per annum
		Existing Rates	With 4%
		\$	\$
Technical Officers			
Grade 1			
1 st Year	48	\$ 47,197	\$ 49,085
2 nd Year	51	\$ 48,518	\$ 50,459
3 rd Year	54	\$ 49,863	\$ 51,858
4 th Year	56	\$ 50,829	\$ 52,862
5 th Year	59	\$ 52,325	\$ 54,418
Grade 2			
1 st Year	64	\$ 55,010	\$ 57,210
2 nd Year	66	\$ 56,127	\$ 58,372
3 rd Year	68	\$ 57,117	\$ 59,402
4 th Year	70	\$ 58,339	\$ 60,673

Senior Technical Officers			
Grade 1			
1 st Year	75	\$ 61,128	\$ 63,573
2 nd Year	77	\$ 62,332	\$ 64,825
3 rd Year	80	\$ 64,250	\$ 66,820
Grade 2			
1 st Year	83	\$ 66,166	\$ 68,813
2 nd Year	86	\$ 68,051	\$ 70,773
Grade 3			
	90	\$ 70,862	\$ 73,696

Table 6
Legal Officers, Various Departments Agreement No. 2375 of 1982

Classification	CSP	1.7.07	1.7.08
		Per annum	Per annum
		Existing Rates	With 4%
		\$	\$
Grade I			
1st year of service	51	\$ 48,518	\$ 50,459
2nd year of service	55	\$ 50,356	\$ 52,370
3rd year of service	58	\$ 51,784	\$ 53,855
4th year of service	61	\$ 53,344	\$ 55,478
5th year of service	65	\$ 55,472	\$ 57,691
Grade II			
1st year of service	73	\$ 60,041	\$ 62,443
2nd year of service	78	\$ 63,056	\$ 65,578
3rd year of service	84	\$ 66,749	\$ 69,419
4th year of service	89	\$ 70,167	\$ 72,974
5th year of service	93	\$ 72,966	\$ 75,885
Grade III			
1st year of service	98	\$ 76,896	\$ 79,972
2nd year of service	101	\$ 79,188	\$ 82,356
3rd year of service	105	\$ 82,244	\$ 85,534
Grade IV			
1st year of service	112	\$ 88,113	\$ 91,638
2nd year of service	114	\$ 89,810	\$ 93,402
Grade V			
1st year of service	119	\$ 94,443	\$ 98,221
2nd year of service	121	\$ 96,293	\$ 100,145
Grade VI			
1st year of service	126	\$ 101,454	\$ 105,512
2nd year of service	128	\$ 103,591	\$ 107,735

Signed:	Signed:
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For and on behalf of The Association of Professional Engineers, Scientists and Managers Australia (New South Wales Branch)	For and on behalf of the State Water Corporation
<hr/>	<hr/>
2008	2008
Date	Date