

**REGISTER OF  
CONTRACT AGREEMENTS**

**CONTRACT AGREEMENT NO:** EA15/9

**TITLE:** Office of Environment and Heritage (NSW) Flight Officers' Enterprise Agreement 2014

**I.R.C. NO:** IRC15/407

**DATE APPROVED/COMMENCEMENT:** 14 July 2015 / 1 July 2015

**TERM:** N/A

**NEW AGREEMENT OR  
VARIATION:** Varies EA14/6

**GAZETTAL REFERENCE:** Serial C8405

**DATE TERMINATED:**

**NUMBER OF PAGES:** 5

**COVERAGE/DESCRIPTION OF**

**EMPLOYEES:** The agreement applies to permanent and temporary employees of the Office of Environment and Heritage NSW, Parks and Wildlife Group, Flight Operations Unit, in the capacity of a Flight Officer, under the provision of the Government Sector Employment Act 2013.

**PARTIES:** Director of Public Employment (Department of Premier and Cabinet Public Sector Workforce Office), Office of Environment and Heritage -&- The Australian Workers' Union, New South Wales

**OFFICE OF ENVIRONMENT AND HERITAGE (NSW) FLIGHT OFFICERS ENTERPRISE AGREEMENT 2014**

**SCHEDULE OF VARIATIONS**

1. In Clause 7.1 (ii), delete:  
“(a) 2.27% increase in salaries from first full pay period following 1 July 2015”, and insert “(a) 2.5% increase in salaries from the first full pay period commencing on or after 1 July 2015”.
2. In Clause 7.1 (iii), delete “1 July 2014”, and insert “1 July 2015”.
3. In Clause 8.1 (i), delete “\$149.90”, and insert “\$169”.
4. In Clause 8.2 (iii) (a), delete “\$2.73”, and insert “\$3.08”.
5. In Clause 8.2 (iii) (b), delete “\$4.37”, and insert “\$4.92”.
6. In Clause 8.3 (5), delete the table of rates and insert:

Grade	With Dependants per annum	Without Dependants per annum
A	\$4,436	\$3,104
B	\$5,914	\$4,140
C	\$7,393	\$5,175

7. In Clause 35.5 (iii), delete “\$15.00”, and insert **[unknown value]**
8. Delete Annexure 1 and insert new Annexure 1 as follows:

**ANNEXURE 1**

**RATES**

	<b>1 July 2015 +2.5%</b>
<b>CLASSIFICATION/GRADE/YEAR</b>	<b>Annual Salary</b>
<b>Manager (Flight Operations)</b>	\$134,072
<b>Helicopter Pilots</b>	
<b>Level 1</b>	
A - Base all incidence of employment salary	\$105,114
B - Base all incidence of employment including long-line sling experience and/or agricultural helicopter experience and/or dual-rated.	\$107,260
C - As for 'B' including multi-engine helicopter rated.	\$116,910
D - As for 'B' including Check and Training Allowance, Helicopter.	\$113,693
E - As for 'C' including Check and Training Allowance-Helicopter and Check and Training Approval-Helicopter Agricultural Operations and Endorsement Approval-Multi-engine Helicopter.	\$123,349
<b>Level 2</b>	
A - Base all incidence of employment salary.	\$108,330
B - Base all incidence of employment including long-line sling experience and/or agricultural helicopter	\$110,472
C -As for 'B' including multi-engine helicopter rated.	\$120,131
D - As for 'B' including Check and Training Allowance, Helicopter.	\$116,910
E - As for 'C' including Check and Training Allowance-Helicopter and Check and Training Approval-Helicopter Agricultural Operations /or Endorsement Approval Multi-engine Helicopter.	\$126,568
<b>Level 3</b>	
A - Base all incidence of employment salary.	\$111,551
B - Base all incidence of employment including long-line sling experience and/or agricultural helicopter experience and/or dual-rated.	\$113,693
C - As for 'B' including multi-engine helicopter rated.	\$123,349
D - As for 'B' including Check and Training Allowance, Helicopter.	\$120,131

	<b>1 July 2015 +2.5%</b>
<b>CLASSIFICATION/GRADE/YEAR</b>	<b>Annual Salary</b>
E - As for 'C' including Check and Training Allowance-Helicopter and Check and Training Approval-Helicopter Agricultural Operations for Endorsement Approval-Multi-engine Helicopter.	\$129,783
<b>Level 4</b>	
A - Base all incidence of employment salary.	\$114,765
B - Base all incidence of employment including long-line sling experience and/or agricultural helicopter experience and/or dual-rated.	\$116,910
C - As for 'B' including multi-engine helicopter rated.	\$126,568
D - As for 'B' including Check and Training Allowance, Helicopter.	\$123,349
E - As for 'C' including Check and Training Allowance-Helicopter and Check and Training Approval-Helicopter Agricultural Operations /or Endorsement Approval-Multi-engine Helicopter.	\$133,001
<b>Fixed Wing Aircraft Pilot</b>	
<b>Level 1</b>	
A - Base all incidence of employment salary	\$100,822
B - Base all incidence of employment including Night Visual Flight Rules	\$110,472
C - As for Column B as well as Check and Training Allowance, Fixed Wing Aircraft	\$116,910
D - As for Column B as well as Check and Training Allowance, Helicopter	\$116,910
<b>Level 2</b>	
A - Base all incidence of employment salary	\$104,042
B - Base all incidence of employment salary and Turbo Allowance, Fixed Wing Aircraft	\$113,693
C - As for Column B as well as Check and Training Allowance, Fixed Wing Aircraft	\$120,131
D - As for Column B as well as Check and Training Allowance, Helicopter	\$120,131
<b>Level 3</b>	
A - Base all incidence of employment salary	\$107,260
B - Base all incidence of employment salary and Turbo Allowance, Fixed Wing Aircraft	\$116,910
C - As for Column B as well as Check and Training Allowance, Fixed Wing Aircraft	\$123,349
D - As for Column B as well as Check and Training Allowance, Helicopter	\$123,349
<b>Level 4</b>	
A - Base all incidence of employment salary	\$110,472
B - Base all incidence of employment salary and Turbo Allowance, Fixed Wing Aircraft	\$120,131

	<b>1 July 2015 +2.5%</b>
<b>CLASSIFICATION/GRADE/YEAR</b>	<b>Annual Salary</b>
C - As for Column B as well as Check and Training Allowance, Fixed Wing Aircraft	\$126,568
D - As for Column B as well as Check and Training Allowance, Helicopter	\$126,568
<b>Crew</b>	
Level 1. Base All Incidence of employment Salary.	\$72,937
Level 2. Base All Incidence of employment Salary.	\$76,151
Level 3. Base All Incidence of employment Salary.	\$79,372
Level 4. Base All Incidence of employment Salary.	\$82,587

9. Delete Annexure 3, and insert a new Annexure 3 as follows:

**ANNEXURE 3 - CASUAL RATES**

<b>Classification</b>	<b>1 Jul 2015 +2.5%</b>
Level 1: General Aircraft Work	
Per day	\$317
per hour after 11hrs duty time	\$31
less than 4 hr (1/2 day rate applies)	\$158
Level 2: Bushfire Rate requires:	
• Winch endorsement and experience;	
• Water Bucket experience;	
• Bushfire experience	
Per day	\$379
per hour after 11hrs duty time	\$35
less than 4 hr (1/2 day rate applies)	\$189
Level 3: Level to be paid when formal training of a crewperson is undertaken.	
Per day	\$444
per hour after 11hrs duty time	\$38
less than 4 hr (1/2 day rate applies)	\$222
<b>Casual Helicopter - Single Engine</b>	
Per day	\$444
per hour after 11hrs duty time	\$38
less than 4 hr (1/2 day rate applies)	\$222

Bushfire Rate requires: <ul style="list-style-type: none"> <li>• Winch endorsement and experience;</li> <li>• Water Bucket experience;</li> <li>• Bushfire experience</li> </ul> Per day per hour after 11hrs duty time less than 4 hr (1/2 day rate applies)	   \$570 \$51 \$284
<b>Casual Helicopter - Twin Engine</b> Per day per hour after 11hrs duty time less than 4 hr (1/2 day rate applies)	   \$507 \$43 \$253
Bushfire Rate requires: <ul style="list-style-type: none"> <li>• Winch endorsement and experience;</li> <li>• Water Bucket experience;</li> <li>• Bushfire experience</li> </ul> Per day per hour after 11hrs duty time less than 4 hr (1/2 day rate applies)	   \$633 \$56 \$317
<b>Casual Fixed Wing, Single Engine - All Work IFR pilot</b> Per day per hour after 11hrs duty time less than 4 hr (1/2 day rate applies)	   \$379 \$35 \$189
Bushfire Rate:	Normal rates apply