

A G R E E M E N T made the third day of February
in the year 1971 B E T W E E N JOHN WILLIAM GOODSELL
HAROLD HERBERT DICKINSON WILLIAM HEDLEY GENT and
GERALD GLEESON Members of the Public Service Board for
the State of New South Wales all of Sydney in the said
State (hereinafter called the Board) of the one part and
THE NEW SOUTH WALES PUBLIC SERVICE PROFESSIONAL OFFICERS'
ASSOCIATION and THE PUBLIC SERVICE ASSOCIATION OF NEW
SOUTH WALES being Associations or Organisations representing
a certain class of Public Servants (hereinafter called the
Associations) of the other part.

(1) INTRODUCTORY

This Agreement is made between the Board and the
Associations in pursuance of the provisions of Section 14B
of the Public Service Act, 1902.

This Agreement shall be binding upon the Board and
all officers as defined herein.

(2) DEFINITIONS

"Officer" means and includes all persons permanently
or temporarily employed under the provisions of the Public
Service Act, 1902, who hold a Degree in Architecture of the
University of Sydney or of the University of New South Wales
or who hold the Diploma in Architecture of the Department
of Technical Education or the holder of a similar Degree or
Diploma of any other school of Architecture recognised by the
Board, and who, on the Thirty-first day of December, 1970,
were occupying one of the positions covered by this Agreement,
or who, after that date, are appointed to one of such positions,
but does not include any person who resigned, or whose services
were terminated prior to the date of signing of this Agreement.

For the purposes of this Agreement a person who is
registered by examination under the Architects Act, 1921, shall
be regarded as an officer holding a diploma.

"Service" means continuous service. Future appointees
shall be deemed to have the years of service indicated by the
salaries at which they are appointed.

(3) SALARIES

A. FUTURE APPOINTEES

Subject to the provisions of the Public Service Act and of the Regulations thereunder the following annual rates of salaries shall be paid to officers appointed to the positions specified:-

(male b.w. \$36-90 p.w.)

<u>Architect</u>	<u>per annum</u>
<u>Grade I</u>	\$
1st year of service	4490
2nd " " "	4890
3rd " " "	5285
4th " " "	5740
5th " " "	6250
6th " " " and thereafter	6765

Provided that:-

- (i) The rate of salary prescribed for the 1st year of service shall be the commencing rate payable to an officer who has obtained the Diploma in Architecture of the Department of Technical Education or such other Diploma in Architecture recognised by the Board;
- (ii) The commencing rate of salary payable to an officer who has obtained a Degree in Architecture of the University of Sydney or of the University of New South Wales or such other Degree in Architecture recognised by the Board, shall be not less than the salary prescribed for the second year of service.

Grade II

1st year of service	7255
2nd " " "	7545
3rd " " "	7835
4th " " " and thereafter	8125

Grade III

1st year of service	8630
2nd " " "	8970
3rd " " "	9310
4th " " " and thereafter	9650

Grade IV

1st year of service	10155
2nd " " "	10500
3rd " " " and thereafter	10845

Grade V

1st year of service	11365
2nd " " " and thereafter	11615

Grade VI

1st year of service	11860
2nd " " " and thereafter	12110

Provided that officers temporarily employed under the provisions of the Public Service Act, 1902, in any of the positions covered by this Agreement shall, unless otherwise determined by the Board, be paid the weekly equivalent of the annual rates specified.

Provided further that the salary of a retired person who is re-employed after attaining age 60 years at a salary within Grades I to VI of this Agreement shall not be increased beyond the salary point at which he is employed without the special approval of the Board.

B. ADJUSTMENT OF SALARIES OF OFFICERS COVERED BY AGREEMENT

The salaries of officers covered by this agreement shall be adjusted to the appropriate rate prescribed by this Agreement on the basis of years of service - for the purpose of this sub-clause an officer shall be deemed to have the years of service indicated by the salary received under the appropriate scale in force immediately prior to the operative date of this Agreement.

(4) INCREMENTS

(i) The payment of increments under the scales of salaries prescribed by this Agreement shall be subject to approval by the Board.

(ii) One month prior to the date on which an officer will become eligible for an annual increment of salary, the Permanent Head shall report to the Board as to conduct and the manner in which the duties of the Officer have been performed.

(iii) In cases where the recommendation of the Permanent Head is adverse to the granting of an increment, and such recommendation has been approved by the Board, the officer affected shall have the right of appeal to the Board.

(5) CALCULATION OF SERVICE

In calculating years of service for the purpose of this Agreement, the following periods shall not be taken into account:-

- (a) any period in respect of which an increment is refused under Clause (4) hereof;
- (b) any leave of absence without pay exceeding five days in any incremental year;
- (c) any period necessary to give full effect to a reduction in salary imposed by the Board by virtue of Section 56, Section 58 or Section 61 of the Public Service Act, 1902.

(6) DEFINITION OF WORK

- (a) Subject to (b) hereunder for the purpose of determining the salaries to be paid pursuant to this Agreement the work previously determined as falling within Grades I to VI inclusive, immediately prior to the date of operation of this Agreement shall be deemed to be the work falling within Grades I to VI, inclusive, of this Agreement.

Provided that it shall not be a breach of this Agreement if work described in Grade II of this Agreement is done occasionally as opportunity offers but not as a regular practice by officers in receipt of salaries prescribed for Grade I of this Agreement for the purpose of their training and experience in higher work.

- (b) A committee consisting of two representatives of the Board and one representative of each Association named in the preamble to this Agreement shall be constituted to consider and recommend the alteration of any existing grading - the final decision as to the grading of any position to be a matter for the Board. The operative date of the new grading shall be determined by the Board in the light of the circumstances of each particular case.

(7) GENERAL

When a decision varying wages is given by the Commonwealth Conciliation and Arbitration Commission in a National Wage Case during the currency of this Agreement which is expressed to be on economic grounds and which is of general application, the rates prescribed by this Agreement shall be varied to the extent necessary to give effect to any pronouncement by the Industrial Commission of New South Wales as to the manner in which such decision is to be applied to State Awards.

(8) WAGE BASIS

This Agreement is made by reference and in relation to the basic wage for adult males of \$36-90 per week for Sydney, the annual equivalent of which, calculated to the nearest dollar, is \$1924 (\$36-90 multiplied by 52 1/7th).

Upon each variation of the basic wage for adult males the rates prescribed by this Agreement shall be adjusted by deducting therefrom the sum of \$1924 and adding to the result the annual equivalent of the new basic wage for adult males calculated as aforesaid to the nearest dollar.

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(9) AREA, INCIDENCE AND DURATION

This Agreement shall apply to all officers as defined herein. It shall have effect for a period of two years on and from the thirty-first day of December, 1970, and shall continue in force thereafter until one month's notice of its termination is given by either party.

AS WITNESS the hands of the parties hereto the day and year first abovewritten.

SIGNED BY JOHN WILLIAM GOODSELL
in the presence of:

Wardman J.D.

SIGNED BY HAROLD HERBERT DICKINSON
in the presence of:

Wardman J.D.

SIGNED BY WILLIAM HEDLEY GENT
in the presence of:

Wardman J.D.

SIGNED BY GERALD GLEESON
in the presence of:

Wardman J.D.

John Goodsell

H. Dickinson

W. Gent

G. Gleeson