

Visual Aids Officers.

Agreement No. 1810 of 1971.

P.S.B. 69/8078

A G R E E M E N T made the Ninth day of August, in the year 1971 B E T W E E N HAROLD HERBERT DICKINSON JACK WALLIS DAVIES 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, and who on the eleventh day of September, 1970, were occupying one of the positions covered by this Agreement in the Department of Education or the Department of Technical Education 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.

"Non-graduate Visual Aids Officer" means a Visual Aids Officer other than a Graduate Visual Aids Officer.

"Graduate Visual Aids Officer" means a Visual Aids Officer who, in addition to the requirements for classification and salary progression as a Non-graduate Visual Aids Officer, has obtained a degree of a recognised University, or has completed such other course or courses which the Board may from time to time deem to be acceptable in lieu thereof.

"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

1) 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:-

Department of Education
Department of Technical Education.
Visual Aids Officers

	On & From 11.9.70 (\$36-90 w.b.)		On & From 1.1.71 (\$39-10 w.b.)		On & From 2.7.71 (\$39-10 w.b.)	
	Non- Graduate	Graduate	Non- Graduate	Graduate	Non- Graduate	Graduate
	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.	\$ p.a.
1st year	3939	4392	4175	4657	4175	4657
2nd "	4176	4675	4427	4956	4452	4956
3rd "	4398	4958	4662	5255	4729	5284
4th "	4623	5241	4900	5555	5005	5613
5th "	4846	5523	5137	5854	5282	5941
6th "	5031	5806	5333	6154	5559	6270
7th "	5214	6090	5527	6455	5835	6546
8th "	5399	6305	5723	6683	6112	6821
9th "	5583	6523	5918	6914	6266	7097
10th "	5766	6740	6112	7144	6420	7374
11th " and thereafter	5911	6957	6266	7374	-	-

Provided that:-

- (i) on and from 11th September, 1970 and 1st January, 1971, progression beyond the rate prescribed for the 8th year of service of the relevant scale shall be subject to the Board being satisfied that the nature of the work performed and the manner of performance of duties by an officer warrant promotion;
- (ii) on and from 2nd July, 1971, progression beyond the rate prescribed for the 7th year of service, Non-Graduate scale and 8th year of service, Graduate scale, shall be subject to the Board being satisfied that the nature of the work performed and the manner of performance of duties by an officer warrant progression;
- (iii) the salary of a teacher appointed to the position of Visual Aids Officer shall be adjusted to the step in the relevant scale next above his salary as a teacher immediately prior to appointment.

Senior Visual Aids Officer	On & From 11.9.70 (\$36-90 w.b.)	On & From 1.1.71 (\$39-10 w.b.)	On & From 2.7.71 (\$39-10 w.b.)
	\$ p.a.	\$ p.a.	\$ p.a.
1st year	6523	6914	7097
2nd "	6740	7144	7374
3rd "	6957	7374	7730
4th "	7292	7730	8086
5th " and thereafter	7628	8086	-

Provided that:-

the salary of a Graduate Visual Aids Officer appointed to the position of Senior Visual Aids Officer shall be adjusted to the step in the range for Senior Visual Aids Officer next above his salary as a Visual Aids Officer immediately prior to appointment, and shall be eligible for further progression on his or her normal incremental date; except where the Graduate Visual Aids Officer has been in receipt of the maximum salary prescribed for a Graduate Visual Aids Officer for twelve months or more in which case the adjustment shall be to the maximum rate prescribed for a Senior Visual Aids Officer.

Promotion to the position of senior Visual Aids Officer shall be subject to a vacancy occurring in such classification.

2) 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.

3) The salary of a retired person who is re-employed after attaining age 60 years shall not be increased beyond the salary point at which the officer 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, where applicable, be adjusted to the rate prescribed by this Agreement on the basis of years of service - for the purpose of this clause an officer shall be deemed to have the years of service represented by the scale in force immediately prior to the date of operation of this Agreement.

Provided that:-

(a) On and from 2nd July, 1971, the salaries of Non-Graduate Visual Aids Officers shall be adjusted in the manner prescribed hereunder with retention of normal incremental date except where otherwise specified.

Non-Graduate

	Rate effective immediately prior to 2.7.71 (\$39-10 w.b.)	To be adjusted to the rates hereunder on and from 2.7.71 (\$39-10 w.b.)
	\$ p.a.	\$ p.a.
1st year	4175	4175
2nd "	4427	4452
3rd "	4662	4729
4th "	4900	5005
5th "	5137	5282
6th "	5333	5559 ϕ
7th "	5527	5559
8th "	5723	5835
9th "	5918	6112
10th "	6112	6266
11th "	6266	6420

ϕ next increment (after 2.7.71) - 2.7.72.

- (b) On and from 2nd July, 1971, the salaries of Senior Visual Aids Officers shall be adjusted in the manner prescribed hereunder with retention of normal incremental date except otherwise specified.

Senior Visual Aids Officer

	<u>Rates effective Prior to 2.7.71 (\$39-10 w.b.)</u>		<u>Rates on and from 2.7.71 (\$39-10 w.b.)</u>
	\$ p.a.		\$ p.a.
1st year of service	6914	1st year	7097
2nd " " "	7144	2nd "	7374
3rd " " "	7374	3rd "	7374
4th " " "	7730	4th "	7730
5th " " "	8086	5th "	8086

∅ next increment (after 2.7.71) - 2.7.72.

(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 Sections 56, 58 or 61 of the Public Service Act, 1902.

(6) WAGE BASIS

The salaries prescribed on and from 11th September, 1970, in Part A of Clause (3), Salaries, of this Agreement are based on a basic wage for adult males of \$36-90 per week.

The salaries prescribed on and from 1st January, 1971, and 2nd July, 1971, are based on a basic wage for adult males of \$39-10 per week.

Such salaries on and from 2nd July, 1971, shall be varied from time to time following any determination of the Industrial Commission of New South Wales made pursuant to Section 57 of the Industrial Arbitration Act, 1940, in like manner as if this Agreement were an Award prescribing annual rates of salaries to which the provisions of that Act apply, provided that the salaries as so varied shall be adjusted to the nearest dollar.

(7) AREA, INCIDENCE AND DURATION

This Agreement shall apply to all officers as defined herein. It shall have effect on and from the eleventh day of September, 1970 and shall remain in force for a period of two years and 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 HAROLD HERBERT DICKINSON
in the presence of:

H. B. Dickinson

H. B. Dickinson

SIGNED BY JACK WALLIS DAVIES
in the presence of:

H. B. Dickinson

J. W. Davies

SIGNED BY WILLIAM HEDLEY GENT
in the presence of:

H. B. Dickinson

W. H. Gent

SIGNED BY GERALD GLEESON
in the presence of: