

Laboratory
Attendants, Trainee
Technical Officers
(Scientific),
Technical Officers
(Scientific), Various
Departments

Agreement No. 2369
of 1982.

P.S.B. 79/4792

A G R E E M E N T made the sixth day of January, 1982 BETWEEN THE PUBLIC SERVICE BOARD OF NEW SOUTH WALES, a Corporation constituted under the Public Service Act, 1979, and having its office at 47-53 Macquarie Street, Sydney in the state of New South Wales (hereinafter called "the Board") of the one part and THE PUBLIC SERVICE ASSOCIATION OF NEW SOUTH WALES being an Association or Organisation representing a certain class of Public Servants (hereinafter called the Association) of the other part.

(1) INTRODUCTORY

This Agreement is made between the Board and the Association in pursuance of the provisions of Section 83 of the Public Service Act, 1979.

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

(2) DEFINITIONS

"Officer" means and includes all adult persons permanently or temporarily employed under the provisions of the Public Service Act, 1979, who on the twenty-eighth day of August, 1981 were occupying a position of Laboratory Attendant or Technical Assistant (Scientific) or who on the thirtieth day of January 1981 were occupying a position of Technical Officer (Scientific) or who after the aforementioned dates are appointed to one of the positions included in this Agreement but does not include any person who resigned, or whose services were terminated, prior to the 16th December, 1981.

"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

PART A. FUTURE APPOINTEES

(1) Subject to the provision of the Public Service Act, 1979 and the regulations thereunder, the following shall be the salaries to be paid to officers appointed to the positions

Classification	On and from 28.8.81 \$89.10 w.b. \$ p.a.
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Laboratory Attendant (Junior)

At 16 and under	6,741
At 17	7,822
At 18	8,928
At 19	10,180
At 20	11,244

Laboratory Attendant
General Scale (Adult)

1st year of service	11,761
2nd year of service	12,032
3rd year of service and thereafter	12,309

Laboratory Attendant
Grade I (Adult)

1st year of service	12,309
2nd year of service	12,585
3rd year of service and thereafter	12,857

Progression to Grade I shall be subject to the Board being satisfied that the officer, by virtue of his or her academic qualifications and/or experience, is performing work the value of which is so superior to that ordinarily performed by Laboratory Attendants as to warrant such progression.

Trainee Technical Officer (Scientific)

1st year of service	6,418
2nd year of service	7,420
3rd year of service	8,656
4th year of service and thereafter	9,721

(2) Provided that a person who is appointed to a position of Trainee Technical Officer (Scientific) and who has successfully completed:-

- (a) in one year's full time study the first two stages of the Biological Technician's Course, the Chemistry Certificate Course or the Pathology Technician's Course or other appropriate qualifications deemed by the Board to be equivalent thereto shall commence at the 2nd year of service rate.
- (b)
 - (i) one stage of any of the courses referred to in (a) above together with at least one year's full time appropriate work experience in a Laboratory shall commence at the 2nd year of service rate.
 - (ii) two stages of any of the courses referred to in (a) above together with at least two year's full time work experience in a Laboratory shall commence at the 3rd year of service rate.

year's full time appropriate work experience in a Laboratory shall commence at the 4th year of service rate.

- (c) the N.S.W. Higher School Certificate or its equivalent shall, with the exception of (b)(iii) above, commence on the year of service rate next above that specified in (a), (b)(i)(ii) above. Provided that a person who is the holder of the Higher School Certificate only shall commence at the 2nd year of service rate.

(3) A Trainee Technical Officer (Scientific) who satisfies the requirements for appointment as a Technical Officer (Scientific) shall, subject to satisfactory service, be classified as a Technical Officer (Scientific) and his/her salary shall be adjusted to the next step of the scale for Technical Officer (Scientific) immediately above the rate received as a Trainee Technical Officer (Scientific) and shall be deemed to have the years of service indicated by the salary received on such appointment.

Such classification as Technical Officer (Scientific) shall be on and from the first day of the month succeeding the date on which the final paper of the particular examination at which the officer qualified for classification as a Technical Officer (Scientific) was held.

(4) Technical Officer (Scientific)

The qualification for appointment as a Technical Officer (Scientific) shall be:-

- (a) completion of the Biological Technicians Certificate Course, the Chemistry Certificate Course or the Pathology Technicians Certificate Course of the Department of Technical and Further Education or such other qualifications deemed by the Board to be appropriate and equivalent thereto.

Classification	On & from 30.1.81 (\$86.00 w.b.) \$ p.a.	On & from 8.5.81 (\$89.10 w.b.) \$ p.a.
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Technical Officer
(Scientific)

Grade I

1st year of service	11,965	12,396
2nd year of service	12,293	12,736
3rd year of service	12,622	13,076
4th year of service	12,961	13,428
5th year of service	13,285	13,763
6th year of service	13,848	14,347
7th year of service	14,297	14,812
8th year of service & t/a	14,746	15,277

Technical Officer
(Scientific)

Grade II

1st year of service	15,758	16,325
2nd year of service	16,332	16,920
3rd year of service	16,906	17,515
4th year of service	18,038	18,687

- (b) Progression to Grade II shall be subject to the Board being satisfied that the officer, by virtue of his or her academic qualifications and/or experience, is performing work the value of which is so superior to that ordinarily performed by a Technical Officer (Scientific) Grade I as to warrant such progression.
- (c) An officer who in addition to holding a qualification referred to in sub-Clause (4)(a), of Part A of this Clause satisfactorily completes a Higher Certificate Course of the Department of Technical and Further Education in a relevant vocation or the Associate Diploma in Laboratory Technology of the Riverina College of Advanced Education with courses in the relevant vocation or who possesses appropriate qualifications deemed by the Board to be equivalent thereto shall, on and from the first day of the month succeeding the date on which the final paper of the particular examination was held, be eligible to progress to the 5th year of Grade I and shall, after 12 months satisfactory service on the year of the scale specified in column (1) hereunder be eligible to progress to the corresponding year of a scale indicated in column (2) hereunder:-

(1)	(2)
5th year - Grade I	6th year - Grade I
6th year - Grade I	8th year - Grade I
8th year - Grade I	1st year - Grade II
1st year - Grade II	3rd year - Grade II
3rd year - Grade II	4th year - Grade II

(5) Senior Technical Officer (Scientific)

Promotion from Technical Officer (Scientific) to Senior Technical Officer (Scientific) Grade I shall be subject to -

- (a) an officer having satisfied the academic requirements specified in subclause (4)(a) of this Clause
- (b) the officer having completed at least 5 years post-Certificate experience in the appropriate discipline, and
- (c)
 - (i) the officer having demonstrated to the satisfaction of the Board that he/she is capable of performing high grade individual work requiring a demonstrated capacity for independent judgement; or
 - (ii) the officer having demonstrated a capacity for leadership and supervision and training of Technical Officers (Scientific), Trainee Technical Officers (Scientific) and Laboratory Attendants in laboratories or equivalent work in field occupations; and
- (d) the Board being satisfied that the nature and scope of the work justifies such promotion; and
- (e) the occurrence of a vacancy.

Classification	On and from 30.1.81 (\$86.00 w.b.)	On and from 8.5.81 (\$89.10 w.b.)
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Senior Technical Officer
(Scientific)

<u>Grade I</u>		
1st year of service	18,868	19,547
2nd year of service	19,181	19,872
3rd year of service and thereafter	19,499	20,201
<u>Grade II</u>		
1st year of service	19,499	20,201
2nd year of service	20,014	20,735
3rd year of service	20,529	21,268
4th year of service	21,044	21,802

- (f) Promotion from Senior Technical Officer (Scientific) Grade I to Senior Technical Officer (Scientific) Grade II shall be subject to the officer having satisfied the requirements specified in paragraphs (a) and (c) of sub-clause (5) of Part A of this Clause; and
- (i) the officer having completed at least 10 years post-Certificate experience in the appropriate discipline; and -
 - (ii)
 - (a) the officer having demonstrated that he is responsible for the work of other Senior Technical Officers (Scientific) and the training of subordinate technical staff; or
 - (b) the duties performed and responsibilities accepted warrant such promotion; and
 - (iii) the occurrence of a vacancy.
- (g) Progression beyond the rate prescribed for the 3rd year of service for Senior Technical Officer (Scientific) Grade II shall be subject to the occupant producing evidence of additional study, experience or personal aptitude considered by the Board to warrant such progression.

PART B ADJUSTMENT OF SALARIES OF OFFICERS
AT PRESENT EMPLOYED

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 in the position - for the purpose of this part of this Clause an officer shall be deemed to have the years of service indicated by the salary received under the scales in force immediately prior to the date of operation of this Agreement.

Provided that persons employed as:-

- (1) Technical Assistants (Scientific) Junior or Adult as at the 28th August 1981 shall be reclassified on and from 28th August 1981 as Laboratory Attendant, Junior or Adult and shall retain on a personal basis the entitlements in respect of examination allowances and progression to Technical Officer (Scientific) as specified in Clause (2)(c) and (d) of Agreements 2177 and 2179 of 1975.
- (2) An adult Laboratory Attendant or Technical Assistant (Scientific) General Scale as at 28th August 1981 shall be reclassified as Laboratory Attendant General Scale on and from 28th August 1981 and have their salaries adjusted in accordance with the following table:-

Year of service immediately prior to 28.8.81	Reclassification and adjustment as Laboratory Attendant - on and from 28.8.81	Next Increment
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Laboratory Attendant
or Technical
Assistant (Scientific)

General Scale

1st year of service	1st year of service	28.8.82
2nd year of service	1st year of service	normal increment date
3rd year of service	2nd year of service	normal increment date
4th year of service and Thereafter	3rd year of service and Thereafter	normal increment date

- (3) Technical Officers (Scientific) prior to 30th January 1981 and who are holders of a higher certificate referred to in sub-clause (4)(c) of Part A of this Clause are to be adjusted on and from 27th October 1981 on the basis of their present year of service in Grade I or Grade II and in addition are to be subject to the following future adjustments:-

<u>Current Year of Scale</u>	<u>Next Increment</u>	<u>Effective From</u>
<u>Grade I</u>		
5th year	Grade I 6th year	Normal increment date
7th year	Grade I 8th year	Normal increment date
8th year	Grade II 1st year	Normal increment date OR date of signing of Agreement if 12 months completed on present rate.
<u>Grade II</u>		
1st year	Grade II 2nd year	Normal incre- ment date.
3rd year	Grade II 4th year	Normal increment date
4th year	Grade II 4th year	Date of signing of 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 Department 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 Department 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, viz:

- (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 94 or 95 or 133 of the Public Service Act, 1979.

(6) GENERAL

The parties to this Agreement acknowledge that the rates prescribed herein are in full and final settlement of all current claims and are in full and proper consideration for all changes in work value affecting each of the classifications set out in this Agreement as at 27th October 1981.

(7) WAGE BASIS

The salaries prescribed in this Agreement for Laboratory Attendants and Trainee Technical Officers (Scientific) effective on and from 28th August, 1981 are based on a basic wage of \$89.10 per week, for Technical Officers (Scientific) and Senior Technical Officers (Scientific) effective on and from 30th January, 1981 \$86.00 per week and on and from 8th May, 1981 \$89.10 per week.

Such salaries 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.

(8) AREA, INCIDENCE AND DURATION

This Agreement rescinds and replaces Agreement Nos. 2177 and 2179 of 1975 made between the Board and the association. It shall apply to all officers as defined herein and shall have effect for a period of one year on and from the twenty seventh day of October, 1981 and shall remain in force thereafter until one month's notice of its termination is given by either party.

IN WITNESS WHEREOF this Agreement has been duly executed on the day and year first hereinbefore written.

Signed for and on behalf of
THE PUBLIC SERVICE BOARD OF NEW
SOUTH WALES by its Chairman and
a Member

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Chairman

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John Tucker
Member