

CROWN EMPLOYEES (DEPARTMENT OF FINANCE, SERVICES AND INNOVATION – SAFework NSW INSPECTORS 2007) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Review of Award pursuant to Section 19 of the *Industrial Relations Act* 1996.

(No. IRC 766 of 2015)

Before Commissioner Stanton

24 November 2015

REVIEWED AWARD

Arrangement

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PART A

1. Title

This award will be known as the Crown Employees (Department of Finance, Services and Innovation – SafeWork NSW Inspectors 2007) Award.

2. Definitions

"Contract hours" for a full time Inspector, means one fifth of ordinary working hours as prescribed in this award and, for a part time Inspector, means the hours usually worked on the day.

"Competencies" refer to the national competency standards assigned by SafeWork NSW at specific classification levels.

"Daily span of hours" means, for an Inspector required to work flexible hours, the hours that fall within the bandwidth of the flexible working hours scheme of this award, which do not attract payment for overtime and, for an Inspector required to work standard hours, the contract hours defined in this award.

"Inspector" means an employee employed in the SafeWork NSW Branch of the Better Regulation Division of Department of Finance, Services and Innovation under Chapter 1 of the Government Sector Employment Act 2013 and who occupies a position classified in the Inspector Classifications identified in Table 1 of this award.

"Level" means the salary levels specified in Table 1 of this award.

"Memorandum of Understanding" means the document referred to in this award that specifies the understanding between the parties of the benefits to the parties through the operation of the award, the implementation of the award and the administration of the award.

"Salary scale" means the set of salaries payable under this award and specified in Table 1 of this award.

"Standard hours" are the set and regular hours of SafeWork NSW's operations as determined by SafeWork NSW.

"Union" and "PSA" means the Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales.

"SafeWork NSW" means the SafeWork NSW Branch of the Better Regulation Division of NSW Department of Finance, Services and Innovation.

3. Parties

3.1 The parties to this award are:

- (a) The Secretary of Treasury; and
- (b) Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales.

4. Salaries and Allowances

4.1 For the purposes of this award, the parties note:

- (a) The former Crown Employees (WorkCover Authority - Inspectors) Award made on 28 November 2003 published 21 May 2004 (344 I.G. 523) is listed in Schedule A and Part B Monetary Rates of the Crown Employees (Public Sector - Salaries 2007) Award published 30 March 2007 (362 I.G. 404).

- (b) The Crown Employees (Public Sector - Salaries 2007) Award provides for a 4% salary increase for Inspectors from the beginning of the first pay period commenced on or after 1 July 2007.
- (c) The 4% salary increase in the Crown Employees (Public Sector - Salaries 2007) Award is the final pay increase arising from the agreement entered into on 21 December 2004 between the New South Wales Government and the Association.
- (d) The increases provided by this award include:
 - i. A compensatory increase of \$4,500 per annum effective from the first pay period commencing on or after 16 November 2006, for changes to the Private Use Motor Vehicle Scheme included in the Memorandum of Understanding.
 - ii. Increases that introduce a new salary structure that provide incremental steps comprising -
 - A. Variable increases, effective from the first pay period commencing on or after 16 November 2006, to establish the differentials for the new incremental salary rates.
 - B. The 4% increase in allowances payable under the Crown Employees (Public Sector - Salaries 2007) Award paid under that award, effective from the first pay period to commence on or after 1 July 2007.

4.2 The parties agree that:

- (a) The increases referred to in 4.1(d) above are included in the following tables as follows:
 - i. Table 1 - All salary increases specified in 4.1(d).
 - ii. Table 2 - The increases in allowances specified in 4.1(d) ii. B.
- (b) During the term of this award, variation to the salaries and allowances included in the Tables to this award by way of salary increases or other benefits will be those applied by the Crown Employees (Public Sector Salaries - 2007) Award, or a replacement award.
- (c) The adjustment of an Inspector's salary to the new incremental salary rates referred to in 4.1(d) ii. A, is to be in accordance with Table 3.

5. Conditions of Employment

- 5.1 The provisions of the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009 apply to an Inspector except for the following provisions in this award, which replace any respective counterpart provision applying within the relevant clauses of the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009:
- (a) Flexible working hours.
 - (b) Overtime and overtime meal allowances.
 - (c) Excess travelling time.
 - (d) Annual leave loading.
 - (e) Sick leave with respect to the Mutual Leave Fund.
- 5.2 In the event of any inconsistency or ambiguity that may arise in the application of this award, the relevant provisions of this award will apply before the relevant provisions of Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009.

6. Hours

- 6.1 The ordinary working hours of an Inspector are 38 hours per week, Monday to Friday.
- 6.2 An Inspector's contract hours for one day are equivalent to 7 hours and 36 minutes, which are used to calculate leave entitlements and for SafeWork NSW to determine the standard hours for an Inspector.
- 6.3 An Inspector's daily span of hours will be either the bandwidth specified under the flexible working hours scheme of this award or the standard hours determined by SafeWork NSW.

7. Flexible Working Hours

- 7.1 The Workcover Authority Flexible Working Hours Agreement will apply to all Inspectors working under this award.
- 7.2 Extended Bandwidth
 - (a) Extended Bandwidth starts at 6:00am and ends at 10:00pm, and its use is subject to SafeWork NSW discretion and agreement between the Inspector and their supervisor.
 - (b) An Inspector may, within the extended bandwidth and with the approval of their supervisor, choose to work more than the maximum number of 12 hours on a nominated day, which is to be recorded as part of flexible working hours.
 - (c) Where an Inspector is directed to work for more than the maximum 10.5 hours on a nominated day, overtime will apply.

8. Overtime

- 8.1 Eligibility for overtime:
 - (a) An Inspector will be eligible for overtime if they have been directed by their supervisor to work -
 - i. more than 10.5 hours in one day; or
 - ii. before 6:00am or after 10:00pm; or
 - iii. on a Saturday, Sunday or public holiday.
 - (b) Hours worked under the extended bandwidth will not of itself result in overtime, unless the conditions in (a) apply.
 - (c) An Inspector who is rostered for the After Hours Response Service when "called out" to attend an incident shall be paid a minimum of 3 hours at double time per each separate incident.
- 8.2 An Inspector may be directed to work overtime, provided it is reasonable for the Inspector to be required to do so. An Inspector may refuse to work overtime in circumstances where the working of such overtime would result in the Inspector working unreasonable hours. In determining what is unreasonable, the following factors shall be taken into account:
 - (a) the Inspector's prior commitments outside the workplace, particularly the Inspector's family and carer responsibilities, community obligations or study arrangements,
 - (b) any risk to the Inspector's health and safety,
 - (c) the urgency of the work required to be performed during overtime, the impact on the operational commitments of the organisation and the effect on client services,

- (d) the notice (if any) given regarding the working of the overtime, and by the Inspector of their intention to refuse overtime, or
- (e) any other relevant matter.

8.3 Overtime is to be calculated using the formula

$$\frac{\text{Annual Salary} \div 52.17857}{35} = \text{Hourly Rate}$$

8.4 Overtime Meal Allowances:

- (a) The overtime meal allowances for breakfast, lunch and dinner specified in the Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009 will apply.
- (b) Breakfast Allowance - Inspectors are eligible for the allowance for breakfast when they have been directed to work before 6.00am and an expense is actually incurred.
- (c) Lunch Allowance - Inspectors are eligible for the allowance for lunch when they have been directed to work on a Saturday, Sunday or public holiday and commence before 8.30am and finish after 1.30pm or commence after 8.30am and finish after 2.00pm and an expense is actually incurred.
- (d) Dinner Allowance - Inspectors are eligible for the allowance for dinner when they have been directed to work after 6.30pm and an expense is actually incurred.

8.5 Meal breaks are in an Inspector's own time and are not counted towards an Inspector's work time or for the payment of overtime or the accrual of flexible working hours.

9. Excess Travelling Time

9.1 Excess travelling time is the time taken for an Inspector to travel to a work location that is in excess of the time normally taken for the Inspector to travel between their home and their office.

9.2 Compensation for excess travelling time applies when:

- (a) the travel is required to perform SafeWork NSW duties; and
- (b) the travel has had prior approval; and
- (c) the excess travelling time amounts to at least 15 minutes on any one day outside the daily span of hours after deducting the time normally taken for an Inspector to travel between their home and their office.

9.3 Excess travelling time undertaken during the Extended Bandwidth will accrue as hours worked under flexible working hours.

9.4 Excess travelling time undertaken outside the Extended Bandwidth of before 6.00am or after 10.00pm Monday to Friday, or on a Saturday, Sunday or public holiday, or on a non-working day, will be compensated by payment or by leave in lieu at the Inspector's ordinary rate of pay.

9.5 SafeWork NSW will decide which type of compensation to grant, having regard to the needs of the Inspector and SafeWork NSW.

10. Annual Leave Loading

10.1 The salary rates in Table 1 to this award include an amount of 1.5% of the relevant rate to reflect the annualisation of leave loading.

11. Sick Leave - Mutual Leave Fund

- 11.1 This award continues the SafeWork NSW Inspectors' Mutual Leave Fund (the Fund).
- 11.2 The Fund is an additional entitlement to an Inspector's annual sick leave entitlements and will operate as follows:
- (a) Unless otherwise agreed between the parties, a contribution of three days sick leave will be made from an Inspector's annual sick leave entitlement on 1 January each year and pooled in the Fund.
 - (b) These pooled days will accumulate for the life of this award.
 - (c) An Inspector with less than five days sick leave on the 1 January will not be required to contribute any days sick leave for that year but will be required to contribute no more than three days sick leave on 1 January of the following year.
 - (d) Contributions from an Inspector's annual sick leave entitlement -
 - i. will cease when the maximum number of pooled days reaches 2,100 days or more; and
 - ii. will re-start when the number of pooled days reaches 1,500 days or less.
 - (e) An Inspector will be notified regarding further contributions from their annual sick leave entitlement when the minimum number of pooled days has been reached.
 - (f) If the Fund is discontinued for any reason, the accumulated sick leave days will be re-credited to the Inspector's sick leave entitlement to the extent of the contributions made, less the number of days paid to the Inspector from the Fund.
 - (g) An Inspector who transfers to a position within SafeWork NSW not covered by this award, or transfers elsewhere in the Public Service, will have re-credited to the Inspector's sick leave entitlement, the contributions made less the number of days paid to the Inspector from the Fund.
 - (h) An Inspector is entitled to claim from the Fund when -
 - i. their accumulated and annual sick leave entitlement is exhausted; and
 - ii. they have been absent from work due to sickness or injury for 10 consecutive working days, as a qualifying period.
 - (i) SafeWork NSW may, subject to the circumstances of the case such as part time absences for treatment of a chronic illness, reduce or waive the requirement for an Inspector to have been absent from work for the qualifying period of 10 consecutive working days.
 - (j) An Inspector is entitled to claim from the Fund for all days absent from work through sickness or injury, including the 10 consecutive working days qualifying period.
 - (k) A medical certificate must support all days claimed from the Fund.
 - (l) Should the Fund be unable to meet claims because of insufficient pooled days, SafeWork NSW will underwrite any claims until the Fund receives further contributions.

12. After Hours Response Service

- 12.1 An After Hours Response Service will operate to provide a rapid response to an emergency incident that occurs outside SafeWork NSW standard hours and includes the Emergency Telephone and the Asbestos Demolition Response Service.

- 12.2 An Inspector who is rostered for the After Hours Response Service as the After Hours Response Manager or as a Rostered Inspector will be paid the allowances specified in Table 2 of this award.
- 12.3 An Inspector who is rostered for the After Hours Response Service when called out to attend an emergency incident will be paid a minimum of three hours overtime at double time for each separate incident.
- 12.4 Should an Inspector be called out to attend an emergency incident on a public holiday, the Inspector will be paid a minimum of three hours at double time and a half for each separate incident.

13. Motor Vehicles

- 13.1 A motor vehicle will be allocated to an Inspector as a tool of work to enable the efficient and effective operation of SafeWork NSW services.
- 13.2 The motor vehicle allocated to an Inspector will be available for private use by the Inspector, subject to the SafeWork NSW Motor Vehicle Private Use Scheme.
- 13.3 The parties acknowledge that motor vehicles are allocated, along with a package of conditions including a 38 hour week, to enable the efficient and effective operation of services provided by field based inspectors. SafeWork NSW acknowledges that Inspectors originally traded a 35 hour week as well as other trade offs to obtain the conditions in this package.

14. Deduction of Union Membership Fees

- 14.1 The union shall provide SafeWork NSW with a schedule setting out union fortnightly membership fees payable by members of the union in accordance with the union's rules.
- 14.2 The union shall advise SafeWork NSW of any change to the amount of fortnightly membership fees made under its rules and any variation to the schedule of union fortnightly membership fees payable shall be provided to SafeWork NSW at least one month in advance of the variation taking effect.
- 14.3 Subject to 14.1 and 14.2 above, SafeWork NSW shall deduct union fortnightly membership fees from the pay of any Inspector who is a member of the union in accordance with the union's rules, provided that the Inspector has authorised SafeWork NSW to make such deductions.
- 14.4 Money so deducted from the Inspector's pay shall be forwarded regularly to the union together with all necessary information to enable the union to reconcile and credit subscriptions to employees' union membership accounts.
- 14.5 Unless SafeWork NSW and the union agree to other arrangements, all union membership fees shall be deducted on a fortnightly basis.
- 14.6 Where an Inspector has already authorised the deduction of union membership fees from his or her pay prior to this clause taking effect, nothing in this clause shall be read as requiring the Inspector to make a fresh authorisation in order for such deductions to continue.

15. Classification Structure

- 15.1 The Inspector Classification has two streams, Inspectorial and Managerial, which represent work of either an inspectorial nature or of a managerial nature and reflect the different types of work performed, knowledge required, problem solving skills employed and accountability levels established.
- 15.2 Appointment to and progression within the Inspectorial stream will be in accordance with the provisions contained in clauses 17, 18, 19 and 20 of this award.
- 15.3 Appointment to and progression within the managerial stream will be by merit selection.
- 15.4 Transfer between each stream, will be subject to the follow principles:

- (a) An Inspector in the Inspectorial Stream who is successful in being appointed to a position in the Managerial Stream will transfer to the Managerial Stream position and retain their Inspectorial Stream salary where -
 - i. their Inspectorial Stream salary is higher than the salary for the Managerial Stream position, and
 - ii. the functions and scope of the Managerial Stream position, as determined by SafeWork NSW, enables the Inspector to continue to exercise their Inspectorial skills and knowledge in the field at the level consistent with their Inspectorial Stream salary.
- (b) An Inspector in the Managerial Stream may transfer to a position in the Inspectorial Stream provided that -
 - i. there is an identified need approved by SafeWork NSW, and
 - ii. the Inspector holds the relevant competencies or other qualifications specified for the Inspectorial Stream position to which they are transferred; or,
 - iii. a District Coordinator who has held that position for 3 years and is approved to transfer into the Inspectorial stream may do so without the need to obtain Principal Inspector competencies. Periods of acting as a District Coordinator do not count towards the 3-year period. A District Coordinator 2 will move to the salary rate of a Principal Inspector 2.
- (c) An Inspector transferring to another position within the Inspectorial stream or within the Managerial stream will be subject to procedures determined by SafeWork NSW following consultation with the PSA.

16. Competency Assessment

- 16.1 Progression and appointment to the Inspector Classifications of Senior Inspector, Principal Inspector, Assistant State Inspector and State Inspector will be subject to, amongst other requirements, an Inspector holding the relevant competencies specified in the Memorandum of Understanding that have been awarded by:
- (a) SafeWork NSW in its role as a Registered Training Organisation, or
 - (b) a Registered Training Organisation conducting assessment under the auspices of SafeWork NSW, or
 - (c) any other Registered Training Organisation having the capacity to issue a Statement of Attainment.
- 16.2 SafeWork NSW will ensure that a policy of equal opportunity is applied so that all Inspectors are offered equal access to work of a nature that provides learning and development in the disciplines and fields of knowledge relevant to competency units. This may involve an Inspector changing groups, teams or locations to access these opportunities.
- 16.3 The parties are committed to a process of consultation on the methods to be used to assess an Inspector against a competency unit, with a view to reaching agreement on the methods adopted being:
- (a) fairly and justly applied,
 - (b) regarded by the parties as appropriate for assessment of the Inspector against the relevant competency unit, and
 - (c) consistent with the national guidelines for assessment of competency units contained in appropriate National Training Packages.

16.4 Changes to the competency units selected and assigned at each Inspector classification level:

- (a) will require the parties to consult and reach agreement to those changes.
- (b) will occur in such a way as to ensure that the competency assessment process is fair and just.
- (c) The parties are committed to a process of ensuring that the competency units selected remain relevant and appropriate to the work of an Inspector.

17. Entry Level Inspector

17.1 An entry level Inspector is an Inspector recruited to an Inspector Classification position for which they applied, on a salary level for the position that is commensurate with their skill and experience as determined by SafeWork NSW.

17.2 Probationary appointment and confirmation:

- (a) An entry level Inspector will be appointed on probation for a period of 12 months, or such other period as directed by SafeWork NSW, to -
 - i. undertake training for the Diploma of Government (Workplace Inspection) issued by SafeWork NSW as a Registered Training Organisation, and
 - ii. receive instruction in the conduct and performance of an Inspector.
- (b) The entry level Inspector will be eligible for confirmation of appointment when they have -
 - i. met the standards required within the entry level Inspector's training program, which includes assignments and field activities, and have had their conduct and performance assessed as satisfactory.
 - ii. been assessed and deemed competent for the Diploma of Government (Workplace Inspection).
- (c) The entry level Inspector who has completed a period of probation in a position other than Inspector in SafeWork NSW, or a position in another Department or other New South Wales public authority, and was confirmed in that position, will be regarded as an entry level Inspector and will be required to -
 - i. undertake the training and receive instructions as specified in (a), and
 - ii. satisfy the confirmation of appointment provisions in (b).

17.3 Should an entry level Inspector not satisfy the confirmation of appointment provisions within the 12-month period, SafeWork NSW may extend their probation for a further period or periods considered appropriate by SafeWork NSW to complete the confirmation of appointment requirements, subject to reasonable notice being given to the entry level Inspector.

17.4 Should an entry level Inspector fail to complete the requirements for confirmation of appointment within the extended period, SafeWork NSW will discontinue the provision of training and instructions and will consider the future of their continued employment in SafeWork NSW.

18. Incremental Progression

18.1 Incremental progression as an Inspector from Inspector Level 1 to Inspector Level 2 and subsequently to Inspector Level 3 will be subject to an Inspector's conduct and performance being assessed as satisfactory after a period of 12 months as an Inspector Level 1, Inspector Level 2, or Inspector Level 3.

18.2 Incremental progression within each of the Inspector classifications within the Inspectorial Stream other than Inspector Level 1, Inspector Level 2, or Inspector Level 3, and within the Managerial stream, will be subject to an Inspector's conduct and performance being assessed as satisfactory after a period of 24 months in the Inspector's classification.

19. Progression to Senior Inspector or Principal Inspector

19.1 Progression to Senior Inspector or Principal Inspector will require:

- (a) the Inspector's conduct and performance being assessed as satisfactory, and
- (b) the Inspector holding relevant competencies for a Senior Inspector or Principal Inspector, whichever applies.

20. Progression to Assistant State Inspector Or State Inspector

20.1 Progression to Assistant State Inspector or State Inspector will be subject to:

- (a) the Inspector holding the relevant competencies for an Assistant State Inspector or State Inspector, and
- (b) merit selection.

21. Grievance and Dispute Settling Procedures

21.1 All grievances and disputes relating to the provisions of this award shall initially be dealt with as close to the source as possible, with graduated steps for further attempts at resolution at higher levels of authority within SafeWork NSW, if required.

21.2 A staff member is required to notify in writing their immediate manager, as to the substance of the grievance, dispute or difficulty, request a meeting to discuss the matter, and if possible, state the remedy sought.

21.3 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.

21.4 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.

21.5 If the matter remains unresolved with the immediate manager, the staff member may request to meet the appropriate person at the next level of management in order to resolve the matter. This manager shall respond within two (2) working days, or as soon as practicable. The staff member may pursue the sequence of reference to successive levels of management until the matter is referred to the Chief Executive Officer.

21.6 The Chief Executive Officer may refer the matter to the Director of Public Employment for consideration.

21.7 If the matter remains unresolved, the Chief Executive Officer shall provide a written response to the staff member and any other party involved in the grievance, dispute or difficulty, concerning action to be taken, or the reason for not taking action, in relation to the matter.

21.8 A staff member, at any stage, may request to be represented by the Union.

- 21.9 The staff member, or the Union on their behalf, or the Chief Executive Officer may refer the matter to the New South Wales Industrial Relations Commission if the matter is unresolved following the use of these procedures.
- 21.10 The staff member, Union, SafeWork NSW and the Public Service Commission shall agree to be bound by any order or determination by the New South Wales Industrial Relations Commission in relation to the dispute.
- 21.11 Whilst the procedures outlined in subclauses 21.1 to 21.10 of this clause are being followed, normal work undertaken prior to notification of the dispute or difficulty shall continue unless otherwise agreed between the parties, or, in the case involving occupational health and safety, if practicable, normal work shall proceed in a manner which avoids any risk to the health and safety of any staff member or member of the public.

22. Anti-Discrimination

- 22.1 It is the intention of the parties bound by this award to seek to achieve the objects of section 3(f) of the Industrial Relations Act 1996 to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- 22.2 It follows that in fulfilling their obligations under the dispute resolution procedures prescribed by this award, the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this award are not directly or indirectly discriminatory in the effects and it will be consistent with the fulfilment of these obligations for the parties to make application to vary any provisions of this award, which by its terms or operation, has a direct or indirect discriminatory effect.
- 22.3 Under the Anti-Discrimination Act 1977, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- 22.4 Nothing in this clause is to be taken to effect:
- (a) Any conduct or act which is specifically exempted from anti-discrimination legislation;
 - (b) Offering or providing junior rates of pay to persons under 21 years of age;
 - (c) Any act or practice of a body established to propagate religion which is exempt under section 56(d) of the Anti-Discrimination Act 1977;
 - (d) A party to this award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.
- 22.5 This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.
- 22.6 Notes -
- (a) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
 - (b) Section 56(d) of the Anti-Discrimination Act 1977 provides:

"Nothing in the Act affects any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion."

23. No Extra Claims

- 23.1 The no extra claims clause (clause 8) contained in the Crown Employees (Public Sector – Salaries 2015) Award shall apply to employees covered by this Award.

24. Area, Incidence and Duration

- 24.1 This award will apply to all Inspectors who occupy a position classified in the Inspector Classifications identified in Table 1 of this award.
- 24.2 This award is made following consent of the parties and rescinds and replaces the Crown Employees (Office of the WorkCover Authority - Inspectors) Award 2007, published 9 November 2007 (364 I.G. 329).
- 24.3 This award will be effective from the first pay period commencing on or after 16 November 2007.
- 24.4 This award will be in force for a period of three years from 16 November 2007 or until it is varied or rescinded.
- 24.5 The changes made to the award pursuant to the Award Review pursuant to section 19(6) of the Industrial Relations Act 1996 and Principle 26 of the Principles for Review of Awards made by the Industrial Relations Commission of New South Wales on 28 April 1999 (310 I.G. 359) take effect on and from 24 November 2015.

Changes made to this award subsequent to it first being published on 16 November 2007 have been incorporated into this award as part of the review

Table 1 - Inspector Classifications and Salary Scales

Current salaries for classifications covered by this Award are determined by the Crown Employees (Public Sector – Salaries 2015) Award or its replacement and are found in the salary tables attached to that award. The below tables are for historical purposes only.

2003 Award			2006 Award				
Inspector Stream	Managerial Stream	Salary p.a. 14 July 2006	Salary p.a. fpp comm. on or after 16 Nov. 06	Inspectorial Stream	Managerial Stream	Salary p.a. fpp commencing on or after 16 Nov. 06	Salary p.a. fpp commencing on or after 1 July 2007
Level 1		\$58,865	\$63,365				
Level 2		\$59,635	\$64,135				
Level 3		\$63,927	\$68,427	Level 1		\$69,111	\$71,164
Level 4		\$65,800	\$70,300	Level 2		\$71,003	\$73,112
Level 5		\$69,801	\$74,301	Level 3		\$75,044	\$77,273
Senior Inspector		\$72,705	\$77,205	Senior Inspector 1		\$77,977	\$80,293
				Senior Inspector 2		\$78,710	\$81,048
Assistant Principal Inspector	District Coordinator	\$75,016	\$79,516	Principal Inspector 1	District Coordinator 1	\$80,311	\$82,697
				Principal Inspector 2		\$81,067	\$83,474
					District Coordinator 2	\$81,901	\$84,334
Principal Inspector		\$79,422	\$83,922	Assistant State Inspector 1		\$84,761	\$7,279

				Assistant State Inspector 2		\$85,558	\$88,100
Regional Inspector	Team Coordinator	\$85,129	\$89,629	State Inspector 1	Team Coordinator 1	\$90,525	\$93,214
				State Inspector 2		\$91,377	\$94,091
					Team Coordinator 2	\$92,318	\$95,060
State Inspector	State Coordinator	\$89,351	\$93,851		State Coordinator 1	\$94,790	\$97,605
					State Coordinator 2	\$95,681	\$98,523
	Team Manager	\$97,032	\$101,532				
		\$101,148	\$105,648		Team Manager 1	\$106,704	\$109,874
		\$107,484	\$111,984				
		\$112,217	\$116,717		Team Manager 2	\$117,884	\$121,386

4,500 Compensatory Payment

New Salary Structure and Interim payment from 4%

4% Final Payments

Table 2 - After Hours Response Service Allowances

Role	Allowances			
	Roster Allowance		Phone Call Disturbance Allowance	
	First pay period commencing on or after 16 November 2006	From first pay period commencing 1 July 2007	First pay period commencing on or after 16 November 2006	From first pay period commencing 1 July 2007
After Hours Response Manager	\$112 per week	\$116 per week	\$30 per call received up to eight calls in 24 hours	\$31 per call received up to eight calls in 24 hours
Rostered Inspector	\$112 per week	\$116 per week	\$20 per call received up to eight calls in 24 hours	\$21 per call received up to eight calls in 24 hours

Table 3 - Salary. Scales - Transitional Adjustments

Inspector classification and salary level 2003 Award	Period of Service at this level	Adjustment to 2007 Award	Increment Date
Inspector, Level 1	Not applicable	Inspector, Level 1	Retains increment date
Inspector, Level 2	Not applicable	Inspector, Level 1	Retains increment date
Inspector, Level 3	Not applicable	Inspector, Level 1	Retains increment date
Inspector, Level 4	Not applicable	Inspector, Level 2	Retains increment date
Inspector, Level 5	Not applicable	Inspector, Level 3	Retains increment date
Senior Inspector	Less than 24 months	Senior Inspector 1	Date of appointment as Senior Inspector

	24 months or more	Senior Inspector 2	Not applicable
Assistant Principal Inspector	Less than 24 months	Principal Inspector 1	Date of appointment as Assistant Principal Inspector
	24 months or more	Principal Inspector 2	Not Applicable
District Coordinator	Less than 24 months	District Coordinator 1	Date of appointment as District Coordinator
	24 months or more	District Coordinator 2	Not applicable
Principal inspector	Less than 24 months	Assistant State Inspector 1	Date of appointment as Principal Inspector
	24 months or more	Assistant State Inspector 2	Not applicable
Regional Inspector	Less than 24 months	State Inspector 1	Date of appointment as Regional Inspector
	24 months or more	State Inspector 2	Not applicable
Team Coordinator	Less than 24 months	Team Coordinator 1	Date of appointment as Team Coordinator
	24 months or more	Team Coordinator 2	Not applicable
State inspector	Less than 24 months	State Coordinator 1	Date of appointment as State Inspector
	24 months or more	State Coordinator 2	Not applicable
State Coordinator	Less than 24 months	State Coordinator 1	Date of appointment as State Coordinator
	24 months or more	State Coordinator 2	Not applicable
Team Manager 1st year	Not applicable	Team Manager 1	From commencement of pay period for (insert date 12 months before commencement of award)
Team Manager 2nd year	Not applicable	Team Manager 1	Date of appointment as Team Manager 2nd year
Team Manager 3rd year	Not applicable	Team Manager 2	Not applicable
Team Manager 4th year	Not applicable	Team Manager 2	Not applicable

J. D. STANTON, Commissioner

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