

P.S.A. OF N.S.W.
REC'D
24 APR 1975

Publicity Officers and Public Relations Officers

Agreement No. 2126 of 1975

P.S.B. 73/19895

A G R E E M E N T made the twelfth day of March in the year 1975 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 JOURNALISTS' UNION 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 adult persons permanently or temporarily employed in the Professional Division under the provisions of the Public Service Act, 1902, and who, on the tenth day of January, 1975, 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.

"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:-

<u>Public Relations Officer - Grade I</u>	<u>\$ p.a.</u>
Premier's Department	
Department of Local Government	
1st year of service	14,300
2nd year of service	14,600
3rd year of service and thereafter	14,900

<u>Public Relations Officer - Grade II</u>	<u>\$ p.a.</u>
Premier's Department Department of Local Government	
<u>Public Relations Officers - not elsewhere specified</u>	
1st year of service	12,100
2nd year of service	12,400
3rd year of service and thereafter	12,700
 <u>Senior Publicity Officer</u>	
Ministry of Education	
1st year of service and thereafter	13,900
 <u>Publicity Officers</u>	
1st year of service	10,000
2nd year of service	10,300
3rd year of service and thereafter	10,600
 <u>Assistant Publicity Officers</u>	
1st year of service	9,000
2nd year of service and thereafter	9,300
 <u>Manager, Advertising and Publicity Division, Department of Tourism</u>	
Personal to Mr. A. O. Grant	13,630

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 annual rates where specified.

**B. ADJUSTMENT OF SALARIES OF OFFICERS
COVERED BY THIS AGREEMENT**

- (i) Except as provided in paragraph (ii) of this subclause the salaries of officers covered by this Agreement shall be adjusted to the appropriate scale prescribed by this Agreement on the basis of service in position - for the purpose of this sub-clause officers shall be deemed to have the years of service represented by the salary received under the appropriate scale in force immediately prior to the operative date of this Agreement.
- (ii) The salaries of Public Relations Officers who, under the scale in force immediately prior to the operative date of this Agreement, were in receipt of a salary set out hereunder shall be adjusted as shown:-

<u>Salary Immediately Prior to operative date</u>	<u>Adjustment from operative date</u>	<u>Next Increment</u>
\$	\$	\$
12115	14300	14600 ∅
12345	14300	14600
12574	14600	14900
12804	14900	-
10330	12100	12400 ∅
10554	12100	12400
10779	12400	12700
11003	12700	-

"Next Increment" shown payable from normal incremental date except where marked "∅" when next increment is payable twelve months after operative date.

(4) GENERAL

1. An allowance at the rate of \$1100 per annum shall be paid to Public Relations Officers in compensation for those special incidents of service not otherwise compensated for in salary.

OR

2. At the option of the officer payment may be made for excess hours worked as follows:-

- (i) Daily Excess hours - being all time worked in excess of eleven hours in any day, Monday to Sunday inclusive, shall be paid for at the following rates -
 - (a) Monday to Friday, inclusive, time and one half for the first three hours and double time thereafter until relieved from duty;
 - (b) Saturday, time and one half for the first three hours and double time thereafter;
 - (c) Sunday, double time;
 - (d) Public Holiday, double time and one half.
- (ii) Weekly excess hours - being all time worked in excess of forty hours in any week, Monday to Sunday, inclusive, but excluding time already paid for under paragraph (i) of this subclause - shall be paid for at the rate of time and one half for the first eight hours and double time thereafter.

Provided that:-

- 3. (i) Where more than one Public Relations Officer is employed in a Department the provisions of subclause 1 and 2 above shall apply only to the senior of such officers.
- (ii) Notwithstanding the provisions of paragraph (i) of this subclause the provisions of sub-clause 1 and 2 above shall apply to the senior Public Relations Officer, Staff of the Leader of the Opposition.
- (iii) (a) For the purpose of calculating payment for excess hours worked salary shall be the appropriate rate in the scales for Public Relations Officers contained in Clause (3) Salaries, of this Agreement.
- (b) The formula for the calculation of payment for excess hours worked at ordinary rates shall be -
$$\frac{\text{Annual Salary}}{1} \times \frac{7}{365} \times \frac{1}{40}$$
- (c) To determine time and one half or double rates or double and one half rates the hourly rate at ordinary time shall be multiplied by 3/2 or 2/1 or 5/2, respectively calculated to the nearest cent.
- (iv) Time spent travelling shall not, for the purposes of subclause 2 above, be taken into account in calculating excess hours worked.

- (v) Officers shall elect by 30th June in each year as to the method of payment for excess hours worked, such election shall be irrevocable for twelve months.
- (vi) Officers shall maintain a diary and record their hours of work.

(5) INCREMENTS

- (i) The payment of increments under the scale 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.

(6) 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 (5) 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 or 61 of the Public Service Act, 1902.

(7) AREA, INCIDENCE AND DURATION

This Agreement rescinds and replaces Agreement No. 2063 of 1974 made on the nineteenth day of April, 1974 and shall apply to all officers as defined herein. It shall have effect on and from the tenth day of January, 1975 until the first day of November, 1975, and shall continue in force thereafter until one month's notice of its termination is given by either party.

(8) WAGE BASIS

The salaries prescribed in Part A of Clause (3), Salaries, of this Agreement are based on a basic wage for adult males of \$47.80 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

