

OF N.S.W.
C'D
23 JUL 1975

Tracers, Various Departments.

Agreement No. 2192 of 1975

P.S.B. 74/2194

A G R E E M E N T made the eleventh day of July
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 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 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, on the twenty-ninth day of November,
1974, were occupying 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

Subject to the provisions of the Public Service Act
and of the Regulations thereunder and subject also to satisfying
the conditions prescribed by this Agreement, the following
annual rates of salary shall be paid to officers appointed to
the positions specified:-

\$47.80 wage base

<u>Tracer</u>	<u>\$ per annum</u>
<u>General Scale</u>	
1st year of service or under 17 years	3006
2nd year of service or age 17 years	3539
3rd year of service or age 18 years	4031
4th year of service or age 19 years	4630
5th year of service or age 20 years	5105

<u>Adult</u>	<u>\$ per annum</u>
6th year of service or age 21 years	5702
7th year of service	5882
8th year of service	6110
9th year of service	6290
<u>Grade I</u>	
1st year of service	6378
2nd year of service	6485
<u>Grade II</u>	
1st year of service	6663
2nd year of service	6801
<u>Grade III</u>	
1st year of service	6996
2nd year of service	7199
<u>Grade IV</u>	
1st year of service	7301
2nd year of service	7413

Provided that -

- (a) an officer shall not be eligible for promotion beyond the General Scale until she has passed the examination in such subject or subjects as may be prescribed by the Board;
- (b) promotion to a grade and from grade to grade shall be subject to the occurrence of a vacancy in the grade;
- (c) the General Scale and Grades I to IV shall contain all work or positions which, at the date of signing of this Agreement, were included in the General Scale and Grades I to IV respectively of Determination No. 400 of 1974 and such other work or positions as the Board may from time to time determine.

(4) ADJUSTMENT OF SALARIES OF OFFICERS COVERED BY AGREEMENT

Subject to the provisions of this Agreement, the salaries of officers employed at the operative date of this Agreement shall be adjusted to the appropriate rates of the scales prescribed by this Agreement on the basis of years of service in position - for the purpose of this 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.

(5) INCREMENTS

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

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 the conduct and the manner in which the duties of the officer have been performed.

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, viz.:-

- (a) any period during which an officer is not eligible to proceed by reason of failure to satisfy any required examination or test;
- (b) any period in respect of which an increment is refused under Clause (5) hereof;
- (c) any leave of absence without pay exceeding five days in any incremental year;
- (d) any period necessary to give full effect to a reduction in salary imposed by the Board by virtue of Sections 56 or 61 of the Public Service Act, 1902.

(7) GENERAL

Nothing in this Agreement shall be construed as restricting the authority of the Board to alter the duties of any position or to abolish any position covered by this Agreement.

(8) WAGE BASIS

The salaries prescribed in 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 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.

(9) AREA, INCIDENCE AND DURATION

This Agreement shall apply to all officers as defined herein. It shall have effect for a period of one year on and

from the twenty-ninth day of November, 1974 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 HAROLD HERBERT DICKINSON
in the presence of:

SIGNED BY JACK WALLIS DAVIES
in the presence of:

[Handwritten signature]

[Handwritten signature]

SIGNED BY WILLIAM HEDLEY GENT
in the presence of:

[Handwritten signature]

[Handwritten signature]

SIGNED BY GERALD GLEESON
in the presence of: