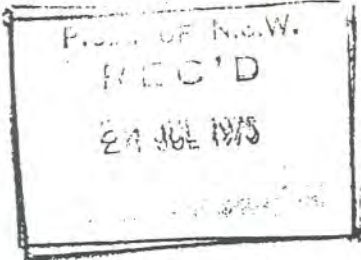


Artists, etc., Australian Museum;
Designers and Senior Designer,
National Parks and Wildlife Service;
Artist, Chief, Exhibitions Departmer
and Keeper of Exhibits, Museum of
Applied Arts and Sciences.



Agreement No. 2196 of 1975

P.S.B. 73/6062

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 NEW SOUTH WALES
PUBLIC SERVICE PROFESSIONAL OFFICERS' ASSOCIATION and THE
PUBLIC SERVICE ASSOCIATION OF NEW SOUTH WALES being Associa-
tions 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 tenth day of January, 1975,
were occupying one of the positions covered by this Agreement
in the Australian Museum, National Parks and Wildlife Service
and Museum of Applied Arts and Sciences, or who, after that
date, are appointed to one of such positions, but does not
include any person who resigned or whose services were termi-
nated 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) SALARIESA. 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>Artists, Australian Museum and Museum of Applied Arts and Sciences.</u>	<u>On and From 10.1.75</u>	<u>On and From 16.5.75</u>
<u>Grade I</u>	<u>\$ p.a.</u>	<u>\$ p.a.</u>
1st year of service	6425	6656
2nd year of service	6625	6864
3rd year of service	6825	7071
4th year of service	7025	7278
5th year of service	7225	7485
6th year of service	7525	7796
7th year of service and thereafter	7825	8107
<u>Grade II</u>		
1st year of service	8040	8329
2nd year of service	8245	8542
3rd year of service and thereafter	8450	8754
<u>Grade III</u>		
1st year of service	8845	9163
2nd year of service and thereafter	9150	9479

Provided that:-

- (a) The commencing rate of salary payable to an officer who has obtained the Diploma in Graphic Design or Painting of the Department of Technical and Further Education or such other qualifications deemed by the Board to be appropriate and equivalent thereto shall not be less than the rate prescribed for the third year of service in Grade I.
- (b) Progression from Grade I to Grade II shall be subject to the officer having completed twelve months' service on the maximum rate prescribed for Grade I and to the Board being satisfied that the skill and ability of the Officer and the value of his work warrants such promotion.
- (c) Promotion to Grade III shall be subject to the approval of the Public Service Board, following a certificate by the Director that the Artist has displayed special skill, and has special experience warranting such promotion; provided that no officer shall be promoted to Grade III unless he has completed at least twelve months' satisfactory service on the maximum rate for Grade II.

	On and From <u>10.1.75</u>	On and From <u>16.5.75</u>
	\$ p.a.	\$ p.a.

Keeper of Exhibits (Non-Graduate), Museum of Applied Arts and Sciences

1st year of service	7630	7905
2nd year of service	7945	8231
3rd year of service	8245	8542
4th year of service	8440	8744
5th year of service	8840	9158
6th year of service and thereafter	9150	9479

Designer (Exhibitions and Publications) National Parks and Wildlife Service

1st year of service	7025	7278
2nd year of service	7225	7485
3rd year of service	7525	7796
4th year of service	7825	8107
5th year of service	8040	8329
6th year of service	8245	8542
7th year of service	8450	8754
8th year of service	8650	8961
9th year of service	9050	9376
10th year of service	9450	9790
11th year of service	9850	10205
12th year of service and thereafter	10250	10619

Provided that progression beyond the rate prescribed for the seventh year of service shall be subject to an officer having completed twelve months' service on such rate and to the Board being satisfied that the skill and ability of the officer and the value of his work warrants such progression.

Senior Designer (Exhibitions and Publications) National Parks and Wildlife Service

On Appointment	10925	11318
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Exhibitions Officer, Australian Museum

1st year of service	8650	8961
2nd year of service	9050	9376
3rd year of service	9450	9790
4th year of service	9850	10205
5th year of service and thereafter	10250	10619

Chief, Exhibitions Department, Museum of Applied Arts and Sciences

1st year of service	9850	10205
2nd year of service and thereafter	10250	10619

On and From
10.1.75
\$ p.a.

On and From
16.5.75
\$ p.a.

Chief, Department of Exhi-
bitions, Australian Museum

On Appointment

11600

12018

Provided that:-

(i) 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.

(ii) 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 he is employed without the special approval of the Board. ✓

B. ADJUSTMENT OF SALARIES OF OFFICERS AT
PRESENT EMPLOYED

(i) Except as provided in paragraph (ii) of this sub-clause 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 position or grade - for the purpose of this sub-clause an officer shall be deemed to have the years of service indicated by the salary received under the scale in force immediately prior to the date of operation of this Agreement.

(ii) The salary of Mr. N. Harwood shall be adjusted to the maximum rate in the scale prescribed for Keeper of Exhibits (Non Graduate) Museum of Applied Arts and Sciences.

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

(6) WAGE BASIS

The salaries prescribed in Clause (3), Salaries of this Agreement, with effect on and from the sixteenth day of May, 1975, are based on a basic wage for adult males of \$49.50 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.

(7) 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 tenth day of January, 1975 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:

SIGNED BY WILLIAM HEDLEY GENT
in the presence of:

SIGNED BY GERALD GLEESON
in the presence of:

Handwritten signatures of witnesses and parties. A vertical wavy line separates the witness signatures on the left from the party signatures on the right. The signatures include those of Harold Herbert Dickinson, Jack Wallis Davies, William Hedley Gent, and Gerald Gleeson, along with two other signatures on the right side of the line.