

Social Workers, Various  
Departments

P.S.B. 77/768

Agreement No. 2374 of 1982

A G R E E M E N T made the twenty first day of September in the year 1983 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 NEW SOUTH WALES PUBLIC SERVICE PROFESSIONAL OFFICERS' ASSOCIATION 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 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 persons permanently or temporarily employed under the provisions of the Public Service Act, 1979, and who on the 6th of November, 1980 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 4th 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) SALARIESA. FUTURE APPOINTEES

Subject to the provisions of the Public Service Act, 1979 and of the regulations thereunder the following annual rates of salaries shall be paid to officers appointed to the positions specified:

Social Worker;  
Community Services Consultant

	COLUMN A	COLUMN B	COLUMN C
	Effective 7/11/80 \$82.90 wb	Effective 16/1/81 \$86.00 wb	Effective 8/5/81 \$89.10 wb
	_____	_____	_____
	\$ p.a.	\$ p.a.	\$ p.a.
1st year of service	13411	13907	14408
2nd year of service	14145	14668	15196
3rd year of service	15081	15639	16202
4th year of service	15945	16535	17130
5th year of service	16872	17496	18126
6th year of service	17671	18325	18985
7th year of service	18432	19114	19802
8th year of service	19108	19815	20528
9th year of service and thereafter	19990	20730	21476

Provided that:

- (i) the commencing rate of salary payable to an officer who has obtained an appropriate Degree or Diploma of a recognised University or College of Advanced Education requiring a minimum of four years' full-time study or qualifications deemed by the Board to be the equivalent thereof shall be not less than the rate prescribed for the second year of service;
- (ii) officers temporarily employed under the provisions of the Public Service Act, 1979 in a position covered by this Agreement shall, unless otherwise determined by the Board, be paid the weekly equivalent of the rates specified;
- (iii) 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/she is employed without the special approval of the Board.

	COLUMN A	COLUMN B	COLUMN C
	Effective 7/11/80 <u>\$82.90 wb</u>	Effective 16/1/81 <u>\$86.00 wb</u>	Effective 8/5/81 <u>\$89.10 wb</u>
	\$ p.a.	\$ p.a.	\$ p.a.
<u>Senior Allotment Officer</u>			
On appointment	21189	21973	22764
<u>Community Services Officer</u>			
On appointment	22709	23549	24397
<u>Social Worker - Grade 1</u>			
On appointment	21189	21973	22764
<u>Senior Social Worker</u>			
On appointment	22709	23549	24397
<u>Regional Social Work Adviser</u> <u>Health Commission of NSW</u>			
South Eastern Health Region; Murray Health Region; Orana Far West Health Region; Riverina Health Region:			
On appointment	21189	21973	22764
Central Western Health Region; North Coast Health Region; Illawarra Health Region; New England Health Region;			
On appointment	22709	23549	24397
Inner Metroplitan Health Region; Northern Metropolitan Health Region; Southern Metropolitan Health Region; Western Metropolitan Health Region; Hunter Health Region			
On appointment	25071	25999	26935

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 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.

(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 to appeal to the Board.

(5) LEAVE RESERVED

Leave is reserved to the Associations to apply in respect of a graded salary structure.

(6) 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 Sections 94, 95 or 133 of the Public Service Act, 1979.

(7) 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:

Column A \$82.90 per week; Column B \$86.00 per week; and Column C \$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

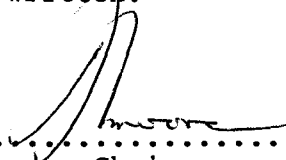
the provisions of that Act apply, provided that the salaries as so varied shall be adjusted to the nearest dollar.

(8) AREA, INCIDENCE AND DURATION

This Agreement shall apply to all officers as defined herein. It shall have effect for a period of twelve (12) months from the beginning of the first pay period to commence on or after 6th November 1980 and continue 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 )

  
.....  
Chairman

  
.....  
Member