

Cartographers, Engineering
Survey Drafting Officers,
Survey Drafting Officers,
Photogrammetrists,
Computers, ALL DEPARTMENTS

Agreement No. 2439
of 1982

P.S.B. 80/3516

A G R E E M E N T made the 14th day of JANUARY
in the year 1982 ^{between} 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 PUBLIC SERVICE
ASSOCIATION OF NEW SOUTH WALES and THE NEW SOUTH WALES
PUBLIC SERVICE PROFESSIONAL OFFICERS' ASSOCIATION being
Associations or Organisations representing a certain class
of Public Servant (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 Service Act, 1979.

This Agreement shall be binding upon the Board and all offi-
cers as defined herein.

(2) DEFINITIONS

"Officer" means and includes all persons permanently or tem-
porarily employed under the provisions of the Public Service
Act, 1979, who, on or after the first pay period commencing
after the twenty sixth day of July, 1982, were occupying
positions covered by this Agreement, or who, after that
date, are appointed to one of such positions.

"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, 1979,
and of the Regulations thereunder and subject also to
satisfying the conditions prescribed by this Agreement, the
following rates of salary shall be paid to officers
appointed to the positions specified:-

A. SALARIES (\$89.10 wb)

1. Cartographers, Photogrammetrists, Computers within -

Central Mapping Authority
 Forestry Commission (Mapping Branch)
 Soil Conservation Service
 Department of Environment and Planning
 Western Lands Commission) Department of Local
 Crown Lands Office.) Government and Lands
 Department of Mineral Resources (Geological Survey)

Engineering Survey Drafting Officers within -

Public Works Department

| <u>General Scale</u> | <u>\$ p.a.</u> |
|----------------------|----------------|
| 1st year of service | 9057 |
| 2nd year of service | 11435 |
| 3rd year of service | 12145 |
| 4th year of service | 12565 |
| 5th year of service | 12959 |
| 6th year of service | 13352 |
| 7th year of service | 13744 |
| 8th year of service | 14298 |
| 9th year of service | 14878 |
| 10th year of service | 15474 |
| 11th year of service | 16558 |
| 12th year of service | 17023 |
| 13th year of service | 17611 |
| 14th year of service | 18102 |

Class 1 Cartographer, Engineering Survey Drafting Officer,
 Photogrammetrist, Computer

| | |
|---------------------|-------|
| 1st year of service | 18755 |
| 2nd year of service | 19243 |
| 3rd year of service | 19994 |
| 4th year of service | 20577 |

- a) Progression beyond the 4th year of service rate shall be subject to the successful completion of the first stage of the Cartography Certificate or Associate Diploma in Cartography or equivalent.
- b) The salaries of officers shall be advanced to the 13th year of service rate upon the successful completion of the Cartography Certificate or Associate Diploma in Cartography or equivalent, and subject to the officer having not less than six years experience.
- c) Provided that an officer shall not be eligible to progress beyond the 12th year of service rate unless he/she has completed
 - (i) the part-time Cartography Certificate or the part-time Associate Diploma in Cartography or equivalent and has not less than six years experience, or
 - (ii) the full-time Associate Diploma in Cartography and has not less than four years experience.

- d) Provided further than an officer qualified at Higher School Certificate standard aged 19 years or over shall be paid not less than \$10,291 p.a.
- e) Progression to Class 1 shall be subject to the Departmental Head being satisfied that the officer is competent to perform work at that level.
- f) Where officers have already progressed beyond the barriers under previous Agreements and do not possess the full qualifications prescribed by this Agreement, they shall be deemed to have satisfied the progression requirements of the position currently occupied. The future progression/promotion of officers who do not fall into the category outlined above may be referred to the Board for consideration.

Promotion to the following positions shall be subject to the occurrence of a vacancy.

Class 2 Cartographer/Engineering Survey Drafting Officer etc.
(Equivalent Grade 5 Administrative & Clerical Salary)

| | <u>\$ p.a.</u> |
|---------------------|----------------|
| 1st year of service | 22222 |
| 2nd year of service | 22950 |

Class 3 Cartographer/Engineering Survey Drafting Officer etc.
(Equivalent Grade 6 Administrative & Clerical Salary)

| | |
|---------------------|-------|
| 1st year of service | 23921 |
| 2nd year of service | 24645 |

Class 4 Cartographer/Engineering Survey Drafting Officer etc.
(Equivalent Grade 7 Administrative & Clerical Salary)

| | |
|---------------------|-------|
| 1st year of service | 25530 |
| 2nd year of service | 26250 |

Class 5 Cartographer/Engineering Survey Drafting Officer etc.
(Equivalent Grade 8 Administrative & Clerical Salary)

| | |
|---------------------|-------|
| 1st year of service | 27365 |
| 2nd year of service | 28220 |

Class 6 Cartographer/Engineering Survey Drafting Officer etc.
(Equivalent Grade 9 Administrative & Clerical Salary)

| | |
|---------------------|-------|
| 1st year of service | 29128 |
| 2nd year of service | 30068 |

Class 7 Cartographer/Engineering Survey Drafting Officer etc.
(Equivalent Grade 10 Administrative & Clerical Salary)

| | |
|---------------------|-------|
| 1st year of service | 31202 |
| 2nd year of service | 32059 |

An officer temporarily employed under the provisions of the Public Service Act, 1979, shall, unless otherwise determined by the Board, be paid the weekly equivalent of the annual salary prescribed.

The promotional positions for Cartographers within Departments are as follows:-

| <u>CLASS</u> | <u>DEPARTMENT</u> | <u>DESIGNATION</u> | | |
|--------------|--|---|------------------------------------|----------------|
| 2 | Central Mapping Authority | Examiner | | |
| | Forestry | Examiner | | |
| | Crown Lands Office | Examiner | | |
| | Mineral Resources | Assistant Senior | | |
| 3 | Public Works . Environment and Planning | Examining Drafter Section Leader | | |
| | Western Lands | Section Leader | | |
| | C.M.A. Forestry | Senior Supervisor Mapping Liaison Officer | | |
| 4 | Crown Lands Office | Senior | | |
| | Public Works | Supervisory Drafter | | |
| | Mineral Resources Soil Conservation | Senior Supervisor | | |
| | Soil Conservation Mineral Resources Environment & Planning Public Works | Deputy Chief Deputy Chief Deputy Manager Senior | | |
| 5 | C.M.A. Crown Lands Office Soil Conservation Public Works Forestry | Deputy Chief Deputy Chief Chief Deputy Chief Deputy Chief | | |
| | 6 | Forestry Mineral Resources Environment and Planning Public Works | Chief Chief Manager Chief | |
| | | 7 | C.M.A. Lands | Chief Chief |

2. SURVEY DRAFTING OFFICERS WITHIN:-

Land Titles Office)
 Western Lands Office) Department of Local
 Crown Lands Office) Government and Lands
 Department of Mineral Resources
 Housing Commission
 Education Department
 NSW State Fisheries
 Energy Authority
 Forestry Commission (Estates Branch)
 National Parks and Wildlife Service

| <u>General Scale</u> | <u>\$ p.a.</u> |
|----------------------|----------------|
| 1st year of service | 9057 |
| 2nd year of service | 11435 |
| 3rd year of service | 12145 |
| 4th year of service | 12565 |
| 5th year of service | 12959 |
| 6th year of service | 13352 |
| 7th year of service | 13744 |
| 8th year of service | 14298 |
| 9th year of service | 14878 |
| 10th year of service | 15474 |
| 11th year of service | 16558 |
| 12th year of service | 17023 |
| 13th year of service | 17611 |
| 14th year of service | 18102 |

- a) Progression beyond the 4th year of service rate shall be subject to the successful completion of the first stage of the Land and Engineering Survey Drafting Certificate or equivalent.
- b) The salaries of officers shall be advanced to the 13th year of service rate upon the successful completion of the Land and Engineering Survey Drafting Certificate or equivalent, subject to the officer having not less than six years experience.
- c) Provided that an officer shall not be eligible to progress beyond the 12th year of service rate unless he/she has completed the Land and Engineering Survey Drafting Certificate or equivalent and has not less than six years experience.
- d) Provided further than an officer qualified at Higher School Certificate standard aged 19 years or over shall be paid not less than \$10,291 p.a.
- e) Where officers have already progressed beyond the barriers under previous Agreements and do not possess the full qualifications prescribed by this Agreement, they shall be deemed to have satisfied the progression requirements of the position currently occupied.

The future progression/promotion of officers who do not fall into the category outlined above may be referred to the Board for consideration.

Promotion to the following positions shall be subject to the occurrence of a vacancy.

| <u>Class 1</u> (Equivalent Grade 3 range Grade 4 Administrative & Clerical Salary) | <u>\$ p.a.</u> ((\$89.10wb)) |
|--|---------------------------------|
| 1st year of service | 18755 |
| 2nd year of service | 19243 |
| 3rd year of service | 19994 |
| 4th year of service | 20577 |

Class 2
(Equivalent Grade 5 Administrative
& Clerical Salary)

| | |
|---------------------|-------|
| 1st year of service | 22222 |
| 2nd year of service | 22950 |

Class 3
(Equivalent Grade 6 Administrative
& Clerical Salary)

| | |
|---------------------|-------|
| 1st year service | 23921 |
| 2nd year of service | 24645 |

Class 4
(Equivalent Grade 7 Administrative
& Clerical Salary)

| | |
|---------------------|-------|
| 1st year of service | 25530 |
| 2nd year of service | 26250 |

Class 5
(Equivalent Grade 8 Administrative
& Clerical Salary)

| | |
|---------------------|-------|
| 1st year of service | 27365 |
| 2nd year of service | 28220 |

2. SURVEY DRAFTING OFFICERS ETC.

The adjustment of salaries for those at present employed as Survey Drafting Officer within the incremental range is shown hereunder:-

ADJUSTMENT SCHEDULE

| CURRENT YEAR OF SERVICE | SALARY \$89.10wb | NEW YEAR OF SERVICE | SALARY \$89.10wb | NEXT INCREMENT |
|----------------------------|---------------------|------------------------|---------------------|-------------------------------|
| <u>GENERAL SCALE</u> | | <u>GENERAL SCALE</u> | | Normal Incremental Date |
| 1st year | 9057 | 1st year | 9057 | " |
| 2nd year | 11435 | 2nd year | 11435 | " |
| 3rd year | 12145 | 3rd year | 12145 | " |
| 4th year | 12565 | 4th year | 12565 | " |
| 5th year | 12959 | 5th year | 12959 | " |
| 6th year | 13352 | 6th year | 13352 | " |
| 7th year | 13744 | 7th year | 13744 | " |
| 8th year | 14298 | 8th year | 14298 | " |
| 9th year | 14878 | 9th year | 14878 | " |
| 10th year | 15474 | 10th year | 15474 | " |

Officers with at least 12 months experience on \$15474 p.a. (equivalent 10th year General Scale) and who have completed 3 stages of the appropriate Certificate should progress to the rate for the 11th year of the General Scale, i.e. \$16558 p.a. (equivalent minimum Grade 1 A & C).

Officers with at least 12 months experience on \$17023 p.a. (equivalent maximum Grade 1 A & C) should progress to the rate for the 13th year of the General Scale, i.e. \$17611 p.a. (equivalent minimum Grade 2 A & C).

Officers with at least 12 months experience on \$19243 p.a. (equivalent maximum Grade 3 A & C) progress to the rate for the 3rd year, Class 1, i.e. \$19994 p.a. (equivalent minimum Grade 4 A & C).

(4) 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 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 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; and
- (c) any period necessary to give full effect to a reduction in salary imposed by the Board by virtue of Section 94 and Section 95 of the Public Service Act, 1979.

(6) 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.

(7) GRADING COMMITTEE

A committee consisting of two representatives of the Board and one of the New South Wales Public Service Professional Officers' Association and one of the Public Service Association of New South Wales shall be constituted to consider and recommend the alteration of any existing grading with the final decision as to the grading of any position to be a matter for the Board. The operative date of the new grading shall be determined by the Board in the light of the circumstances of each particular case.

(8) WAGE BASIS

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

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Survey Drafting Officers,
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Photogrammetrists,
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(9) AREA, INCIDENCE AND DURATION

This Agreement rescinds and replaces Agreement No.s 2160, 2162, 2163 and 2164 of 1975 and any subsequent Determinations made by the Board.

This Agreement shall apply to all officers as defined herein. It shall have effect for a period of one year on and from the beginning of the first pay period commencing on or after the twenty sixth day of July, 1982, 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:

duly authorised by THE
PUBLIC SERVICE ASSOCIATION
OF NEW SOUTH WALES to sign
this Agreement on its
behalf in the presence of:

[Handwritten signature]

duly authorised by THE
NEW SOUTH WALES PUBLIC
SERVICE PROFESSIONAL
OFFICERS' ASSOCIATION
to sign this Agreement in
the presence of:

[Handwritten signature]
JOHN GRAYSON

[Handwritten signature]
President



[Handwritten signature]
JOHN F. O'NEILL
SECRETARY