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New South Wales Government



Public Service Board of N.S.W.

The General Secretary
Public Service Association of NSW
160 Clarence Street
SYDNEY NSW 2000

Postal Address:
Box 2, G.P.O.
Sydney, N.S.W. 2001
47-53 Macquarie Street, Sydney
Telephone: (02) 230 3211

Our reference: 81/4050

Your reference: Mr Murrell Ext. 408

8 MAR 1983

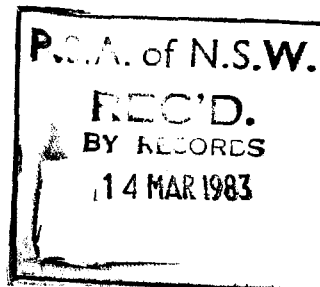
Dear Sir

AGREEMENT NO. 2449 OF 1982 - SURVEYORS TRIGONOMETRICAL, SURVEYORS
AND CARTOGRAPHIC SURVEYORS, VARIOUS DEPARTMENTS

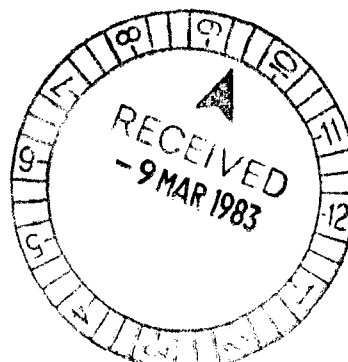
Attached is a copy of the above Agreement duly signed by the Board.

Yours faithfully

R. K. TOUT
Secretary
Per: *[Signature]*



Research



Surveyors, Trigonometrical
Surveyors and Cartographic
Surveyors
Various Departments

Agreement No.2449 of 1982

P.S.B. 81/4050

A G R E E M E N T made the twenty eighth day of January
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 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 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 have obtained a degree in Surveying of a
recognised University requiring a minimum of four years
full time study or such other qualifications as the Board
deems equivalent, and who, on the 10th December 1982, were
occupying one of the positions included in this Agreement or
who, after that date, are appointed to one of such posi-
tions, but does not include any person who resigned or whose
services were terminated prior to the date of signing 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

PART (A) 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 posi-
tions specified.

Surveyors, Trigonometrical
Surveyors and Cartographic
Surveyors

Effective
On and from
10 December 1982
\$ p.a.

Grade I

1st year of service	17842
2nd year of service	19067
3rd year of service	20470
4th year of service	21952
5th year of service and thereafter	23444

Grade II

1st year of service	24967
2nd year of service	25808
3rd year of service	26652
4th year of service and thereafter	27492

Grade III

1st year of service	29085
2nd year of service	30079
3rd year of service	31071
4th year of service and thereafter	32202

Grade IV

1st year of service	33685
2nd year of service	34699
3rd year of service and thereafter	35706

Grade V

1st year of service	37234
2nd year of service and thereafter	37956

- (i) Progression from Grade I to Grade II shall be subject to:-
- (a) completion of 12 months service on the maximum salary of Grade I;
 - (b) the officer having demonstrated ability and initiative in the performance of his duties and the nature and quality of work performed by him so warranting.
- (ii) Promotion to Grade III, Grade IV and Grade V shall be subject to the occurrence of a vacancy.
- (iii) Provided that officers temporarily employed under the provisions of the Public Service Act, 1979, 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.
- (iv) Provided further that the salary of a retired person who is re-employed after attaining 60 years shall not be increased beyond the salary point at which he is employed without the special approval of the Board.

PART (B) ADJUSTMENT OF SALARIES OF OFFICERS
AT PRESENT EMPLOYED

For the purposes of this Part an officer shall be deemed to have the years of service indicated by the salary received under the appropriate scale of salaries in force immediately prior to the operative date of this Agreement.

- (i) Subject to the provisions of this Agreement the salaries of Surveyors and Trigonometrical Surveyors employed at the operative date of this Agreement and presently paid in accordance with and by reference to the positions specified in the Crown Employees (Surveyors and Trigonometrical Surveyors - All Departments) Award shall be adjusted as follows:

<u>(a) Graduate Surveyor</u>	<u>Surveyor (Graduate)</u>	<u>Incremental Date</u>
<u>(Unregistered)</u>		
Year 1	to Grade I, Year 1	Existing incremental date be retained
Year 2	to Grade I, Year 2	"
<u>Trigonometrical Surveyors;</u>		
<u>Licensed Surveyor, Health</u>		
<u>Commission of NSW; Surveyors,</u>		
<u>Registered (Various Departments)</u>		
<u>including Class B, Class A and</u>		
<u>Investigating Surveyor</u>		
Year 1	to Grade I, Year 3	Existing incremental date be retained
Year 2	to Grade I, Year 4	Incremental date to be adjusted to anniversary of operative date of Agreement
Year 3	to Grade I, Year 4	Existing incremental date be retained
Year 4	to Grade I, Year 5	"
Year 5	to Grade II, Year 1	"
Year 6	to Grade II, Year 2	"
Year 7	to Grade II, Year 3	"
Year 8	to Grade II, Year 4	Not Applicable
<u>Senior Surveyor,</u>		
<u>Soil Conservation</u>		
<u>Service</u>		
	to Grade III, Year 3	Incremental date to be adjusted to anniversary of operative date of Agreement

Senior Surveyor (Various
Departments): Senior
Trigonometrical Surveyor
and Surveyor and Assistant
Valuation Officer, Western
Lands Commission; Supervising
Surveyor, Housing Commission

Year 1 to Grade III, Year 3 Existing incremental
date be retained

Year 2 to Grade III, Year 4 Not Applicable

Examining Surveyor,
Registrar General's Office

to Grade III, Year 4 Not Applicable

Chief Surveyor, Housing
Commission and Chief
Trigonometrical Surveyor,
Central Mapping Authority

Year 1 to Grade IV, Year 2 Existing incremental
date be retained

Year 2 to Grade IV, Year 3 Not Applicable

Deputy Principal Surveyor,
Department of Public Works

Year 1 to Grade V, Year 1 Incremental date to be
adjusted to anniversary
of operative date of
Agreement

Year 2 to Grade V, Year 1 Existing incremental
date be retained

Year 3 to Grade V, Year 2 Not Applicable

Supervising Surveyor,
Registrar General's Office

to Grade V, Year 2 Not Applicable

District Surveyor, Land Board
Offices, Metropolitan, Maitland,
Grafton, Nowra and Taree and Survey
Co-ordination Branch and Home Site
Branches, Maitland and Metropolitan

Year 1 to Grade V, Year 1 Incremental date to be
adjusted to anniversary
of operative date of
Agreement

Year 2 to Grade V, Year 1 Existing incremental
date be retained

Year 3 to Grade V, Year 2 Not Applicable

- (b) Officers who, at the operative date of this agreement, occupy one of the undermentioned positions, shall retain their existing salaries and existing entitlements to progression as set out below while they continue to occupy these positions.

Officer-in-Charge, Survey Branch Forestry Commission of NSW (Mr. W. Hearfield)	1st year of service	31120
	2nd year of service	
	and thereafter	33301

Location Surveyor, Department of Public Works (Mr. B. Hunt)	1st year of service	27719
	2nd year of service	28295
	3rd year of service	
	and thereafter	28746

District Surveyor, Land Board Offices at Dubbo, Goulburn Wagga Wagga, Hay, Tamworth/ Armidale, Moree and Orange (Messrs. E. McAnespie, C. Simpson, A. Wilkinson, K. Smith, J. Osmond, R. Hunter and A. Packham)	1st year of service	35004
	2nd year of service	36176
	3rd year of service	
	and thereafter	37345

The personal salaries applicable to present incumbents of these positions referred to above shall only continue while the officer concerned continues to occupy one of these positions and shall be absorbed if the officer is promoted or the salary of the position occupied is increased as a result of any non-economic adjustment.

- (ii) Subject to the provisions of this Agreement the salaries of Cartographic Surveyors employed at the operative date of this Agreement and presently paid in accordance with and by reference to the positions specified in the Cartographic Surveyors, Central Mapping Authority, Department of Lands Agreement, No. 1780 of 1971 shall be adjusted as follows:

<u>Cartographic Surveyor</u>			<u>Incremental Date</u>
Year 1	to	Grade I, Year 1	Existing incremental date be retained
Year 2	to	Grade I, Year 2	"
Year 3	to	Grade I, Year 3	"
Year 4	to	Grade I, Year 4	"
Year 5	to	Grade I, Year 5	Incremental date to be adjusted to anniversary of operative date of Agreement
Year 6	to	Grade I, Year 5	Existing incremental date be retained
Year 7	to	Grade II, Year 1	"
Year 8	to	Grade II, Year 2	"
Year 9	to	Grade II, Year 3	Incremental date to be adjusted to anniversary of operative date of Agreement.

-	-	Grade II, Year 4	Not Applicable
<u>Manager, Research Division, Central Mapping Authority</u>			
Year 1	to	Grade III, Year 2	Existing incremental date be retained
Year 2	to	Grade III, Year 3	"

(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 the conduct and 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 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 94 or Section 95 of the Public Service Act, 1979.

(6) GRADING COMMITTEE

1. A Committee consisting of two representatives of the Board and one representative of the Public Service Association of New South Wales and the New South Wales Public Service Professional Officers' Association shall be constituted to consider and recommend to the Board:
 - (a) the variation of a grading of a position as a result of any substantial alteration of duties and/or responsibilities or in any case of anomaly; and
 - (b) the date of effect of the grading so recommended.

Provided that -

- (i) an officer shall, while the grading of his position is under consideration by the Committee, be ineligible to be a member of the Committee;

- (ii) the Committee shall not, without sufficient reason, recommend the retrospective operation of any grading; and
 - (iii) where a retrospective date of effect is recommended, such date shall not be earlier than a date six (6) months prior to the date on which the matter was referred to the Committee.
2. Where the Associations have been advised of a reference to the Grading Committee and the grading proposed by the Board's representatives on such Committee, and have not advised within twenty one (21) days whether such grading as proposed is or is not acceptable to the Associations' representatives on the Committee, the grading of the position shall, unless otherwise approved, be determined by the Board.
 3. In the event of the Members of the Committee being in disagreement as to the grading to be recommended or as to the date of effect, the Members representing the Associations shall, within fourteen (14) days of the meeting of the Committee at which such disagreement occurred, lodge a written report stating the grading which they consider appropriate with their reasons for same and indicating also whether they wish to interview the Board in connection with their representations.

If a written report as prescribed is not received within the time specified the grading of the position shall be determined by the Board without further reference to the Associations.

4. The Board's decision on all recommendations of the Committee shall be final.

(7) WAGE BASIS

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

(8) AREA, INCIDENCE AND DURATION

This Agreement rescinds and replaces Agreements No. 1760 and 1780 of 1971, and the Crown Employees (Surveyors and Trigonometrical Surveyors - All Departments) Award and any subsequent Determinations made by the Board in respect of officers covered by the said Agreements and Award.

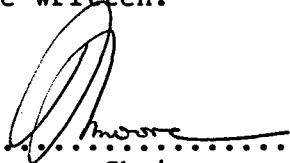
This Agreement shall apply to all officers as defined herein. It shall have effect for a period of one year on and from the 10th day of December, 1982 and shall continue in force thereafter until one month's notice of its termination is given by either party.

Surveyors, Trigonometrical
Surveyors and Cartographic
Surveyors
Various Departments

Agreement No.2449 of 1982

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